

# Transparency at the top?

## Senior pay and perks in UK universities

### History

As part of its ongoing campaign for greater transparency at the top of UK universities, the University and College Union (UCU) submitted a wide-ranging Freedom of Information request in autumn 2014. That request was designed to shine a light on the arbitrary nature of senior pay and perks in universities, and support the union's call for reform.

In January 2014, UCU wrote to business secretary Vince Cable and universities minister David Willetts to highlight the escalation of vice-chancellors' salaries for the academic year of 2012/13 and reminded them of the government's strong words on excessive pay at the top of UK universities.

The letter went on to criticise the nature of decision-making around senior pay, stating, 'What adds to the sense of unfairness and hypocrisy among staff is that vice-chancellors' pay is determined in such a secretive way. Minutes of remuneration committees are not made public, except in the most obtuse ways, and, all too often, the vice-chancellor is a member of the committee that sets their pay.'

In response to the letter, David Willetts said universities should be free to set the operation of their remuneration committee as they see fit, and that there were already lists of vice-chancellors' pay in the public domain. However, he did suggest universities may be required to provide a remuneration report as is now the norm in many public and private sector companies.

Following that exchange, UCU contacted 139 universities in February 2014 to ask for a copy of the most recent set of minutes for their remuneration committee – the body tasked with setting the vice-chancellor's pay. Just 19% of the institutions provided copies of the minutes, and in 14 cases they redacted the minutes to obscure specific information. Ninety-one HEIs refused to release a copy of their minutes and 21 did not respond by the deadline given.

### The basis for this report

Frustrated by those results and ministers' refusals to address the lack of scrutiny of senior pay and perks, UCU increased its efforts to find out the reasons behind why some vice-chancellors were seeing their pay rocket, while others saw more modest rises or even their

pay being cut. As well as researching pay rises and remuneration committee minutes, the union has asked questions about vice-chancellors' expenses.

The FOI request that forms the basis of this report was sent to 155 higher education institutions (HEIs). It asked a series of questions about spending by the vice-chancellor (or head of institution if known by a different title) on travel costs, hotel costs and expenses for the academic year 2013/14, along with a request for details of the vice-chancellor's salary and the number of other senior post-holders earning over £100,000.

The request also asked for copies of the most recently ratified minutes of the institution's remuneration committee.

## Variety of responses

The questions on expenditure on flights, hotels and expenses for vice-chancellors elicited a huge variation in responses with many institutions deploying exemptions under the Freedom of Information Act to avoid providing responses, and some stating the information was not held.

Overall, 24 of the 155 institutions contacted did not provide responses to any of the union's FOI requests.

Seven institutions\* simply did not respond to the request at all. The University of Sussex replied and said it would not provide any response as the request exceeded appropriate limit and fee regulations. St George's University replied, but did not put any response in to the questions leaving them blank and the University of Winchester said it did not hold the information.

Fourteen institutions\*\* employed exemptions under the Freedom of Information Act to avoid answering all the questions relating to their vice-chancellor's pay and expenses.

The remaining 131 institutions provided partial or full answers. Many used exemptions to justify their refusal to answer certain questions, while some stated the information asked for was 'not held' or 'not available'.

Only half of the HEIs (78 of 155) provided a copy of the most recently ratified minutes of their remuneration committee. Of those minutes provided, 53% (41) had been redacted while many others were summarised as to such an extent that they provided no meaningful information on decision-making criteria.

## Pay and expenses key findings

Of the responses received, the greatest amount spent on flights in the academic year 2013/14 by a vice-chancellor was £59,812 and the average was £9,706. Two-thirds of all flights were taken in business or first class.

Vice-chancellors spent an average of £3,202 on hotels in the year, with five spending more than £10,000. The average annual personal expenses bill was also just over £3,000 at £3,113. However, 10 vice-chancellors received more than £10,000 for the year and four claimed more than £20,000. The highest individual bill was £33,526.

In 2013/14, the average vice-chancellor salary for 2013/14 was £260,290. Eighteen vice-chancellors enjoyed a pay increase of more than 10%, while the largest increase was 70.2%. On average, vice-chancellors were paid 6.4 times more than an average member of their staff. The union's data also found that 20 institutions had more than 100 members of staff earning over £100,000 a year.

## UCU recommends

In light of the report's findings, UCU is calling for:

- minutes of remuneration committees to be made publicly available, including detailed reasoning for pay increases
- staff and student representatives on every remuneration committee
- the publication of an annual list of the pay and benefits of vice-chancellors in all institutions who receive public funding

\* Buckinghamshire New University

Coventry University

De Montfort University

Edge Hill University

University College London

University of Southampton

University of West London

\*\* Leeds Beckett University

Liverpool School of Tropical Medicine

Newcastle University

Open University

University of Bath

University of Birmingham

University of Bradford

University of Huddersfield

University of Leeds

University of Lincoln

University of Northampton

University of Sunderland

University of Warwick

University of Wolverhampton

## Methodology

A questionnaire was emailed to the Freedom of Information department at the 155 higher education institutions.

They were asked:

1. What were the emoluments of the vice-chancellor (including benefits in kind and pension contribution) in the year ending 31 July 2014?
2. What were the emoluments for the vice-chancellor in the year ending 31 July 2014 within the following categories?
  - a. Remuneration
  - b. Benefits in kind
  - c. Pension contributions
3. How much (in pound sterling) did the vice-chancellor receive in personal expenses in the year ending 31 July 2014?
4. How much (in pound sterling) was spent on air fares for the vice-chancellor in the year ending 31 July 2014?
5. How much of the total air fare spend identified in Q5 was on the following travel classes:
  - a. Economy
  - b. Premium Economy
  - c. Business
  - d. First
6. How much (in pound sterling) was spent on hotel accommodation for the vice-chancellor in the year ending 31 July 2014?
7. How many members of staff (excluding the vice-chancellor) at the university had emoluments (excluding pension costs but including benefits in kind) within the following remuneration bands in the year ending 31 July 2014:
  - £100,000-£149,999
  - £150,000-£199,999
  - £200,000-£249,999
  - £250,000-£299,999
  - £300,000-£349,999
  - £350,000-£399,999
8. How many members of the university's remuneration committee are paid employees of the university?
9. How many independent members (defined as external and independent of the institution) of the university's governing body are members of the remuneration committee?
10. Is the vice-chancellor of the university a member of the remuneration committee?
11. We would like to request a copy of the most recently ratified minutes for the remuneration committee. Please could a copy be emailed to: [vwilks@ucu.org.uk](mailto:vwilks@ucu.org.uk).

Public authorities have 20 working days to respond to an FOI request. In cases where no response was received within the allotted time-frame, UCU chased the institution's FOI officer and allowed extra time for the request to be completed if necessary. This was done in order to gain as full a data set as possible. Out of a potential 155 respondents, all but seven have replied to UCU's FOI request.

All institutions included in this survey were given at least four weeks to respond to our request.

## Results

A total of 148 higher education institutions responded to the FOI request.

The University of Sussex replied and said it would not provide any response as the request exceeded appropriate limit and fee regulations. St George's University replied, but did not put any response in to the questions leaving them blanks and the University of Winchester said it did not hold the information.

Fourteen institutions\*\* employed exemptions under the Freedom of Information Act to avoid answering all the questions relating to their vice-chancellor's pay and expenses.

The remaining 131 institutions provided partial or full answers. Many used exemptions to justify their refusal to answer certain questions, while some stated the information asked for was 'not held' or 'not available'.

Only half of the HEIs (78 of 155) provided a copy of the most recently ratified minutes of their remuneration committee. Of those minutes provided, 53% (41) had been redacted while many others were summarised as to such an extent that they provided no meaningful information on decision-making criteria.

Although seven institutions did not provide any overall response to our request, we have been able to get answers to questions about their vice-chancellors' remuneration and senior post holders' pay from their recently published Financial Statements. These HEIs appear in **red type** and are:

**Buckinghamshire New University**

**Coventry University**

**De Montfort University**

**Edge Hill University**

**University College London (UCL)**

**University of Southampton**

**University of West London**

Under the Freedom of Information Act 2000, a public authority is able to deploy a range of exemptions that allow information to be withheld (see Guide to Exemptions below). HEIs used a range of these exemptions to answer different questions within the overall request.

## Guide to exemptions

### Section 12

To obtain the information would exceed the reasonable time limit to obtain information as set out in the FOI Act – more than 18 hours of one employee's time or costing more than £450 to conduct the search.

**Section 21**

Reasonably accessible by other means

**Section 22**

Information Intended for Future Publication

**Section 25**

Information otherwise accessible

**Section 27**

Protecting international relations

**Section 36**

Prejudice to the Effective Conduct of Public Affairs

**Section 40**

Personal Data

**Section 43**

Prejudice to Commercial Interests

In some cases, a HEI answered a question stating the information requested was 'not held' or 'not available'.

## Flight expenditure

Questions:

- How much (in pound sterling) was spent on air fares for the vice-chancellor in the year ending 31 July 2014?
- How much of the total air fare spend identified was on the following travel classes:
  - a. Economy
  - b. Premium Economy
  - c. Business
  - d. First

**128 HEIs provided a value for flight expenditure.**

**15 HEIs used an exemption as follows:**

**S12: 10**

Newcastle University  
Aberystwyth University  
Liverpool School of Tropical Medicine  
Royal Veterinary College  
University of Bath  
University of Bradford  
University of Huddersfield  
University of Lincoln  
University of Northampton  
University of Warwick

**S22: 4**

Leeds Beckett University  
The Open University  
University of Leeds  
University of Sunderland

**S17: 1**

University of Wolverhampton

**2 HEIs said the information was 'not held' or 'not available':**

University of Winchester  
Brunel University



### **3 HEIs left this question blank:**

St George's University of London  
University of Birmingham  
University of Sussex

### **7 HEIs did not provide any response to the FOI request:**

Buckinghamshire New University  
Coventry University  
De Montfort University  
Edge Hill University  
University College London (UCL)  
University of Southampton  
University of West London

### **Class of flights taken**

**114 HEIs provided a value for Business/First Class flight expenditure.**

### **19 HEIs used an exemption as follows:**

#### **Section 12**

King's College London  
Liverpool School of Tropical Medicine  
Newcastle University  
University of Bath  
University of Birmingham  
University of Bradford  
University of Cambridge  
University of Huddersfield  
University of Lincoln  
University of Northampton  
University of Oxford  
University of Warwick  
Aberystwyth University

#### **Section 17**

University of Wolverhampton  
Robert Gordon University

#### **Section 22**

Leeds Beckett University  
The Open University

University of Leeds  
University of Sunderland

**6 HEIs said this information was 'not held' or 'not available':**

Kingston University  
Plymouth University  
University of the Highlands and Islands  
University of the West of England  
University of Winchester  
Abertay University

**9 HEIs left this question blank:**

Brunel University  
Glasgow Caledonian University  
Goldsmiths, University of London  
Central School of Speech and Drama  
Royal Veterinary College  
St George's, University of London  
University of Bristol  
University of Sussex  
University of Strathclyde

**7 HEIs did not provide any response to the FOI request:**

Buckinghamshire New University  
Coventry University  
De Montfort University  
Edge Hill University  
University College London (UCL)  
University of Southampton  
University of West London

## Top 20 spenders on air fares

	HEI	Head of HEI	Flight expenditure 2013/14 (£)	Expenditure on Business and First Class flights 2013/14 (£)	%age of flight expenditure on business and First Class flights
1	London School of Economics	Professor Craig Calhoun	59811.14	59566.14	99.6%
2	Bath Spa University	Professor Christina Slade	41977.83	40794.21	97.2%
3	Middlesex University	Professor Michael Driscoll	37802.81	37802.81	100%
4	University of Oxford	Professor Andrew Hamilton	34210.71	S12	
5	University of Strathclyde	Professor Sir Jim McDonald	33508		
6	Imperial College London	Sir Keith O'Nions	32360.43	31325.53	96.8%
7	Anglia Ruskin University	Professor Michael Thorne	31490	30180	95.8%
8	London Business School	Professor Sir Andrew Likierman	29875	28988	97%
9	University of Glasgow	Professor Anton Muscatelli	27840.98	22933.73	82.4%
10	University of Nottingham	Professor David Greenaway	27556.78	21659.42	78.6%
11	University of Liverpool	Sir Howard Newby	27403	26476	96.6%
12	University of Bedfordshire	Bill Rammell	27019	26823	99.3%
13	Glasgow Caledonian University	Professor Pamela Gillies	26423.53		
14	Lancaster University	Professor Mark E Smith	23887.3	23750	99.4%
15	University of Exeter	Professor Steve Smith	23749.21	23565.21	99.2%
16	University of Edinburgh	Professor Timothy O'Shea	22358	11443	51.2%
17	University of Manchester	Professor Dame Nancy Rothwell	22256.13	15256.13	68.5%
18	Cardiff University	Professor Colin Riordan	21460.04	19996.66	93.2%
19	University of Bristol	Professor Eric Thomas	20868.83		
20	University of Cambridge	Professor Leszek Borysiewicz	20280	S12	

The average spend on air fares for vice-chancellors during 2013/14 was £9,705.75.

The average percentage of overall flight expenditure spend on business and first class flights during 2013/14 was 67.6%.

# Hotel expenditure

Question:

- How much (in pound sterling) was spent on hotel accommodation for the vice-chancellor in the year ending 31 July 2014?

**122 HEIs provided a value for this expenditure.**

**18 HEIs used an exemption as follows:**

**S12: 11**

Newcastle University  
Aberystwyth University  
Liverpool School of Tropical Medicine  
Royal Veterinary College  
University of Bath  
University of Birmingham  
University of Bradford  
University of Huddersfield  
University of Lincoln  
University of Northampton  
University of Warwick

**S17: 1**

University of Wolverhampton

**S22: 6**

Leeds Beckett University  
London South Bank University  
The Open University  
University of Cumbria  
University of Leeds  
University of Sunderland

**2 HEIs said the information was 'not held' or 'not available':**

University of Winchester  
University of Sheffield

**6 HEIs left this question blank:**

Brunel University  
Canterbury Christ Church University  
King's College London

St George's University of London  
 University of Brighton  
 University of Sussex

**7 HEIs did not provide any response to the FOI request:**

Buckinghamshire New University  
 Coventry University  
 De Montfort University  
 Edge Hill University  
 University College London (UCL)  
 University of Southampton  
 University of West London

**Top 20 spenders on hotel accommodation**

	<b>HEI</b>	<b>Head of HEI</b>	<b>Hotel accommodation expenditure 2013/14 (£)</b>
1	Glasgow Caledonian University	Professor Pamela Gillies	27271.13
2	University of Exeter	Professor Steve Smith	20329.76
3	University of Liverpool	Sir Howard Newby	12573
4	Plymouth University	Professor Wendy Purcell	11974.12
5	University of Bristol	Professor Eric Thomas	10307.21
6	University of Cambridge	Professor Leszek Borysiewicz	9363
7	University of Bolton	George Holmes	8917.2
8	University of Edinburgh	Professor Timothy O'Shea	8130
9	University of Oxford	Professor Andrew Hamilton	7790.6
10	Royal Central School of Speech and Drama	Professor Gavin Henderson	7313
11	Edinburgh Napier University	Professor Andrea Nolan	6904.47
12	Bangor University	Professor John Hughes	6730.41
13	Loughborough University	Professor Robert Allison	6680
14	University of Wales, Trinity St David	Professor Medwin Hughes	6335.4
15	Nottingham Trent University	Professor Neil Gorman	5600
16	London Business School	Professor Sir Andrew Likierman	5488
17	London School of Economics	Professor Craig Calhoun	5382.1
18	Northumbria University	Professor Andrew Wathey	5273.49
19	University of St Andrews	Professor Louise Richardson	5168.44
20	Cardiff University	Professor Colin Riordan	5152.19

The average spend on hotel accommodation for vice-chancellors during 2013/14 was £3202.05

## Vice-chancellors' expenses

Question:

- How much (in pound sterling) did the vice-chancellor receive in personal expenses in the year ending 31 July 2014?

**125 HEIs provided a value for this expenditure.**

**16 HEIs used an exemption as follows:**

**S12: 6**

University of Bath  
University of Birmingham  
University of Bradford  
University of Huddersfield  
University of Lincoln  
University of Warwick

**S21: 1**

University of Wolverhampton

**S22: 6**

Leeds Beckett University  
Newcastle University  
Northumbria University  
The Open University  
University of Leeds  
University of Sunderland

**S27: 2**

University of Edinburgh  
Robert Gordon University

**S40: 1**

Liverpool School of Tropical Medicine

**3 HEIs said the information was 'not held' or 'not available':**

University of Winchester  
Glyndwr University  
Leeds College of Art

**4 HEIs did not respond to this question:**

London South Bank University  
St George's University of London  
University of Northampton  
University of Sussex

**7 HEIs did not provide any response to the FOI request:**

Buckinghamshire New University  
Coventry University  
De Montfort University  
Edge Hill University  
University College London (UCL)  
University of Southampton  
University of West London

## Top 20 expenses

	HEI	Head of HEI	Expenses 2013/14 (£)	Notes
1	Royal Central School of Speech and Drama	Professor Gavin Henderson	33526	
2	University of Aberdeen	Ian Diamond	23910.29	
3	Queen Mary University of London	Professor Simon Gaskell	22703.2	
4	University of Salford	Professor Martin Hall	22592.06	
5	Royal Holloway, University of London	Professor Paul Layzell	18287.47	
6	University of the West of England	Professor Steve West	18049.09	For period of 1 June 2013 - 31 July 2014.
7	Glasgow School of Art	Professor Tom Inns	13350.39	Includes travel
8	London School of Hygiene and Tropical Medicine	Professor Peter Piot	11913.51	
9	Nottingham Trent University	Professor Edward Peck	11484.89	
10	York St John University	Professor David Fleming	10518	
11	University of Bristol	Professor Eric Thomas	8840.31	
12	University of Westminster	Professor Geoff Petts	8496.07	
13	Oxford Brookes University	Professor Janet Beer	8478.55	
14	Royal Veterinary College	Professor Stuart Reid	7603.44	
15	University of St Mark and St John	Professor Cara Aitchison	6441.34	
16	University of Nottingham	Professor David Greenaway	6386.11	
17	University of Liverpool	Sir Howard Newby	5847	
18	University of South Wales	Julie Lydon	5812.56	
19	Imperial College London	Sir Keith O'Nions	5705	
20	Liverpool Institute for Performing Arts	Mark Featherstone-Witty	5623	

The average spend on expenses for vice-chancellors during 2013/14 was £3,112.61.



## Vice-chancellors' emoluments

Question:

- What were the emoluments of the vice-chancellor (including benefits in kind and pension contributions) in the year ending 31 July 2014?

**143 HEIs provided the overall remuneration figure for their vice-chancellor (or head of institution if not vice-chancellor).**

**3 HEIs used a S22 exemption and at the time of publication the information was not yet in the public domain as those three HEIs had not published their 2013/14 Financial Statements.**

University of Central Lancashire

University of Cumbria

University of Northampton

**1 HEI said this information would be available on the Charity Commission website where it was due to publish its 2013/14 Financial Statement but it had not done so.**

University of Chester

**7 HEIs did not provide any response to the FOI request but six of those HEIs had published their 2013/14 Financial Statements from which we were able to take this information.**

### **Published Financial Statements:**

Buckinghamshire New University

De Montfort University

Edge Hill University

University College London (UCL)

University of Southampton

University of West London

### **Not published Financial Statement:**

Coventry University

## Top 50 highest-earning heads of institutions by total emoluments

	HEI	Head of Institution	Emoluments - all elements 2013/14 (£)	Any notes on 2013/14
1	Nottingham Trent University	Professor Neil Gorman	623000	Bonuses accrued over five years paid in 2013/14 (v-c retired August 2014).
2	London Metropolitan University	Professor Malcolm Gillies	453000	Accrued payment in lieu of notice of 159000
3	University of Oxford	Professor Andrew Hamilton	442000	
4	London Business School	Professor Sir Andrew Likierman	419000	
5	The Open University	Martin Bean	412000	
6	University of Birmingham	Professor Sir David Eastwood	410000	
7	University of Exeter	Professor Steve Smith	400000	58K performance-related remuneration
8	University of Bath	Professor Glynis M Breakwell	395000	
9	London School of Economics	Professor Craig Calhoun	394000	
10	University of Surrey	Sir Christopher Snowden	392000	
11	University College London (UCL)	Professor Michael Arthur	391660	Two incumbents
12	Imperial College London	Sir Keith O'Nions	389000	
13	Birkbeck, University of London	David Latchman	388000	
14	University of Sheffield	Professor Sir Keith Burnett	378000	
15	University of Nottingham	Professor David Greenaway	374000	
16	University of Liverpool	Sir Howard Newby	368000	
17	University of Warwick	Professor Nigel Thrift	348000	
18	City University London	Professor Paul Curran	346000	
19	University of Cambridge	Professor Leszek Borysiewicz	344000	
20	University of Strathclyde	Professor Sir Jim McDonald	343167	
21	King's College London	Professor Edward Byrne	324000	
22	University of Bristol	Professor Eric Thomas	321000	(Waived proportion of RC rec pay increase)
23	University of Southampton	Professor Don Nutbeam	320000	
24	London School of Hygiene and Tropical Medicine	Professor Peter Piot	313716	
25	Cranfield University	Sir Peter Gregson	310000	
26	University of Hertfordshire	Professor Quintin McKellar	309311.31	
27	University of Aberdeen	Ian Diamond	308893	
28	Aston University	Professor Julia King	307000	
29	University of Glasgow	Professor Anton Muscatelli	304674	
30	Edge Hill University	Dr John Cater	304000	
31	Plymouth University	Professor Wendy Purcell	303367.56	
32	University of Leicester	Professor Paul Boyle	303000	
33	University of St Andrews	Professor Louise Richardson	301000	

	HEI	Head of Institution	Emoluments - all elements 2013/14 (£)	Any notes on 2013/14
34	Northumbria University	Professor Andrew Wathey	300000	
35	Bath Spa University	Professor Christina Slade	299000	
36	University of the West of England	Professor Steve West	296550	
37	University of Hull	Professor Calie Pistorius	293000	
38	University of Roehampton	Professor Paul O'Prey	292074	
39	Royal Veterinary College	Professor Stuart Reid	292072.56	
40	Manchester Metropolitan University	Professor John Brooks	292000	
41	University of Manchester	Professor Dame Nancy Rothwell	291000	
42	University of Worcester	Professor David Green	291000	
43	University of Reading	Sir David Bell	290000	
44	Anglia Ruskin University	Professor Michael Thorne	289000	
45	De Montfort University	Professor Dominic Shellard	289000	
46	University of Huddersfield	Professor Bob Cryan	287000	
47	Durham University	Professor Ray Hudson	286432	
48	University of Edinburgh	Professor Timothy O'Shea	286000	
49	Liverpool Hope University	Professor Gerald Pillay	284104	
50	University of Westminster	Professor Geoff Petts	284000	

The average total emoluments for heads of institutions (including benefits in kind and pensions) in 2013/14 was £260,290.

## **Vice-chancellors' emoluments showing percentage increase between 2012/13 and 2013/14**

We did not request total emoluments for 2012/13 but we were able to compile this information from previously held information in order to make a comparison with the emoluments for 2013/14. It was not possible to obtain a 2012/13 figure for one HEI as it did not exist in 2012/13. That institution was The University of Wales Trinity St David.

To recap:

**143 HEIs provided the overall remuneration figure for their head of institution (including one newly created institution – see below).**

**3 HEIs used a S22 exemption and at the time of publication the information was not yet in the public domain as those three HEIs had not published their 2013/14 Financial Statements.**

University of Central Lancashire  
University of Cumbria  
University of Northampton

**1 HEI said this information would be available on the Charity Commission website where it was due to publish its 2013/14 Financial Statement but it had not done so.**

University of Chester

**1 HEI was in its first year of operation due to a merger so there was no comparator figure for last year.**

University of Wales, Trinity St David

**7 HEIs did not provide any response to the FOI request but six of those HEIs had published their 2013/14 Financial Statements from which we were able to take this information.**

### **Published Financial Statements:**

Buckinghamshire New University  
De Montfort University  
Edge Hill University  
University College London (UCL)  
University of Southampton  
University of West London

### **Not published Financial Statement:**

Coventry University

## Top 50 percentage increases in emoluments between 2012/13 and 2013/14

	HEI	Head of Institution	%age change 2012/13 to 2013/14	Emoluments - all elements 2013/14 (£)	Any notes on 2013/14	Emoluments - all elements 2012/2013 (£)
1	Nottingham Trent University	Professor Neil Gorman	70.2	623000	Bonuses accrued over five years paid in 2013/14 then VC retired August 2014	366000
2	London Metropolitan University	Professor Malcolm Gillies	53.6	453000	Accrued payment in lieu of notice of 159000	295000
3	University of Portsmouth	Professor Graham Galbraith	19.8	271558		217909
4	Royal Academy of Music	Professor Jonathan Freeman-Attwood	18.0	251737		206341
5	University of Kent	Professor Dame Julia Goodfellow	16.2	265000		222000
6	Bath Spa University	Professor Christina Slade	15.7	299000		252000
7	Imperial College London	Sir Keith O'Nions	15.2	389000		330000
8	Royal Northern College of Music*	Professor Linda Merrick	14.7	159507		136000
9	Cranfield University	Sir Peter Gregson	14.5	310000		265000
10	University of Exeter	Professor Steve Smith	14.5	400000	58K performance-related remuneration	342000
11	Queen Mary University of London	Professor Simon Gaskell	14.3	275616		236160
12	De Montfort University	Professor Dominic Shellard	13.8	289000		249000
13	Guildhall School of Music and Drama	Professor Barry Ife	13.6	177000		153000
14	University of St Mark and St John	Professor Cara Aitchison	12.1	206480		181509
15	Royal College of Art**	Dr Paul Thompson	11.9	274575		242000
16	University of Strathclyde	Professor Sir Jim McDonald	11.7	343167		303000
17	University of St Andrews	Professor Louise Richardson	11.6	301000		266000
18	Leeds College of Art	Simone Wonnacott	11.0	154000		137000
19	University of Huddersfield	Professor Bob Cryan	9.4	287000		260000
20	University of London	Professor Sir Adrian Smith	8.9	168000		153000
21	Edge Hill University	Dr John Cater	8.9	304000		277000
22	University of Ulster	Professor Richard Barnett	8.1	222000		204000
23	University of Wolverhampton	Professor Geoff Layer	8.0	224000		206000
24	University of Chichester	Professor Clive Behag	7.5	195871.64		181134
25	Liverpool School of Tropical Medicine	Professor Janet Hemingway	7.3	233000		216000

	HEI	Head of Institution	%age change 2012/13 to 2013/14	Emoluments - all elements 2013/14 (£)	Any notes on 2013/14	Emoluments - all elements 2012/2013 (£)
26	Leeds Trinity University College	Professor Margaret House	7.2	168674		156484
27	Liverpool Hope University	Professor Gerald Pillay	7.1	284104		263943
28	University of Reading	Sir David Bell	7.0	290000		269644
29	Cardiff University	Professor Colin Riordan	7.0	271000		252000
30	York St John University	Professor David Fleming	6.9	247000		230000
31	University College London (UCL)	Professor Michael Arthur	6.7	391660	2 incumbents	365432
32	Trinity Laban Conservatoire of Music and Dance	Anthony Bowne	6.3	182560		171150
33	Birkbeck, University of London	Professor David Latchman	6.2	388000		364000
34	University of Worcester	Professor David Green	6.2	291000		273000
35	Buckinghamshire New University	Professor Ruth Farwell	6.0	216000		203000
36	University of Lincoln	Professor Mary Stuart	5.7	261000		246000
37	Glyndwr University	Professor Michael Scott	5.4	227090		214897
38	University of West London	Professor Peter John	5.2	269000		255000
39	Liverpool John Moores University	Professor Nigel P Weatherill	5.1	267800		254100
40	University of Westminster	Professor Geoff Petts	4.9	284000		270000
41	St Mary's University College Belfast	Professor Peter Finn	4.8	107604		102422
42	University of Nottingham	Professor David Greenaway	4.8	374000		357000
43	University of East Anglia	Professor Edward Acton	4.6	238000		227000
44	University of Warwick	Professor Nigel Thrift	4.6	348000		332000
45	University of Roehampton	Professor Paul O'Prey	4.5	292074		279000
46	Royal Central School of Speech and Drama	Professor Gavin Henderson	4.5	194960.25		192000
47	University of Surrey	Sir Christopher Snowden	4.3	392000		376000
48	University of Derby	Professor John Coyne	4.2	272388	Contributed 1728 to fundraising	260866
49	Kingston University	Julius Weinberg	4.1	238485		229000
50	University of Salford	Professor Martin Hall	4.0	252144.07		242000

\* The Royal Northern college of Music has advised that it supplied an incorrect salary figure for its Principal. The correct salary figure for 2013/14 should have been £144,873 rather than £159,507. The corresponding figure for 2012/13 was £137,750. This means Professor Linda Merrick received a 5.17% increase between 2012/13 and 2013/14.

\*\* The Royal College of Art has advised that it supplied an incorrect salary figure for its Principal. The correct salary figure for 2013/14 should have been £247,575 rather than £274,575. The corresponding figure for 2012/13 was £242,000. This means Dr Paul Thompson received a 2.3% increase between 2012/13 and 2013/14.

## Senior post-holders' pay

Question:

- How many members of staff (excluding the vice-chancellor) at the university had emoluments (excluding pension costs but including benefits in kind) within the following remuneration bands in the year ending 31 July 2014:

£100,000-£149,999

£150,000-£199,999

£200,000-£249,999

£250,000-£299,999

£300,000-£349,999

£350,000-£399,999

**143 HEIs provided figures for the numbers of staff earning above £100,000.**

**3 HEIs used a S22 exemption. However, the information was not yet in the public domain at those four HEIs had not published their 2013/14 Financial Statements.**

University of Central Lancashire

University of Cumbria

University of Northampton

**1 HEI said this information would be available on the Charity Commission website where it was due to publish its 2013/14 Financial Statement but it had not done so.**

University of Chester

**7 HEIs did not provide any response to the FOI request but six of those HEIs had published their 2013/14 Financial Statements from which we were able to take this information.**

### **Published Financial Statements:**

Buckinghamshire New University

De Montfort University

Edge Hill University

University College London (UCL)

University of Southampton

University of West London

### **Not published Financial Statement:**

Coventry University

## Top 20 spenders on senior post-holders' pay

	HEI	£100,000- £149,999	£150,000- £199,999	£200,000- £249,999	£250,00- £299,999	£300,000- £349,999	£350,000- £399,999	Overall number of employee earning £100,000- £399,999
1	University College London (UCL)	287	109	28	2	2	1	429
2	University of Oxford	274	88	25	6	3	0	396
3	Imperial College London	226	83	12	8	4	2	335*
4	University of Cambridge	223	65	14	3	4	0	309
5	King's College London	152	57	16	3	1	0	229
6	London School of Economics and Political Science	121	45	7	30	0	0	203
7	University of Edinburgh	117	43	15	1	2	0	178
8	University of Warwick	115	37	4	0	1	1	158
9	University of Glasgow	99	36	4	0	0	0	139
10	University of Nottingham	100	32	2	1	0	0	135
11	Cardiff University	120	8	0	1	0	0	129
12	University of Birmingham	88	36	4	0	0	0	128
13	University of Leeds	81	32	13	0	1	0	127
14	University of Southampton	94	22	3	1	0	0	120
15	Queen Mary University of London	84	24	8	0	0	0	116
16	City University London	88	17	6	2	0	0	113
17	Newcastle University	73	30	9	0	0	0	112
18	University of Liverpool	77	27	4	1	1	1	111
19	University of Manchester	83	15	3	1	1	0	103
20	University of Exeter	82	18	0	1	1	0	102

\*(2 at £410,000-£449,999)

20 HEIs had more than 100 staff earning more than £100,000 annually.



## Remuneration Committees

Questions:

- How many members does the university's remuneration committee have?
- How many members of the university's remuneration committee are paid employees of the university?
- How many independent members (defined as external and independent of the institution) of the university's governing body are members of the remuneration committee?
- Is the vice-chancellor of the university a member of the remuneration committee?
- We would like to request a copy of the most recently ratified minutes for the remuneration committee. Please could a copy be emailed to: [vwilks@ucu.org.uk](mailto:vwilks@ucu.org.uk).

Some HEIs have answered these questions by referring to us their website where the information is published. In some cases, they have given us a Section 21 or Section 25 exemption – information reasonably accessible by other means. In these instances, we have taken information from the institution's website.

	Members of remuneration committee	Members who are paid employees	Independent members	VC a member	Minutes received	RC minutes redacted
Abertay University	5	0	5	NO	YES	YES
Aberystwyth University	7	1	6	YES	YES Provided for previous request	
Anglia Ruskin University	3	0	3	NO	YES	NO
Arts University Bournemouth	5	1	4	YES	NO	!
Aston University	4	1	3	YES	YES	
Bangor University	8	3	5	YES	YES	NO
Bath Spa University	4	0	4	NO	NO	!
Birkbeck, University of London	6	1	5	Member of one of two panels	YES	YES
Birmingham City University	6	1	5	YES	YES	Sent 14.3.14
Bishop Grosseteste University	6	0	6	NO	NO	!
Bournemouth University	5	0	5	NO	YES	YES
Brunel University	6	2	4	YES	NO	
<b>Buckinghamshire New University</b>					!	!
Canterbury Christ Church University	5	1	4	YES	NO	
Cardiff Metropolitan University	6	1	5	YES	YES	NO

	Members of remuneration committee	Members who are paid employees	Independent members	VC a member	Minutes received	RC minutes redacted
Cardiff University	6	4	2	YES	YES	NO
City University London	6	0	6	NO	NO	
Courtauld Institute of Art	5	1	4	YES	NO	
<b>Coventry University</b>					!	!
Cranfield University	5	1	4	YES	YES	NO
<b>De Montfort University</b>					!	!
Durham University	6	1	5	YES	YES	YES
<b>Edge Hill University</b>					!	!
Edinburgh Napier University	5	0	5	NO	NO	
Falmouth University	5	1	4	YES	NO	
Glasgow Caledonian University	5	1	4	YES	YES	YES
Glasgow School of Art	3	0	3	NO	YES	NO
Glyndwr University	5	1	4	YES	YES	YES
Goldsmiths, University of London	4	0	4	NO plus first UK university to have student member	YES	YES
Guildhall School of Music and Drama	8	1	4 Common Councilmen and 3 Co-opted	YES	YES	NO
Harper Adams University	4	1	3	YES	YES	YES
Heriot-Watt University	5	0	5	NO	YES	YES
Heythrop College	4	1	3	YES	NO	!
Imperial College London	4	0	3	NO – in attendance	NO	
Institute of Cancer Research					!	!
Institute of Education	5	1	4	YES	YES	NO
Keele University	7	4	3	YES	NO	
King's College London	5	0	5	NO – in attendance	NO	
Kingston University	6	1	5	YES	YES	YES
Lancaster University	4	1	3	YES	NO	
Leeds Beckett University	S22	S22	S22	NO	NO	!
Leeds College of Art	5	1	4	YES	YES	NO
Leeds Trinity University College	4	0	4	NO	NO	!
Liverpool Hope University	4	1	3	YES	NO	
Liverpool Institute for Performing Arts	4	1	3	YES	NO - not met	

	Members of remuneration committee	Members who are paid employees	Independent members	VC a member	Minutes received	RC minutes redacted
Liverpool John Moores University	4	0	4	NO - attendee	YES	YES
Liverpool School of Tropical Medicine	4	0	4	NO	NO	
London Business School	5	1	4	YES	YES - supplied for last request and not met since	YES
London Metropolitan University	6	1	5	YES	YES	NO
London School of Economics and Political Science	10	4	6	YES	NO	
London School of Hygiene and Tropical Medicine	6	1	5	YES	NO	
London South Bank University	5	0	5	NO	NO	!
London University of the Arts	No RC - has Personnel Committee				NO RC Com	
Loughborough University	6	2	4	YES	NO	
Manchester Metropolitan University	6	1	5	YES	YES	YES
Middlesex University	4	0	4	Speaking observer	YES	NO
Newcastle University	6	4	2	YES	NO	
Newman University College	3	0	3	NO	NO	!
Northumbria University	5	1	3	YES	NO	
Norwich University of the Arts	5	1	4	YES	YES	NO
Nottingham Trent University	5	1	4	YES	NO	!
Oxford Brookes University	4	0	4	NO	YES	YES
Plymouth University	4	0	4	NO	NO	!
Queen Margaret University	4	0	4	NO	YES	NO
Queen Mary University of London	5	2	3	YES	NO	
Queen's University Belfast	4	0	4	NO	YES	NO
Robert Gordon University	4	0	4	NO	YES	YES
Royal Academy of Music	3	0	3	NO but attends on all remuneration matters except his own	New and not yet met	!
Royal Agricultural University	5	1	4	YES	NO	
Royal Central School of Speech and Drama	4	0	4	NO	YES	NO
Royal College of Art	6	2	4	YES	NO	!

	Members of remuneration committee	Members who are paid employees	Independent members	VC a member	Minutes received	RC minutes redacted
Royal College of Music	6 Finances and General Purposes Committee	1	5	NO	NO	
Royal Conservatoire of Scotland	6	1	5	YES	NO Annual Report	NO
Royal Holloway, University of London	7	2	5	YES Ex officio	YES waiting for recent ones 26.11	NO
Royal Northern College of Music	4	0	4	NO	YES	NO
Royal Veterinary College	5	1	4	YES	YES	YES
School Of Oriental and African Studies (SOAS)	6	0	5	NO	YES	YES
Sheffield Hallam University	6	4	2	YES	YES	NO
Southampton Solent University	4	0	4	NO	YES	YES
St George's University of London	5	1	4	YES	NO	
St Mary's University College Belfast	4	0	4	NO	YES	NO
St Mary's University, Twickenham	5	1	4	YES	NO	!
Staffordshire University	4	1	3	YES	NO	
Swansea University	6	1	5	YES	YES	YES
Teesside University	5	1	4	YES	NO	!
The Open University	4	0	4	NO	YES	NO
Trinity Laban Conservatoire of Music and Dance	4	0	4	NO	NO	!
University Campus Suffolk	4 members 2 attendance	0	0	NO	NO	
University College Birmingham	4	0	4	NO	NO	!
<b>University College London (UCL)</b>						
University for the Creative Arts	6	0	6	NO	YES	YES
University of Aberdeen	5	0	5	NO	NO 2 Background Notes	NO
University of Bath	5	3	2	YES	YES	YES
University of Bedfordshire	4	1	3	YES	YES	YES
University of Birmingham	6	4	2	YES	NO	
University of Bolton	7	5	2	YES	NO	!
University of Bradford	not answered	not answered	not answered	not answered	NO	
University of Brighton	5	1	4	YES	YES	YES
University of Bristol	6	1	5	YES	YES	YES
University of Cambridge	5	3	1	YES	YES	YES

	Members of remuneration committee	Members who are paid employees	Independent members	VC a member	Minutes received	RC minutes redacted
University of Central Lancashire	3	0	3	NO	NO	!
University of Chester	7	1	6	YES	YES	NO
University of Chichester	4	0	4	NO	NO	!
University of Cumbria	5	1	4	YES	YES	YES
University of Derby	5	1	4	YES	YES	YES
University of Dundee	4	0	4	NO – in attendance	YES	YES
University of East Anglia	4	1	3	YES	YES - sent for previous request	!
University of East London	5	1	4	YES	NO	
University of Edinburgh	4	0	4	NO	YES	YES
University of Essex	7	2	5	YES	NO	
University of Exeter	7	5	2	YES	YES	YES
University of Glasgow	5	1	4	YES	YES	NO
University of Gloucestershire	5	0	5	NO	YES	YES
University of Greenwich	6	1	5	YES	YES	NO
University of Hertfordshire	5	0	5	NO - in attendance	NO	!
University of Huddersfield	S12	S12	S12	S12	NO	
University of Hull	5	1	4	YES	YES	YES
University of Kent	4	0	4	NO - advisory	YES	YES
University of Leeds	5	1	4	YES	NO – Annual Report	NO
University of Leicester	RC split into 3 panels: A:7 B1:5 B2:6	A:2 B1:3 B2:4	A:5 B1:2 B2:2	YES	YES	YES
University of Lincoln	S12	S12	S12	S12	NO	!
University of Liverpool	5	1	4	YES	NO	
University of London	5	1	4	YES	NO	
University of Manchester	5	1	4	YES	NO	
University of Northampton	8	1	6	YES	NO	!
University of Nottingham	6	1	5	YES	YES	YES
University of Oxford	6	1	3	NO	YES	YES
University of Portsmouth	6	1	5	YES	NO	!
University of Reading	6	1	5	YES	YES	NO
University of Roehampton	5	1	4	YES	NO	!
University of Salford	5	1	4	YES	YES	YES

	Members of remuneration committee	Members who are paid employees	Independent members	VC a member	Minutes received	RC minutes redacted
University of Sheffield	6	4	2	YES	NO	
University of South Wales	6	1	5	YES	YES Note no VC pay increase for 5 years	YES
<b>University of Southampton</b>						
University of St Andrews	6	S25.1 Web	S25.1 Web	YES	YES	YES
University of St Mark and St John	3	0	3	NO	NO	!
University of Stirling	4	0	4	NO	YES	NO
University of Strathclyde	6	1	5	YES	YES	NO
University of Sunderland	5	0	5	NO	YES	YES
University of Surrey	8	1	4	YES	YES	NO
University of Sussex					NO	
University of the Highlands and Islands	6	1	5	YES	YES	YES
University of the West of England	5	Not available	Not available	YES	YES	NO
University of the West of Scotland	4	0	4	NO	NO	!
University of Ulster	5	1	4	YES	YES	NO
University of Wales, Trinity St David	To follow	To follow	To follow	To follow	YES	NO
University of Warwick	6	3	3	YES	NO	
University of West London					!	!
University of Westminster	5	1	4	YES	YES	NO
University of Winchester	6	0	6	NO	NO	!
University of Wolverhampton	S21	S21	S21	S21	YES	NO
University of Worcester	6	1	5	YES	YES	NO
University of York	7	3	4	YES	NO	
Writtle University College	4	1	3	YES	NO	!
York St John University	6	1	4	YES	NO	

## V-C membership of Remuneration Committee

140 institutions responded to the question asking if their vice-chancellor was a member of the remuneration committee. Eighty-nine said they were and a further 10 said they could attend. One said they did not have a remuneration committee and 15 refused to answer.

Over two-thirds of vice-chancellors (71%) at universities who did respond to the question are either members of the remuneration committee or can attend.

Other responses given included:

In attendance – 7

Imperial College London

King's College London

Liverpool John Moore's University

University Campus Suffolk

University of Dundee

University of Hertfordshire

Royal Academy of Music

Member of one of two panels – 1

Birkbeck, University of London

Advisory – 1

University of Kent

Speaking observer – 1

Middlesex University

No Remuneration Committee – 1

London University of the Arts

Section 12 – 2

University of Huddersfield

University of Lincoln

Section 21 – 1

University of Wolverhampton

Section 22 – 1

Leeds Beckett University

Information to follow – 1

University of Wales, Trinity St David

Question left blank – 3

Institute of Cancer Research

University of Bradford

University of Sussex

No answer to FOI request – 7

[Buckinghamshire New University](#)

[Coventry University](#)

[De Montfort University](#)

[Edge Hill University](#)

[University College London \(UCL\)](#)

University of Southampton  
University of West London

## Minutes provided

50% of the HEIs (78 of 155) provided a copy of the most recently ratified minutes of their Remuneration Committee.

Of those minutes provided, 53% (41) had been redacted.

43% of the HEIs (66 of 155) refused to provide a copy of the most recently ratified minutes of their Remuneration Committee.

Other responses were:

HEI has no Remuneration Committee – 1  
London University of the Arts

Remuneration Committee new and not yet met – 1  
Royal Academy of Music

Question left blank – 1  
Institute of Cancer Research

No overall answer to FOI request – 7

Buckinghamshire New University  
Coventry University  
De Montfort University  
Edge Hill University  
University College London (UCL)  
University of Southampton  
University of West London  
University of Sussex





HEI	VC Emoluments - all elements 2013-14	VC Emoluments - all elements 2012-13	%age change 2012/13 to 2013/14	Number of times VC's salary is greater than average staff salary	VC air fares	Economy	Premium Economy	Business	First	%age of flight expenditure on Business and First Class	Hotel accommodation	VC personal expenses	Total employees £100,000- £399,999
Canterbury Christ Church University	<b>194000</b>	321000	-65.5	5.4	1921.35	0	0	1921.35	0	100		328.99	<b>3</b>
Cardiff Metropolitan University	<b>229058</b>	225916	1.	5.3	19190.53	0	0	19190.53	0	100	4286	1337.57	<b>7</b>
Cardiff University	<b>271000</b>	252000	7.0	6.0	21460.04	1463.38	0	19996.66	0	93.2	5152.19	1657.97	<b>129</b>
City University London	<b>346000</b>	345000	0.3	6.3	6612	227	0	6385	0	96.6	766	4601.27	<b>113</b>
Courtauld Institute of Art	<b>208000</b>	206000	1	4.2	4931.75	4931.75	0	0	0		746.07	352.02	<b>0</b>
Coventry University		257381				!	!	!	!				
Cranfield University	<b>310000</b>	265000	14.5	8.0	13980.16	0	0	13980.16	0	100	1049.43	943.7	<b>32</b>
De Montfort University	<b>289000</b>	249000	13.8	6.7		!	!	!	!				<b>10</b>
Durham University	<b>286432</b>	283000	1.2		15586	246	0	15340	0	98.4	4155.95	1700.22	<b>27</b>
Edge Hill University	<b>304000</b>	277000	8.9	9.0		!	!	!	!				<b>5</b>
Edinburgh Napier University	<b>218310.12</b>	250000	-14.5	5.2	13280.9	4653.26	0	9659.58	0	72.7	6904.47	0	<b>4</b>
Falmouth University	<b>229657.71</b>	254057	-10.6	6.1	4617.63	4617.63	0	0	0		2423.48	1411.37	<b>4</b>
Glasgow Caledonian University	<b>266000</b>	264000	0.8	5.4	26423.53	Economy for short, Business for long	!	!	!		27271.13	1363.4	<b>14</b>
Glasgow School of Art	<b>142000</b>	153000	-7.7	3.4	9745.28	0	0	9745.28	0	100	1417.11	13350.39 inc travel	<b>2</b>
Glyndwr University	<b>227090</b>	214897	5.4	6.0	4280.33	1113.99	0	3166.95	0	74	3552.38	0	<b>1</b>
Goldsmiths, University of London	<b>266000</b>	261000	1.9	5.4	5275.88						3870.69	655.53	<b>4</b>

HEI	VC Emoluments - all elements 2013-14	VC Emoluments - all elements 2012-13	%age change 2012/13 to 2013/14	Number of times VC's salary is greater than average staff salary	VC air fares	Economy	Premium Economy	Business	First	%age of flight expenditure on Business and First Class	Hotel accommodation	VC personal expenses	Total employees £100,000- £399,999
Guildhall School of Music and Drama	<b>177000</b>	153000	13.6	2.5	1400	1400	0	0	0	0	1500	1300	<b>2</b>
Harper Adams University	<b>177000</b>	173879	1.8	6.1	920.43	920.43	0	0	0	0	2502	Web	<b>2</b>
Heriot-Watt University	<b>237000</b>	253000	-6.8	5.2	5182.63	287.77	0	4894.86	0	94.5	3188.32	282.8	<b>26</b>
Heythrop College	<b>10920</b>	10500	3.8	0.3	494.87	494.87	0	0	0	0	438.93	259.6	<b>1</b>
Imperial College London	<b>389000</b>	330000	15.2	8.1	32360.43	1034.9	0	31325.53	0	96.8	4923.3	5705	<b>335</b>
Institute of Cancer Research	<b>234038.32</b>	244000	-4.3	5.3	986.23	0	0	986.23	0	100	0	349.04	<b>30</b>
Institute of Education	<b>221271.19</b>	236768	-7	4.2	11412.75	0	0	0	11412.75	100	994.82	74.8	<b>13</b>
Keele University	<b>270000</b>	267000	1.1	7.3	3774.6	0	0	3774.6	0	100	1788.66	340.7	<b>19</b>
King's College London	<b>324000</b>	321000	0.9	6.1	7778.86	S12	S12	S12	S12			2933.51	<b>229</b>
Kingston University	<b>238485</b>	229000	4.1	5.5	10343	Not held	Not held	Not held	Not held		2671.47	405.77	<b>10</b>
Lancaster University	<b>281000</b>	271000	3.6	6.7	23887.3	137.3	0	23750	0	99.4	3899.82	93.01	<b>25</b>
Leeds Beckett University	<b>251000</b>	245000	2.4	7.2	S22	S22	S22	S22	S22		S22	S22	<b>7</b>
Leeds College of Art	<b>154000</b>	137000	11	5.4	0	0	0	0	0		145.5	n/a	<b>0</b>
Leeds Trinity University College	<b>168674</b>	156484	7.2	4.7	610	610	0	0	0	0	1584	1382	<b>0</b>
Liverpool Hope University	<b>284104</b>	263943	7.1		15082.37	206.6	0	14875.77	0	98.6	2082.68	191.16	<b>6</b>
Liverpool Institute for Performing Arts	<b>141731</b>	144801	-2.2	4.3	0	0	0	0	0		1034	5623	<b>0</b>

HEI	VC Emoluments - all elements 2013-14	VC Emoluments - all elements 2012-13	%age change 2012/13 to 2013/14	Number of times VC's salary is greater than average staff salary	VC air fares	Economy	Premium Economy	Business	First	%age of flight expenditure on Business and First Class	Hotel accommodation	VC personal expenses	Total employees £100,000- £399,999
Liverpool John Moore's University	<b>267800</b>	254100	5.1	6.5	13936	665	0	13271	0	95.2	4259	405 business not personal expenses	<b>11</b>
Liverpool School of Tropical Medicine	<b>233000</b>	216000	7.3		S12	S12	S12	S12	S12		S12	S40	<b>18</b>
London Business School	<b>419000</b>	405000	3.5	5.9	29875	887	0	28988	0	97%	5488	4284	<b>68</b>
London Metropolitan University	<b>453000 Accrued payment in lieu of notice of 159000</b>	295000	53.6	9.8	209.98	209.98	0	0	0	0	0	1966.4	<b>5</b>
London School of Economics and Political Science	<b>394000</b>	480000	-21.8	7.9	59811.14	255	0	59566.14	0	99.6%	5382.1	5622.98	<b>203</b>
London School of Hygiene and Tropical Medicine	<b>313716</b>	317000	-1.0	5.1	7820.96	171.61	7608.65	40.75 flight change		0.5	3021.41	11913.51	<b>26</b>
London South Bank University	<b>158066.77</b>	233000	-47.4	3.9	132.1	132.1	0	0	0	0	S22		<b>11</b>
London University of the Arts	<b>249325</b>	244436	2	6.3	430.36	!	!	!	Not allowed	0	1836.68	156.07	<b>9</b>
Loughborough University	<b>221450</b>	230682	-4.2	6.1	12749.14	0	323.5	12425.64	0	97.5	6680	709.4	<b>16</b>
Manchester Metropolitan University	<b>292000</b>	285000	2.4	8.0	0	0	0	0	0		780.55	74.4	<b>14</b>
Middlesex University	<b>273000</b>	316000	-15.8	8.2	37,802.81	!	!	37,802.81	!	100	2,920.85	4,205.49	<b>22</b>
Newcastle University	<b>282000</b>	279600	0.9	5.9	S12.1	S12.1	S12.1	S12.1	S12.1		S12.1	S22	<b>112</b>

HEI	VC Emoluments - all elements 2013-14	VC Emoluments - all elements 2012-13	%age change 2012/13 to 2013/14	Number of times VC's salary is greater than average staff salary	VC air fares	Economy	Premium Economy	Business	First	%age of flight expenditure on Business and First Class	Hotel accommodation	VC personal expenses	Total employees £100,000- £399,999
Newman University College	<b>157694</b>	153409	2.7	4.2	0	0	0	0	0		0	1435.75	<b>0</b>
Northumbria University	<b>300000</b>	296000	1.3	7.5	10156.94	2895.49	0	7261.45	0	71.5	5273.49	S22	<b>26</b>
Norwich University of the Arts	<b>174459</b>	168961	3.2	5.2	4018.95	0	0	4018.95	0	100	2148.19	2163.75	<b>1</b>
Nottingham Trent University	<b>623000*</b> <b>Bonuses</b> <b>accrued over</b> <b>5 years</b>	366000	70.2	15.5	15000	0	0	15000	0	100	5600	11484.89	<b>11</b>
Oxford Brookes University	<b>253000</b>	247000	2.4	6.3	5272	198.6	1259.05	0	3814.35	72.4	1152.55	8478.55	<b>12</b>
Plymouth University	<b>303367.56</b>	330038	-8.8	7.5	15886.02	Not recorded	Not recorded	Not recorded	Not recorded		11974.12	729.4	<b>23</b>
Queen Margaret University	<b>201049</b>	209000	-4	4.7	6605.69	328.81	0	6276.88	0	95	1262.12	209	<b>1</b>
Queen Mary University of London	<b>275616</b>	236160	14.3	5.9	11063.63	0	0	11063.63	0	100	4721.2 *	22703.2*	<b>116</b>
Queen's University Belfast	<b>234000</b>	230000	1.7	5.3	11537.77	1344	0	10193.77	0	88.4	3364.49	198.64	<b>87</b>
Robert Gordon University	<b>260828</b>	257791	1.2	6.0	5633.53	S17	S17	S17	S17		2297.17	S27	<b>4</b>
Royal Academy of Music	<b>251737</b>	206341	18	3.6	3341	0	0	3341 Long haul flights for Far East audition trips	0	100	410	2620	<b>0</b>
Royal Agricultural University	<b>163000</b>	161000	1.2	5.4	14020	0	0	12356	1664 special offer	88.1	1304	1372	<b>0</b>

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Royal Central School of Speech and Drama	<b>194960.25</b>	192000	4.5	4.5	7157	!	6655	!	!		7313	33526	<b>2</b>
Royal College of Art**	<b>274575</b>	242000	11.9	4.7	5486.25	5486.25	0	0	0	0	2393.5	2586.27	<b>3</b>
Royal College of Music	<b>203578</b>	200224	1.6	4.9	14905	0	0	14905	0	100	1998	174	<b>2</b>
Royal Conservatoire of Scotland	<b>143625</b>	142000	1.1	2.9	4327	4327	0	0	0	0	3453	296	<b>0</b>
Royal Holloway, University of London	<b>274000</b>	271000	1.1	8.6	15004.96	0	0	15004.96	0	100	1616.13	18287.47	<b>25</b>
Royal Northern College of Music*	<b>159507</b>	136000	14.7	3.5	5641	464	5177	0	0	0	2559	0	<b>0</b>
Royal Veterinary College	<b>292072.56</b>	295000	-1.0	7.1	S12	default choice					S12	7603.44	<b>9</b>
School Of Oriental and African Studies (SOAS)	<b>220821</b>	220911	0	4.8	403.52	403.52	0	0	0	0	212.55	0	<b>4</b>
Sheffield Hallam University	<b>217150</b>	246000	-13.3	6.3	6385.71	0	0	6385.71	0	100	4258.72	1325.31	<b>12</b>
Southampton Solent University	<b>246213</b>	238862	3	6.7	1909.59	0	0	1909.59	0	100	2973.5	0	<b>6</b>
St George's University of London	<b>264000</b>	270000	-2.3	3.8									<b>42</b>
St Mary's University College Belfast	<b>107604</b>	102422	4.8	2.8	2457	2457	0	0	0	0	2281	3759	<b>0</b>
St Mary's University, Twickenham	<b>162000</b>	164000	-1.2	2.5	144.17	144.17	0	0	0	0	0	2280.59	<b>0</b>
Staffordshire University	<b>195000</b>	201000	-3.1	5.6	4231.51	0	1025.1	3206.41	0	75.8	1552.75	0	<b>3</b>
Swansea University	<b>244000</b>	241000	1.2	6.7	5922.72	477.41	2763	2682.31	0	45.3	3648.14	523.4	<b>28</b>

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Teesside University	<b>282683</b>	301328	-6.6	7.1	0	0	0	0	0		1624.5	46	<b>6</b>
The Open University	<b>412000</b>	407000	1.2	9.6	S22	S22	S22	S22	S22		S22	S22	<b>21</b>
Trinity Laban Conservatoire of Music and Dance	<b>182560</b>	171150	6.3	4.1	4650	488	0	4162	0	89.5	1890	4693 inc. travel	<b>0</b>
University Campus Suffolk	<b>138424.67</b>	163000	-17.8	3.5	561.35	561.35	0	0	0	0	0	871.59	<b>1</b>
University College Birmingham	<b>231378</b>	243000	-4.8	6.6	2788	0	0	2788	0	100	872	1817	<b>7</b>
University College London (UCL)	<b>391660</b>	365432	6.7	8.4									<b>429</b>
University for the Creative Arts	<b>184753.74</b>	179543	2.8	4.7	1125.45	0	1125.45	0	0	0	668.54	1163.87	<b>1</b>
University of Aberdeen	<b>308893</b>	306000	0.9	7.1	16231.79	16231.79	0	0	0		2000.91	23910.29	<b>68</b>
University of Bath	<b>395000</b>	384000	2.9	11.4	S12	S12	S12	S12	S12		S12	S12	<b>58</b>
University of Bedfordshire	<b>251000</b>	253000	-0.8	6.0	27019	197	0	26500	323	99.3	3247	3885	<b>9</b>
University of Birmingham	<b>410000</b>	400000	2.4	10.3		S12	S12	S12	S12		S12	S12	<b>128</b>
University of Bolton	<b>229400</b>	228300	0.5	5.5	8803.23	0	1156.25	7646.98	0	86.9	8917.2	0	<b>3</b>
University of Bradford	<b>193000</b>	197725	-2.4	5.6	S12	S12	S12	S12	S12		S12	S12	<b>7</b>
University of Brighton	<b>214533</b>	214519	0	5.9	0	0	0	0	0			1887.47	<b>4</b>
University of Bristol	<b>321000 (Waived proportion of RC rec pay increase)</b>	321000	0	7.3	20868.83	All local		All int.			10307.21	8840.31	<b>98</b>

HEI	VC Emoluments - all elements 2013-14	VC Emoluments - all elements 2012-13	%age change 2012/13 to 2013/14	Number of times VC's salary is greater than average staff salary	VC air fares	Economy	Premium Economy	Business	First	%age of flight expenditure on Business and First Class	Hotel accommodation	VC personal expenses	Total employees £100,000- £399,999
University of Cambridge	<b>344000</b>	334000	2.9	7.6	20280	S12	S12	S12	S12		9363	1154	<b>309</b>
University of Central Lancashire	<b>S22</b>	261000			0	!	0	0	0		0	340.6	
University of Chester	<b>CC web</b>	245315			0	0	0	0	0		0	0	
University of Chichester	<b>195871.64</b>	181134	7.5	5.0	2748.95	137.7	0	2611.25	0	95	747.1	3200.48	<b>2</b>
University of Cumbria	<b>S22</b>	194141			227.5	227.5	0	0	0	0	S22	22.5	
University of Derby	<b>272388 Contributed 1728 to fundraising</b>	260866	4.2	9.3	2801.42	755.61	!	2045.81	!	73	1832.01	3354.98	<b>13</b>
University of Dundee	<b>227000</b>	222000	2.2	6.1	8970.43	2465.46	0	6504.97	0	72.5	1135.15	1554.37	<b>22</b>
University of East Anglia	<b>238000</b>	227000	4.6	7.3	0	0	0	0	0		1756.58	314.4	<b>36</b>
University of East London	<b>257827.91</b>	266000	-3.2	5.7	0	0	0	0	0		0	176.4	<b>21</b>
University of Edinburgh	<b>286000</b>	286000	0	6.3	22358	8733	2182	2663	8780	51.2	8130	S27.1	<b>178</b>
University of Essex	<b>267500</b>	263320	1.6	6.2	9389.02	3788.77	0	5600.25	0	59.7	2212.09	170.66	<b>24</b>
University of Exeter	<b>400000 58000 bonus</b>	342000	14.5	8.5	23749.21	184	0	23380.01	185.2	99.2	20329.76	0	<b>102</b>
University of Glasgow	<b>304674</b>	299000	1.9	7.2	27840.98	4907.25	0	22933.73	0	82.4	4606.1	2959	<b>139</b>
University of Gloucestershire	<b>188960</b>	191000	-1.1	4.7	0	0	0	0	0		967.2	535.1	<b>2</b>
University of Greenwich	<b>250069</b>	258456	-3.4	6.2	2079.55	!	!	2079.55	!	100	118.5	Web	<b>10</b>



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University of Hertfordshire	<b>309311.31</b>	307000	0.7	7.4	6196.72	0	6196.72	0	0	0	1303.58	879.41	<b>16</b>
University of Huddersfield	<b>287000</b>	260000	9.4	7.7	S12	S12	S12	S12	S12		S12	S12	<b>6</b>
University of Hull	<b>293000</b>	321000	-9.6	6.9	0	0	0	0	0		1179.28	3581.18	<b>17</b>
University of Kent	<b>265000</b>	222000	16.2	8.3	6886.75	0	0	6886.75	0	100	4284.15	2881.39	<b>21</b>
University of Leeds	<b>265000</b>	325000	-22.6	6.9	S22	S22	S22	S22	S22		S22	S22	<b>127</b>
University of Leicester	<b>303000</b>	299000	1.3	7.4	0	0	0	0	0		390	971.79	<b>89</b>
University of Lincoln	<b>261000</b>	246000	5.7	6.2	S12	S12	S12	S12	S12		S12	S12	<b>8</b>
University of Liverpool	<b>368000</b>	360000	2.2	9.4	27403	927	0	26476	0	96.6	12573	5847	<b>111</b>
University of London	<b>168000</b>	153000	8.9	4.5	12322.9	254.65	0	12068.25	0	97.9	2147.71	1531.12	<b>8</b>
University of Manchester	<b>291000</b>	292000	-0.3	6.4	22256.13	0	0	15256.13	0	68.6	2794.54	86.71	<b>103</b>
University of Northampton	<b>S22</b>	233365			S12	S12	S12	S12	S12		S12		
University of Nottingham	<b>374000</b>	357000	4.8	7.9	27556.78	589.07	5307.75	21659.42	0	78.6	3596.32	6386.11	<b>135</b>
University of Oxford	<b>442000</b>	434000	1.8	9.6	34210.71	S12	S12	S12	S12		7790.6	145	<b>396</b>
University of Portsmouth	<b>271558</b>	217909	19.8	7.4	4278	0	0	4278	0	100	1027.95	0	<b>5</b>
University of Reading	<b>290000</b>	269644	7.0	6.4	8339.16	379.76	0	7959.4	0	95.5	4.428.76	3294.69	<b>42</b>
University of Roehampton	<b>292074</b>	279000	4.5	6.0	8708	0	0	8708	0	100	1487	1088.43	<b>6</b>
University of Salford	<b>252144.07</b>	242000	4.0	5.7	12455.02	1673.38	0	10781.64	0	86.6	4856.12	22592.06	<b>12</b>

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University of Sheffield	<b>378000</b>	374000	1.1	10.3	6677.99	0	0	6677.99	0	100	Not separated from travel	553.49	<b>95</b>
University of South Wales	<b>196250</b>	216672	-10.4		2072.9	2072.9	0	0	0	0	1949.52	5812.56	<b>8</b>
University of Southampton	<b>320000</b>	334000	-4.4	7.5									<b>120</b>
University of St Andrews	<b>301000</b>	266000	11.6	6.2	15402.66	1326.74	0	10698.17	0	69.5	5168.44	539.48	<b>28</b>
University of St Mark and St John	<b>206480</b>	181509	12.1	6.2	4614.65	0	0	4614.65	0	100	907.03	6441.34	<b>1</b>
University of Stirling	<b>247165</b>	238000	3.7	7.0	13535	2563	0	10871	0	80.3	4897	1417	<b>8</b>
University of Strathclyde	<b>343167</b>	303000	11.7	9.4	33,508						4,191	550.7	<b>26</b>
University of Sunderland	<b>228000</b>	226000	0.9	6.8	S22	S22	S22	S22	S22		S22	S22	<b>3</b>
University of Surrey	<b>392000</b>	376000	4.3	8.5	6777.75	0	0	6777.75	0	100	405.75	142	<b>47</b>
University of Sussex	<b>280000</b>	278000	0.7	6.4									<b>40</b>
University of the Highlands and Islands	<b>198000</b>	221000	-11.6	4.9	4506	not held	not held	not held	not held		3402	1389	<b>2</b>
University of the West of England	<b>296550</b>	314632	-6.1	7.3	11427.69 (1 June 2013-31 July 2014)	Not available	Not available	Not available	Not available		1743.93	18049.09 (1 June 2013-31 July 2014)	<b>10</b>
University of the West of Scotland	<b>214000</b>	235000	-9.8	6.1	16277.68	480.16	0	15797.52	0	97.1	2398.04	3362.03	<b>4</b>
University of Ulster	<b>222000</b>	204000	8.1	5.6	7121.27	655.92	0	0	6465.35	90.8	651.87	444.42	<b>8</b>

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University of Wales, Trinity St David	<b>250871</b>	Not created	n/a	7.4	0	0	0	0	0		6335.4	5110	<b>5</b>
University of Warwick	<b>348000</b>	332000	4.6	8.1	S12	S12	S12	S12	S12		S12	S12	<b>158</b>
University of West London	<b>269000</b>	255000	5.2	6.2		!	!	!	!				<b>5</b>
University of Westminster	<b>284000</b>	270000	4.9	6.1	3212.33	392.89	2470.2	349.24 upgrade from PE flight on return	0	11	3792.05	8496.07	<b>15</b>
University of Winchester	<b>234456</b>	222761	5	7.0	Not available	Not available	Not available	Not available	Not available		Not available	Not available	<b>2</b>
University of Wolverhampton	<b>224000</b>	206000	8	6.2	S17	S17	S17	S17	S17		S17	S21	<b>4</b>
University of Worcester	<b>291000</b>	273000	6.2	10.3	9621.6	158	224.9	9238.7	0	96	2366.67	1930.69	<b>2</b>
University of York	<b>259145</b>	276951	-6.9	6.0	9841.5	831.1	0	9010.4	0	91.6	3049.22	74	<b>35</b>
Writtle University College	<b>129000</b>	130000	-0.8	3.8	0	0	0	0	0		0	0	<b>0</b>
York St John University	<b>247000</b>	230000	6.9	6.4	2012	0	0	2012	0	100	1883	10518	<b>4</b>
Average	<b>260290</b>	<b>253801</b>	<b>1.7</b>	<b>6.4</b>	<b>9705.75</b>					<b>67.6</b>	<b>3202.05</b>	<b>3112.61</b>	<b>37</b>

\* The Royal Northern college of Music has advised that it supplied an incorrect salary figure for its Principal. The correct salary figure for 2013/14 should have been £144,873 rather than £159,507. The corresponding figure for 2012/13 was £137,750. This means Professor Linda Merrick received a 5.17% increase between 2012/13 and 2013/14.

\*\* The Royal College of Art has advised that it supplied an incorrect salary figure for its Principal. The correct salary figure for 2013/14 should have been £247,575 rather than £274,575. The corresponding figure for 2012/13 was £242,000. This means Dr Paul Thompson received a 2.3% increase between 2012/13 and 2013/14.