

Transparency at the top? The second report of senior pay and perks in UK universities

History

This is the second report on pay and perks at the top of British higher education institutions to be published by the University and College Union (UCU). It forms part of the union's ongoing campaign for greater transparency in higher education, including the rationale behind senior pay rises. It is published as this transparency is under threat as government considers whether to exempt universities from the Freedom of Information (FoI) Act.

UCU submitted a wide-ranging FoI request in autumn 2015. This followed a similar request submitted in autumn 2014. Both requests were designed to shine a light on the arbitrary nature of senior pay and perks in universities, and support the union's call for reform.

Back in January 2014, UCU wrote to the then 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 senior pay at 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.

The basis for this report

The FoI request that forms the basis of this report was sent to 159 higher education institutions (HEIs). It requested details of vice-chancellors' (or head of institution if known by a different title) salaries and those of other senior post-holders earning over £100,000 at the institution. It also asked for details of money spent on flights, hotels, and expenses for heads of institutions for the academic year 2014/15. For the first time, this year's request also asked for details of institutions' spending on accommodation for vice-chancellors and on management consultant services. 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, expenses and accommodation for vice-chancellors, and on spending on management consultancy costs, 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, 18 of the 159 institutions contacted did not provide any response to the union's request:

Anglia Ruskin University
University of Bolton
University of Brighton
University of Chester
Edge Hill University
Imperial College of Science, Technology and Medicine
Liverpool Institute for the Performing Arts
Ravensbourne
Rose Bruford College
St George's Hospital Medical School
University of Southampton
University of Warwick
University of Winchester
University of Wolverhampton
Aberystwyth University
University of Aberdeen
SRUC
University of Ulster

The University of Birmingham and Coventry University employed exemptions under the Freedom of Information Act to avoid answering every question included in the request. A further three institutions - Bath Spa University, University of Northampton and the

University of St Andrews - used exemptions to answer all but one question. One institution, the University of the Highlands and Islands, left all questions blank except for one.

Only half of the HEIs (86 of 159 or 54%) provided a copy of the most recently ratified minutes of their Remuneration Committee.

59% (51) of minutes supplied had been redacted. Just 22% (35 of 159) of HEIs provided unredacted minutes.

Pay and expenses key findings

Of the responses received, the greatest amount spent on flights in the academic year 2014/15 by a vice-chancellor was £41,891. The average flight expenditure was £8,560.37. The percentage of flights taken in first and business class was 49.6%. A total of 21 vice-chancellors flew exclusively in first and business class.

Vice-chancellors spent an average of £2,989.93 on hotels in 2014/15.

The average annual personal expenses bill was £2,205.06 in 2014/15. Six vice-chancellors received more than £10,000 for the year and one claimed more than £20,000. The highest individual bill was £22,804.92.

For the first time, this year's request asked about vice-chancellors' accommodation costs. The average market sale value of property provided to heads of institutions as residential accommodation from the 24 responders was just short of £1.2m (£1,159,825). The total market sale value of property provided to head of institutions as residential accommodation provided by the 24 responders was nearly £28m (£27,835,800).

This year's request also asked for the first time about institutions' spending on management consultancy services. A total of 85 institutions provided data. It showed they spent an average of just under £500,000 (£499,360.30) on management consultancy costs. The institution with the highest spend, spent £4,397,993 (1.69%) of its total budget on management consultancy costs.

In 2014/15, the average vice-chancellor salary was £272,432 – up from £260,290 in 2013/14. Twenty-seven vice-chancellors enjoyed a pay increase of more than 10%, compared to 18 in 2013/14. This year the largest single pay increase was 57%, compared to 70.2% in 2013.14. The union's data also found that, unchanged from last year, 20 institutions had more than 100 members of staff earning over £100,000 a year. On average, a vice-chancellor earned 6.7 times the pay of their staff in 2014/15, up from 6.4 times in 2013/14.

UCU recommends

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

- Universities to remain subject to the Freedom of Information Act with its terms strengthened.
- For private providers of higher education to be made subject to the Freedom of Information Act.
- 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 which receive public funding

Methodology

A questionnaire was emailed to the Freedom of Information department at 159 higher education institutions.

They were asked:

1. What were the emoluments of the vice-chancellor in the financial year that ended on 31 July 2015 broken down by:
 - Salary
 - Benefits in kind (including accommodation and health insurance)
 - Employer's pension contribution
2. How many members of staff (excluding the vice-chancellor) at the HEI had total emoluments within the following remuneration bands in the financial year that ended on 31 July 2015:
 - a. £100,000-£149,999
 - b. £150,000-£199,999
 - c. £200,000-£249,999
 - d. £250,000-£299,999
 - e. £300,000-£349,999
 - f. £350,000-£399,999
3. How much (GBP) did the vice-chancellor receive (in addition to salary and pension costs) in personal expenses in the year that ended on 31 July 2015?
4. What was the total amount (GBP) spent on air fares for the vice-chancellor's travel in the financial year that ended on 31 July 2015?
5. How many flights did the vice-chancellor take in the following travel classes:
 - a. Economy
 - b. Premium Economy
 - c. Business
 - d. First
6. What was the total spend (GBP) on hotel accommodation for the vice-chancellor in the financial year that ended on 31 July 2015 and how many nights in hotel accommodation did this pay for?
7. During the financial year that ended on 31 July 2015, was the vice-chancellor given residency at a property owned by the HEI or rented by the HEI? If so, what was the

estimated rental market value of that accommodation for that year, and the current market sale value (GBP)?

8. What was the total spend (GBP) by the HEI on management consultancy fees in the financial year that ended on 31 July 2015 and what percentage was that of the HEI's total spend?
9. We would like to request a copy of the most recently ratified minutes for the Remuneration Committee.

Public authorities have 20 working days to respond to an FOI request. All institutions included in this survey were given four weeks to respond to our request. Some requested short extensions to the timeframe due to staff sickness or absence which UCU agreed to.

Results

A total of 141 higher education institutions responded to the new FoI request (148 in 2013/14). A total of 18 institutions failed to provide any response this year, compared to seven in 2013/14.

Two institutions used exemptions to avoid answering all questions in 2014/15. They were the University of Birmingham and Coventry University. A further three used exemptions to avoid answering all but one question. They were Bath Spa University, the University of Northampton and the University of St Andrews. One institution, the University of the Highlands and Islands, left all questions blank except for one.

Last year, 14 institutions employed exemptions under the Freedom of Information Act to avoid answering all the questions relating to their vice-chancellor's pay and expenses, while three others left questions blank (University of Sussex, St George's University and University of Winchester).

This year, 54% of the HEIs (86 of 159) provided a copy of the most recently ratified minutes of their Remuneration Committee. This compared to 50% of HEIs (78 of 155) in 2013/14.

This year, 59% (51) of minutes supplied had been redacted, compared to 53% (41) last year. Just 22% (35 of 159) of HEIs provided unredacted minutes this year, compared to 24% (37 of 155) in 2013/14.

Although 18 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 for all but three of the institutions from their financial statements. These non-responder HEIs appear in **red type** whenever they appear in the report and are:

Anglia Ruskin University
University of Bolton
University of Brighton (accounts not published)
University of Chester
Edge Hill University
Imperial College of Science, Technology and Medicine
The Liverpool Institute for the Performing Arts (accounts not published)
Ravensbourne
Rose Bruford College (accounts not published)
St George's Hospital Medical School
University of Southampton
University of Warwick

University of Winchester
University of Wolverhampton
Aberystwyth University
University of Aberdeen
SRUC
University of Ulster

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:

What was the total amount (GBP) spent on air fares for the vice-chancellor's travel in the financial year that ended on 31 July 2015?

How many flights did the vice-chancellor take in the following travel classes:

- a. Economy
- b. Premium Economy
- c. Business
- d. First

132 HEIs provided a value for flight expenditure for 2014/15 (128 in 2013/14).

7 HEIs used an exemption as follows:

S12: 3

University of Birmingham
University of Durham
University of Northampton

S22: 2

Bath Spa University
De Montfort University

S25(1): 1

University of St Andrew's

S40(2) S43(2): 1

University of Coventry

Stranmillis College stated it did not have a vice-chancellor as it is a college of Queen's University Belfast.

The University of the Highlands and Islands, left all questions blank except for one.

Institutions that failed to respond to 2014/15 request (18):

Anglia Ruskin University

University of Bolton

University of Brighton

University of Chester

Edge Hill University

Imperial College of Science, Technology and Medicine

Liverpool Institute for the Performing Arts
Ravensbourne
Rose Bruford College
St George's Hospital Medical School
University of Southampton
University of Warwick
University of Winchester
University of Wolverhampton
Aberystwyth University
University of Aberdeen
SRUC
University of Ulster

Top 20 spenders on air fares

	HEI (2013/14 rank)	Head of HEI 2014/15	Flight expenditure for 2014/15 (equivalent expenditure 2013/14)
1	University of Strathclyde (5)	Professor Sir Jim McDonald	41891 (33508)
2	Glasgow Caledonian University (13)	Professor Pamela Gillies	39509.08 (26423.53)
3	London School of Economics and Political Science (1)	Craig Calhoun	38965 (59811.14)
4	University of Cambridge (20)	Professor Leszek Borysiewicz	38786 (59811)
5	University of Oxford (4)	Professor Andrew Hamilton	34303.64 (34210)
6	University of Sheffield (62)	Professor Keith Burnett	31873.95 (6677.99)
7	University of Glasgow (9)	Professor Anton Muscatelli	31300.28 (27840)
8	King's College London (57)	Professor Edward Byrne	27076.97 (7778.86)
9	University of Kent (60)	Professor Dame Julia Goodfellow	26635.18 (6886.75)
	University of Nottingham (non mover)	Professor David Greenaway	26273 (27556)
11	University of Edinburgh (16)	Professor Timothy O'Shea	26268.88 (22358)
12	University of Bristol (19)	Professor Sir Eric Thomas	23549.17 (20868)
13	University of South Wales (95)	Professor Julie Lydon	23192.62 (2072.90)
14	University of Bath (S22 exemption in 2013/14)	Professor Glynis M Breakwell	22959.48
15	Royal Veterinary College (S12 exemption in 2013/14)	Professor Stuart Reid	22929.67
16	Middlesex University (3)	Professor Michael Driscoll August 2014 –July 2015 and Professor Tim Blackman July 2015	22101 (37802.81)
17	London South Bank University (112)	Professor David Phoenix	21848.25 (132.10)
18	University College London (no response in 2013/14)	Professor Michael Arthur	21659.39
19	University of Lancaster (14)	Professor Mark E Smith	20692 (23887)
20	University of Bradford (S12 exemption in 2013/14)	Professor Brian Cantor	20290.17

The average spend on air fares for vice-chancellors during 2014/15 was £8,560.37.
The average spend on air fares for vice-chancellors during 2013/14 was £9,705.75.

Class of flights taken

101 HEIs provided data on the class of flights taken by the head of institution.

19 HEIs had heads of institutions that did not fly at all during the 2014/15 year:

Birkbeck University
Buckinghamshire New University
Institute of Cancer Research
Canterbury Christ Church University
Institute of Cancer Research
University of Central Lancashire
University of Chichester
University of Creative Arts
University of Gloucestershire
Glyndwr University
Heythrop College
University of Huddersfield
Leeds College of Art
Liverpool School of Tropical Medicine
Norwich University of the Arts
Queens University Belfast
Roehampton University
University Campus Suffolk
Writtle College

9 HEIs used an exemption as follows:

Section 12: 4

University of Birmingham
University of Durham
University of Oxford
University of Northampton

Section 17: 1

Robert Gordon University

Section 22: 2

Bath Spa University
De Montfort University

Section 25: 1

St Andrews University

Section 40(2) 43(2): 1

Coventry University

1 HEI said this information was 'not held':

University of West London

2 HEIs said this information was n/a:

London Metropolitan University
Soas, University of London

9 HEIs left this question blank:

University of Cambridge
University of Essex
Falmouth University
University of London
University of Manchester
Nottingham Trent University
University of Sunderland
University of the Highlands and Islands
Stranmillis College

18 HEIs did not provide any response to the FOI request:

Anglia Ruskin University
The University of Bolton
The University of Brighton
University of Chester
Edge Hill University
Imperial College of Science, Technology and Medicine
The Liverpool Institute for the Performing Arts
Ravensbourne
Rose Bruford College
St George's Hospital Medical School
The University of Southampton
The University of Warwick
The University of Winchester
The University of Wolverhampton
Aberystwyth University
The University of Aberdeen
SRUC
The University of Ulster

Vice-chancellor's flight expenditure by class of flight

	HEI	Head of HEI	Percentage of total expenditure on Business/First Class flights (figure for 2013/14)
1	University of Bristol	Professor Sir Eric Thomas	100.0% (not provided)
2	Queen Mary University of London	Professor Simon Gaskell	100.0% (100%)
3	University of Bedfordshire	Bill Rammell	100.0% (99.27%)
4	University of Bath	Professor Glynis M Breakwell	100.0% (S22)
5	University of the West of England, Bristol	Sir Ian Carruthers	100.0% (not available)
6	University of Bradford	Professor Brian Cantor	100.0% (S12)
7	Birmingham City University	Professor Chris Allan	100.0% (100%)
8	University of Exeter	Professor Sir Steve Smith	100.0% (99.23%)
9	York St John University	Professor David Fleming	100.0% (100%)
10	University of Sheffield	Professor Keith Burnett	100.0% (100%)
11	Royal Holloway University of London	Professor Paul Layzell	100.0% (100%)
12	Cardiff Metropolitan University	Professor Antony J Chapman	100.0% (100%)
13	Brunel University London	Professor Julia Buckingham	100.0% (not held)
14	Queen Margaret University, Edinburgh	Professor Petra Wand	100.0% (95.02%)
15	University of Wales Trinity Saint David	Professor Medwin Hughes	100.0% (no flights taken)
16	Manchester Metropolitan University	Professor Malcolm Press	100.0% (no flights taken)
17	Liverpool John Moores University	Professor Nigel P Weatherill	100.0% (95.23%)
18	University of Salford	Martin Hall 1.8.14-31.12.14 as v-c and 1.1.15-30.6.15 on sabbatical. Helen Marshall 1.1.15-22.4.15 as Interim v-c then 23.4.15 onwards as v-c.	100.0% (86.56%)

	HEI	Head of HEI	Percentage of total expenditure on Business/First Class flights (figure for 2013/14)
19	Sheffield Hallam University	Professor Philip Jones	100.0% (100%)
20	University of Surrey	Sir Christopher Snowden 1.8.14-3.5.15 and Professor Michael Kearney 4.5.15-31.8.	100.0% (100%)
21	Middlesex University	Professor Michael Driscoll August 14-July 15 and Professor Tim Blackman July 2015.	100% (100%)
22	London School of Economics and Political Science	Craig Calhoun	92.9% (99.59%)
23	The University of Kent	Professor Dame Julia Goodfellow	92.0% (100%)
24	University of Sussex	Professor Michael Farthing	88.9% (non-responder)
25	King's College London	Professor Edward Byrne	87.5% (S12)
26	University of East Anglia	Professor Edward Acton and Professor David Richardson	85.7% (no flights taken)
27	Newcastle University	Professor Chris Brink	83.3% (S12.1)
28	Southampton Solent University	Professor Graham Baldwin	83.3% (100%)
29	University of Lancaster	Professor Mark E Smith	80.0% (99.43%)
30	Royal College of Music	Professor Colin Lawson	75.0% (100%)
31	University of Leeds	Sir Alan Langlands	71.4%
32	City University	Professor Paul Curran	71.4%
33	Bangor University	Professor John Hughes	70.0% (81.8%)
34	University College London	Professor Michael Arthur	69.6% (non-responder)
35	Oxford Brookes University	Professor Janet Beer 1.8.14-31.1.15 and Professor Alistair Fitt 1.12.15-31.7.15	66.7% (72.35%)
36	University of Plymouth	Professor Wendy Purcell 1.8.14-31.12.14 and Interim Professor David Coslett 1.1.15-31.7.15	66.7% (0%)

	HEI	Head of HEI	Percentage of total expenditure on Business/First Class flights (figure for 2013/14)
37	University of Nottingham	Professor David Greenaway	65.2% (78.6%)
38	London South Bank University	Professor David Phoenix	65.0% (0%)
39	University of Strathclyde	Professor Sir Jim McDonald	63.6% (no class of flight information)
40	Leeds Beckett University	Professor Susan Price	60.0% (£22)
41	University of Leicester	Professor Sir Robert Burgess until 30.9.14 and Professor Paul Boyle from 1.10.14	58.3% (0)
42	Cardiff University	Professor Colin Riordan	57.1% (93.18%)
43	Swansea University	Professor Richard B Davies	53.8% (45.29%)
44	Royal Veterinary College	Professor Stuart Reid	53.3% (£12)
45	Liverpool Hope University	Professor Gerald Pillay	50% (98.63%)
46	Loughborough University	Professor Robert Allison	50% (97.46%)
47	Trinity Laban Conservatoire of Music and Dance	Professor Anthony Bowne	50% (89.51%)
48	University of Lincoln	Professor Mary Stuart	50% (n/a)
49	Royal Academy of Music	Professor Jonathan Freeman	50% (100%)
50	University of Northumbria	Professor Andrew Wathey	50% (71.49%)

*paid for in March 2014

The average percentage of overall flight expenditure on business and first class flights during 2014/15 was 49.6%. In total, 21 vice-chancellors flew exclusively in first class and business class.

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

Hotel expenditure

Question:

What was the total spend (GBP) on hotel accommodation for the vice-chancellor in the financial year that ended on 31 July 2015 and how many nights in hotel accommodation did this pay for?

128 HEIs provided a value for this expenditure.

7 HEIs used an exemption as follows:

S12: 3

University of Birmingham
University of Durham
University of Northampton

S22: 2

Bath Spa University
London South Bank University

S25(1): 1

St Andrews University

S40(2) S43(2): 1

University of Coventry

4 HEIs said the information was 'not held' or 'not available':

Goldsmiths College
Royal College of Music
University of Sheffield
University of Wales Trinity St David

Stranmillis College stated it did not have a vice-chancellor as it is a college of Queen's University Belfast.

The University of the Highlands and Islands, left all questions blank except for one.

18 HEIs did not provide any response to the FOI request:

Anglia Ruskin University
University of Bolton
University of Brighton
University of Chester
Edge Hill University
Imperial College of Science, Technology and Medicine

Liverpool Institute for the Performing Arts
Ravensbourne
Rose Bruford College
St George's Hospital Medical School
University of Southampton
University of Warwick
University of Winchester
University of Wolverhampton
Aberystwyth University
University of Aberdeen
SRUC
University of Ulster

Top 20 spenders on hotel accommodation

	HEI (2013/14 rank)	Head of HEI	Hotel accommodation expenditure 2014/15 (expenditure 2013/14)
1	Glasgow Caledonian University (non-mover)	Professor Pamela Gillies	19864.77 (27271.13)
2	University of Cambridge (6)	Professor Leszek Borysiewicz	18161 (9363)
3	University of Bristol (5)	Professor Eric Thomas	15526.13 (10307.21)
4	University of Exeter (2)	Professor Steve Smith	13268.44 (20329.76)
5	De Montfort University (no figure provided for 2013/14)	Professor Dominic Shellard	12480.23
6	University of Glasgow (45)	Professor Anton Muscatelli	9048.93 (4606.10)
7	University of Oxford (9)	Professor Andrew Hamilton	7561.87 (7790.6)
8	University College London (no figure provided for 2013/14)	Professor Michael Arthur	7167.8
9	Royal College of Art (78)	Dr Paul Thompson	6816.95 (2393.5)
10	University of Strathclyde (51)	Professor Sir Jim McDonald	6764 (4191)
11	Loughborough University (13)	Professor Robert Allison	6655.51 (6680)
12	Bangor University (non-mover)	Professor John Hughes	6443.13 (6730.41)
13	Birmingham City University (61)	Professor Chris Allan	6376.33 (3495.94)
14	University of Edinburgh (8)	Professor Timothy O'Shea	6146.88 (8130)
15	Edinburgh Napier University (11)	Professor Andrew Nolan	5963.99 (6904.47)
16	Northumbria University (18)	Professor Andrew Wathey	5717.25 (5273.49)
17	University of Stirling (42)	Professor Gerry McCormac	5695.14 (4897)
18	University of Kent (48)	Professor Dame Julia Goodfellow	5673.56 (4284.15)
19	Middlesex University (71)	Professor Michael Driscoll August 14-July 15 and Professor Tim Blackman July 2015	5380.44 (2920.85)
20	Swansea University (57)	Professor Richard B Davies	5243.95 (3648.14)

The average spend on hotel accommodation for vice-chancellors during 2014/15 was £2989.93.

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

Spending on hotel accommodation per night

117 HEIs provided the number of nights that the head of institution had spent in hotel accommodation.

8 HEIs used an exemption as follows:

S12: 3

University of Birmingham
University of Durham
University of Northampton

S22: 2

Bath Spa University
London South Bank University

S17 (1) (B): 1

University of Strathclyde

S25(1): 1

St Andrews University

S40(2) S43(2): 1

University of Coventry

1 HEI said the information was 'not held':

Goldsmiths College

11 HEIs provided their total hotel expenditure but did not provide data on the number of nights spent by their head of institution in hotel accommodation:

Royal College of Music (did not provide total hotel expenditure but did state that the head of institution had spent 29 nights in hotel accommodation)

The University of Cambridge
The University of Oxford
The University of West London
St Mary's College
Robert Gordon University
Falmouth University
The University of Bradford
University of London
University College Birmingham
The University of East London

2 HEIs could not separate the costs of hotel accommodation from travel costs:

University of Sheffield
University of Wales Trinity St David

Stranmillis College stated it did not have a vice-chancellor as it is a college of Queen's University Belfast.

The University of the Highlands and Islands, left all questions blank except for one.

18 HEIs did not provide any response to the FOI request:

Anglia Ruskin University
University of Bolton
University of Brighton
University of Chester
Edge Hill University
Imperial College of Science, Technology and Medicine
Liverpool Institute for the Performing Arts
Ravensbourne
Rose Bruford College
St George's Hospital Medical School
University of Southampton
University of Warwick
University of Winchester
University of Wolverhampton
Aberystwyth University
University of Aberdeen
SRUC
University of Ulster

Top 20 highest spenders on hotel accommodation per night

	HEI	Head of HEI	Hotel accommodation expenditure per night 2014/15 (£)
1	Middlesex University	Professor Michael Driscoll August 14-July 15 and Professor Tim Blackman July 2015	448.4
2	Cranfield University	Sir Peter Gregson	420.3
3	Glasgow Caledonian University	Professor Pamela Gillies	382
4	London Business School	Professor Sir Andrew Likierman	314.14
5	University of Bath	Professor Glynis M Breakwell	312.8
6	Royal College of Art	Dr Paul Thompson	296.4
7	Sheffield Hallam University	Professor Philip Jones	278.5
8	University College London	Professor Michael Arthur	275.7
9	King's College London	Professor Edward Byrne	273.6
10	De Montfort University	Professor Dominic Shellard	271.3
11	University of Sunderland	Shirley Atkinson	265.8
12	Brunel University London	Professor Julia Buckingham	261.1
13	Liverpool John Moores University	Professor Nigel P Weatherill	258.6
14	University of Kent	Professor Dame Julia Goodfellow	257.9
15	University of Exeter	Professor Sir Steve Smith	255.2
16	University of Keele	Professor Nick Foskett	250
17	Cardiff Metropolitan University	Professor Antony J Chapman	233.5
18	Courtauld Institute of Art	Professor Deborah Swallow	233.5
19	London School of Economics and Political Science	Craig Calhoun	232.5
20	Edinburgh Napier University	Professor Andrew Nolan	229.4

The average spend on hotel accommodation per night for vice-chancellors during 2014/15 was £163.30.

There is no comparison figure for 2013/14.

Vice-chancellors' expenses

Question:

How much (GBP) did the vice-chancellor receive (in addition to salary and pension costs) in personal expenses in the year that ended on 31 July 2015?

115 HEIs provided a value for this expenditure.

15 HEIs used an exemption as follows:

S12: 1

University of Birmingham

S21: 1

School of African and Oriental Studies

S22: 12

Bath Spa University

University of Bath

Birmingham City University

University of Bradford

De Montfort University

University of Derby

University of East Anglia

Harper Adams University

London South Bank University

London School of Economics and Political Science

Middlesex University

University of Northumbria

S40(2) S43(2): 1

Coventry University

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

Robert Gordon University

Trinity Laban Conservatoire of Music and Dance

8 HEIs left this question blank:

University of Essex

University of Leicester

University of London

Manchester Metropolitan University

University of Portsmouth

Sheffield Hallam University
University of Edinburgh
University of the Highlands and Islands

Stranmillis College stated it did not have a vice-chancellor as it is a college of Queen's University Belfast.

18 HEIs did not provide any response to the FOI request:

Anglia Ruskin University
University of Bolton
University of Brighton
University of Chester
Edge Hill University
Imperial College of Science, Technology and Medicine
Liverpool Institute for the Performing Arts
Ravensbourne
Rose Bruford College
St George's Hospital Medical School
University of Southampton
University of Warwick
University of Winchester
University of Wolverhampton
Aberystwyth University
University of Aberdeen
SRUC
University of Ulster

Top 20 expenses

	HEI (2013/14 rank)	Head of HEI	Expenses 2014/15 (2013/14)
1	Queen Mary University of London (3)	Professor Simon Gaskell	22804.92 (22703.20)
2	St Mary's University, Twickenham (41)	Dr Francis Campbell	18189 (2280.59)
3	Royal Central School of Speech and Drama (1)	Professor Gavin Henderson	15434 (33526)
4	Royal Veterinary College (14)*	Professor Stuart Reid	14563.72 (7603.44)
5	York St John University (10)	Professor David Fleming	13123.07 (10518)
6	University of Salford (4)	Martin Hall 1.8.14-31.12.14 as v-c and 1.1.15-30.6.15 on sabbatical. Helen Marshall 1.1.15-22.4.15 as Interim v-c then 23.4.15 onwards as v-c.	10948 (22592.06)
7	University of Northampton (not in top 20)	Professor Nick Petford	10708.78 (no figure)
8	University of Bristol (11)	Professor Eric Thomas	8763.59 (8840.31)
9	University of Strathclyde**(78)	Professor Sir Jim McDonald	8549 (550.70)
10	London School of Hygiene and Tropical Medicine (8)	Professor Peter Piot	6862.71 (11913.51)
11	University of West London (non-responder)	Professor Peter John	6429 (no figure for 2013/4)
12	St Mary's University College (29)	Francis Campbell	5324 (3759)
13	University of Glasgow***(36)	Professor Anton Muscatelli	5174 (2959)
14	University of the Arts, London (103)	Nigel Carrington	5168.19 (156.07)
15	The Open University (no ranking)	Martin Bean 1.8.14-31.12.14 and Professor T Blackman acting v-c from 1.1.15-4.5.15 and Mr P J G Horrocks the v-c from 5.5.15.	5022 (S22)
16	London Business School (25)	Professor Sir Andrew Likierman	4732.16 (4284)
17	Goldsmiths College (76)	Patrick Loughrey	3736.59 (655.53)
18	Plymouth College of Art (Not in last year's survey)	Andrew Brewerton	3718
19	University of Nottingham (16)	Professor David Greenaway	3693 (6386.11)
20	Royal Academy of Music (39)	Professor Jonathan Freeman	3687 (2620)

*All expenses are business-related and not personal. The business expenses relate to payments personally incurred by the Principal and reimbursed following approval by the Chairman.

**Please note this amount relates to business expenses which have been occurred in accordance with the University Expenses Policy.

***The Principal did not receive any personal expenses in addition to basic salary for the period ending 31 July 2015. He did, however, receive £5174 in reimbursed business expenses in the period.

The average spend on expenses for vice-chancellors during 2014/15 was £2205.06.

The average spend on expenses for vice-chancellors during 2013/14 was £3112.61.

Vice-chancellors' residential accommodation

Question:

During the financial year that ended on 31 July 2015, was the vice-chancellor given residency at a property owned by the HEI or rented by the HEI? If so, what was the estimated market sale value of that accommodation for that year (GBP)?

24 HEIs provided the market sale value for residential accommodation occupied by their head of institution

22 HEIs stated that they provide residential accommodation for their head of institution but did not provide the market sale value:

Aston University
City University
De Montfort University
The University of Exeter
The University of Hull
Keele University
King's College London
London Business School
University of Manchester
University of Northampton
The Open University
The University of Oxford
Roehampton University
Royal Academy of Music
Royal College of Music
Royal Holloway University of London
School of African and Oriental Studies (SOAS)
University of York
University of Wales Trinity St David
University of Stirling
University of Strathclyde
Queen's University Belfast

8 HEIs used an exemption:

S1: 1

Harper Adams University

S12: 3

University of Birmingham

London School of Economics and Political Science
Middlesex University

S17: 2

University of Glasgow
Heriot-Watt University

S25(1): 1

St Andrews University

S40(2) S43(2): 1

University of Coventry

Stranmillis College stated it did not have a vice-chancellor as it is a college of Queen's University Belfast.

The University of the Highlands and Islands, left all questions blank except for one.

85 HEIs did not provide residential accommodation for their head of institution

18 HEIs did not provide any response to the FOI request:

Anglia Ruskin University

University of Bolton

University of Brighton

University of Chester

Edge Hill University

Imperial College of Science, Technology and Medicine

Liverpool Institute for the Performing Arts

Ravensbourne

Rose Bruford College

St George's Hospital Medical School

University of Southampton

University of Warwick

University of Winchester

University of Wolverhampton

Aberystwyth University

University of Aberdeen

SRUC

University of Ulster

Top 24 vice-chancellor residential accommodation costs

	HEI	Market sale value of head of institution's accommodation (2014/15)
1	University of Cambridge	4518000
2	University of Bath	2850000
3	Queen Mary University of London	2100000
4	University of East Anglia	1400000
5	University of Edinburgh	1400000
6	University of Liverpool	1400000
7	University of Durham	1250000
8	St Mary's University, Twickenham	1200000
9	University of Leicester	1180000
10	University of Kent	1115000
11	University of Sheffield	1080000
12	University of Lancaster	1000000
13	Guildhall School of Music and Drama	900000
14	University of Bristol	850000
15	Royal Agricultural University	850000
16	Bangor University	750000
17	Cardiff University	750000
18	University College London	715000
19	Swansea University	700000
20	University of Salford	545000
21	Cranfield University	521000
22	Bishop Grosseteste University	300000
23	University of Essex	241800
24	Newcastle University	220000

The average market sale value of property provided to heads of institutions as residential accommodation from the 24 responders was nearly £1.2m (£1,159,825).

The total market sale value of property provided to head of institutions as residential accommodation provided by the 24 responders was nearly £28m (£27,835,800).

The most valuable property is inhabited by the vice-chancellor of the University of Cambridge, worth £4.5m. The second most valuable property is inhabited by the vice-chancellor of the University of Bath, at £2.85m. In third place is the property inhabited by the v-c of Queen Mary University of London, valued at £2.1m.

Management consultancy costs

Question:

What was the total spend (GBP) by the HEI on management consultancy fees in the financial year that ended on 31 July 2015 and what percentage was that of the HEI's total spend?

85 HEIs provided their total spend on management consultancy fees

30 HEIs used an exemption:

S1(1): 1

University of East Anglia

S12: 20

University of Bath

University of Birmingham

City University

University of Derby

Keele University

University of Lincoln

Liverpool John Moores University

University of London

University of Northumbria

University of Nottingham

Nottingham Trent University

University of Oxford

Queen Mary University of London

The Royal Veterinary College

Sheffield Hallam University

University of Sheffield

University of South Wales

S12(1): 1

Loughborough University

University of Sussex

S12(2): 1

Cardiff University

S22: 4

Bath Spa University

University of Manchester

Middlesex University

University of Northampton

S22(1): 1

Oxford Brookes University

S25(1): 1

St Andrews University

S40(2) S43(2): 1

Coventry University

3 HEIs stated that answering this question would exceed the FOI time/fee limit but did not use a formal exemption:

Brunel University (time)

University of Edinburgh (fee)

University of Glasgow (fee)

1 HEI provided a figure for the previous year (2013/14):

Staffordshire University

14 HEIs stated their total spend on management consultancy fees was 'not held', 'not available' or 'not held'

University of Chichester

Durham University

University of Gloucestershire

King's College London

University of Lancaster

Leeds Beckett University

Liverpool School of Tropical Medicine

University of the Arts London

London South Bank University

Manchester Metropolitan University

University of Portsmouth

Bangor University

Swansea University

University of Stirling

8 HEIs left this question blank:

University of Exeter

London School of Hygiene and Tropical Medicine

The Open University

University of Worcester

University of York

University of Dundee

University of Wales Trinity St David

UHI

18 HEIs did not provide any response to the FOI request:

Anglia Ruskin University
University of Bolton
University of Brighton
University of Chester
Edge Hill University
Imperial College of Science, Technology and Medicine
Liverpool Institute for the Performing Arts
Ravensbourne
Rose Bruford College
St George's Hospital Medical School
University of Southampton
University of Warwick
University of Winchester
University of Wolverhampton
Aberystwyth University
University of Aberdeen
SRUC
University of Ulster

Stranmillis College stated it did not have a vice-chancellor as it is a college of Queen's University Belfast.

Top 50 spenders on management consultancy fees

	HEI	Total spend 2014-15 on management consultancy fees
1	University of Reading	4397993
2	University of Salford	3716000
3	University of Central Lancashire	3504000
4	University of East London	3400000
5	University of West London	3380000
6	University of Bradford	3030704
7	Buckinghamshire New University	2205000
8	Heriot-Watt University	2000000
9	Newcastle University	1990600
10	Canterbury Christ Church University	1359140.37
11	St Mary's University, Twickenham	1257837
12	University of Bedfordshire	1073959.14
13	Glasgow Caledonian University	1013184
14	Falmouth University	729000
15	University of Surrey	685000
16	Queen's University of Belfast	683765
17	Glyndŵr University	609846
18	De Montfort University	543000
19	Birmingham City University	524000
20	Bournemouth University	467000
21	University College London	452781
22	The Robert Gordon University	451000
23	Heythrop College	421068
24	School of Oriental and African Studies	403000
25	London Metropolitan University	312773
26	Institute of Cancer Research	302811.66
27	University of Hull	255000
28	Southampton Solent University	254000
29	University of the West of England, Bristol	202000
30	The Arts University Bournemouth	200000
31	Kingston University	198500
32	University of Hertfordshire	188000
33	Cardiff Metropolitan University	178178.42
34	University of the West of Scotland	177297
35	University of Abertay Dundee	167000

36	University of Westminster	163000
37	Courtauld Institute of Art	159465
38	Teesside University	151499
39	University of Kent	150238
40	Royal Holloway University of London	144777
41	Goldsmiths College	143000
42	University of Greenwich	126000
43	University of Cumbria	76644
44	Cranfield University	73000
45	Royal College of Music	71057
46	Leeds Trinity University	69570
47	University of Sunderland	65296.8
48	Edinburgh Napier University	60000
49	University of Plymouth	57090
50	Royal College of Art	48971

The average spend on management consultancy fees was £499360.30.

Vice-chancellors' emoluments

Question:

What were the emoluments of the vice-chancellor in the financial year that ended on 31 July 2015 broken down by:

- Salary
- Benefits in kind (including accommodation and health insurance)
- Employer's pension contribution

152 HEIs provided the overall remuneration figure for their head of institution or had published their 2014/15 Financial Statement at the time of writing.

3 HEIs used a S22 exemption and at the time of publication had not published their 2014/15 Financial Statements.

University of Cardiff
University of Cumbria
University of Surrey

1 HEI used a S27(1)(a)(i) exemption and at the time of publication had not published its 2014/15 Financial Statement.

Heriot-Watt University

3 HEIs did not provide any response to the FOI request and at the time of publication had not published their 2014/14 Financial Statements:

University of Brighton
Liverpool Institute of Performing Arts
Rose Bruford College

Top 50 highest-earning heads of institutions by total emoluments 2014/15

	HEI (2013/14 rank)	Head of institution	Emoluments - all elements (£) 2014/15 (2013/14)
1	University of Salford (77)	Martin Hall 1.8.14-31.12.14 as v-c and 1.1.15-30.6.15 on sabbatical. Helen Marshall 1.1.15-22.4.15 as Interim v-c then 23.4.15 onwards as v-c.	516000 (252144.1)
2	University of Durham (47)	Professor Chris Higgins and Professor Ray Hudson	511000 (286432)
3	University of Oxford (3)	Professor Andrew Hamilton	462000 (442000)
4	King's College London (21)	Professor Edward Byrne	458000 (324000)
5	London Business School (4)	Professor Sir Andrew Likierman	431000 (412000)
6	Imperial College of Science, Technology and Medicine (12)	Professor Alice Gast	430000 (389000)
7	University of Birmingham (6)	Professor Sir David Eastwood	416000 (410000)
8	Liverpool School of Tropical Medicine (no rank)	Professor Janet Hemingway	409000 (375000)
9	University of Bath (12)	Professor Glynis M Breakwell	406000 (395000)
10	Birkbeck College (13)	David Latchman	395000 (388000)
11	University of Exeter (7)	Professor Sir Steve Smith	393000 (400000)
12	University of Sheffield (14)	Professor Keith Burnett	385000 (378000)
13	London School of Economics (9)	Craig Calhoun	381000 (394000)
14	University of Nottingham (15)	Professor David Greenaway	381000 (374000)
15	Middlesex University (58)	Professor Michael Driscoll August 14-July 15 and Professor Tim Blackman July 2015	362000 (273000)
16	Cranfield University (25)	Sir Peter Gregson	361000 (31000)
17	University College London (11)	Professor Michael Arthur	359195 (391660 – two incumbents)
18	City University (18)	Professor Paul Curran	358000 (346000)
19	Open University (5)	Martin Bean 1.8.14-31.12.14 and Professor T Blackman acting v-c from 1.1.15-4.5.15 and Mr P J G Horrocks the v-c from 5.5.15.	354000 (412000)
20	University of Warwick (17)	Professor Nigel Thrift	349000 (348000)
21	University of Bristol (22)	Professor Sir Eric Thomas	344000 (321000)
22	Bath Spa University (35)	Professor Christie Slade	343000 (299000)
23	University of Strathclyde (20)	Professor Sir Jim McDonald	343000 (343167)

	HEI (2013/14 rank)	Head of institution	Emoluments - all elements (£) 2014/15 (2013/14)
24	University of Liverpool (16)	Sir Howard Newby 1.8.14-31.1.15 and Professor J Beer 1.2.15-31.7.15	339000 (368000)
25	University of Huddersfield (46)	Professor Robert Cryan	337000 (287000)
26	University of Plymouth (31)	Professor Wendy Purcell 1.8.14-31.12.14 and Interim Professor David Coslett 1.1.15-31.7.15	334667 (303367.6)
27	Nottingham Trent University (1)	Professor Neil Gorman to 31.08.14 and Professor Edward Peck from 1.8.14	334000 (623000)
28	University of Southampton (23)	Professor Don Nutbeam	332000 (320000)
29	University of Hertfordshire (26)	Professor Quintin McKellar	326000 (309311.31)
30	University of Cambridge	Professor Leszek Borysiewicz (19)	325000 (344000)
31	London School of Hygiene and Tropical Medicine (24)	Professor Peter Piot	322000 (313716)
32	Edge Hill University (30)	Dr John Cater	321000 (304000)
33	University of Portsmouth (60)	Professor Graham Galbraith	318000 (271558)
34	The Royal Veterinary College (39)	Professor Stuart Reid	318000 (292072.56)
35	University of Aberdeen (27)	Professor Sir Ian Diamond	316000 (308893)
36	University of Glasgow (29)	Professor Keith Burnett	314000 (304674)
37	University of Leicester (32)	Professor Sir Robert Burgess until 30.9.14 and Professor Paul Boyle from 1.10.14	313000 (303000)
38	Roehampton University (38)	Professor Paul O'Prey (292074)	312000
39	De Montfort University (45)	Professor Dominic Shellard	311000 (289000)
40	Manchester Metropolitan University (40)	Professor J Brooks 1.8.14-31.5.15 and Professor Malcolm Press 1.6.15-31.7.15	311000 (292000)
41	Aston University (28)	Professor Dame Julia King	307000 (307000)
42	University of Newcastle (52)	Professor Chris Brink	306500 (282000)
43	Teesside University (51)	Professor Graham Henderson 1.8.14 until May 2015. Professor Paul Kroney from May 2015 to 31.7.15.	305488 (282683)

	HEI (2013/14 rank)	Head of institution	Emoluments - all elements (£) 2014/15 (2013/14)
44	Coventry University (no ranking)	John Latham	303227 (no pay data available at time of publishing)
45	University of Northumbria (34)	Professor Andrew Wathey	303000 (300000)
46	University of the West of England (36)	Professor Steven West	302142(296550)
47	Glyndŵr University (107)	Professor Michael Scott	301548 (227090)
48	University of Worcester (46)	Professor David Green	301000 (291000)
49	Sheffield Hallam University (112)	Professor Philip Jones	300000 (217150)
50	University of Hull (37)	Professor Calie Pistorius	298000 (293000)

The average total of emoluments for heads of institutions (including benefits in kind and pension contributions) in 2014/15 was £272,432.

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

Top 50 percentage increases in emoluments between 2013/14 and 2014/15

	HEI (2013/14 rank)	Head of institution 2014/15	Percentage change between 2013/14 and 2014/15 (Percentage change between 2012/13 and 2013/14)
1	University of Central Lancashire (no ranking)	Dr Malcolm McVicar 1.8.14-31.8.14 and Mr R Hext from 1.9.14 to 31.7.15	57% (no pay data for 2013/4)
2	University of Salford (51)	Martin Hall 1.8.14-31.12.14 as v-c and 1.1.15-30.6.15 on sabbatical. Helen Marshall 1.1.15-22.4.15 as Interim v-c then 23.4.15 onwards as v-c	51% (4%)
3	University of Durham (85)	Professor Chris Higgins and Professor Ray Hudson	44% (1.2%)
4	King's College London (94)	Professor Edward Byrne	29% (0.9%)
5	Glyndŵr University (37)	Professor Michael Scott	25% (5.4%)
6	Ravensbourne (not in ranking)	Professor Robin Baker 1.8.14-4.1.15 and Professor Linda Drew 5.1.15-31.8.15	21% (n/a)
7	Falmouth University (139)	Professor Anne Carlisle	20% (-10.6%)
8	University of Bradford (119)	Professor Brian Cantor	19% (-2.4%)
9	Queen's University of Belfast (74)	Patrick Johnson	19% (1.7%)
10	University of Wolverhampton (23)	Professor Geoff Layer	16% (8%)
11	The Institute of Cancer Research (126)	Professor Paul Workman	15% (-4.3%)
12	University of Huddersfield (19)	Professor Robert Cryan	15% (9.4%)
13	University of Portsmouth (3)	Professor Graham Galbraith	14% (19.8%)
14	Cranfield University (9)	Sir Peter Gregson	14% (14.5%)
15	Sheffield Hallam University (141)	Professor Philip Jones	13% (-13.3%)
16	University of Dundee (67)	Professor Pete Downes	13%
17	Royal Academy of Music (4)	Professor Jonathan Freeman	13% (18%)
18	Queen Margaret University, Edinburgh (124)	Professor Petra Wand	12% (-4%)
19	St Mary's University, Twickenham	Francis Campbell	11%
20	St Mary's University College (115)	Francis Campbell	11% (-1.2%)
21	Heythrop College (52)	Father Michael Holman	10% (3.8%)
22	Loughborough University (125)	Professor Robert Allison	10% (-4.2%)
23	Brunel University London (113)	Professor Julia Buckingham	10% (-1.1%)
24	Middlesex University (143)	Professor Michael Driscoll	10% (-15.8%)

	HEI (2013/14 rank)	Head of institution 2014/15	Percentage change between 2013/14 and 2014/15 (Percentage change between 2012/13 and 2013/14)
		August 14-July 15 and Professor Tim Blackman July 2015	
25	Bath Spa University (6)	Professor Christina Slade	10% (15.7%)
26	Buckinghamshire New University (35)	Professor Ruth Farwell to 31.1.15 and Professor Rebecca Bunting from 1.2.15	10% (6%)
27	Imperial College of Science, Technology and Medicine (7)	Professor Alice Gast	10% (15.2%)
28	Coventry University (not ranked)	John Latham	9% (no pay data provided for 2013/14)
29	University of Plymouth (135)	Professor Wendy Purcell 1.8.14-31.12.14 and Interim Professor David Coslett 1.1.15-31.7.15	9% (-8.8%)
30	Glasgow School of Art (134)	Professor Tom Inns	8% (-7.7%)
31	Liverpool School of Tropical Medicine (25)	Professor Janet Hemingway	8% (7.3%)
32	University of Newcastle (96)	Professor Chris Brink	8% (0.9%)
33	University of South Wales (138)	Professor Julie Lydon	8% (-10.4%)
34	Teesside University (130)	Professor Graham Henderson until May 2015 then Professor Paul Kroney was appointed from May 2015	7% (-6.6%)
35	Leeds Beckett University (65)	Professor Susan Price	7% (2.4%)
36	De Montfort University (12)	Professor Dominic Shellard	7% (13.8%)
37	University of Leeds (147)	Sir Alan Langlands	7% (-22.6%)
38	University of Bristol (103)	Professor Sir Eric Thomas	7% (0%)
39	Roehampton University (46)	Professor Paul O'Prey	6% (4.5%)
40	University of East Anglia (44)	Professor Edward Acton and Professor David Richardson	6% (4.6%)
41	Manchester Metropolitan University (64)	Professor J Brooks 1.8.14-31.5.15 and Professor Malcolm Press 1.6.15-31.7.15	6% (2.4%)
42	Edinburgh Napier University (142)	Professor Andrew Nolan	6% (-14.5%)
43	Newman University (62)	Professor Peter Lutzeier	6% (2.7%)
44	Royal College of Music (75)	Professor Colin Lawson	6% (1.6%)
45	Edge Hill University (21)	Dr John Cater	5% (8.9%)
46	Queen Mary University of London (11)	Professor Simon Gaskell	5% (14.3%)
47	University of Hertfordshire (98%)	Professor Quintin McKellar	5% (0.7%)
48	University of Wales Trinity	Professor Medwin Hughes	5% (n/a)

	HEI (2013/14 rank)	Head of institution 2014/15	Percentage change between 2013/14 and 2014/15 (Percentage change between 2012/13 and 2013/14)
	Saint David (new institution in 2013/14)		
49	University of Stirling (53)	Professor Gerry McCormac	5% (3.7%)
50	University of Greenwich (122)	Professor David Maguire	5% (-3.4%)

The average pay increase between 2013/14 and 2014/15 was 3%. During the same period, staff were awarded a 2% pay increase.

Senior post-holders' pay

Question:

How many members of staff (excluding the vice-chancellor) at the HEI had total emoluments within the following remuneration bands in the financial year that ended on 31 July 2015:

- a. £100,000-£149,999
- b. £150,000-£199,999
- c. £200,000-£249,999
- d. £250,000-£299,999
- e. £300,000-£349,999
- f. £350,000-£399,999

2014/15

152 HEIs made data available either in their response or via the publication of their Financial Statements.

3 HEIs used a S22 exemption and at the time of publication had not published their 2014/15 Financial Statements.

University of Cardiff
University of Cumbria
University of Surrey

1 HEI used a S27(1)(a)(i) exemption and at the time of publication had not published its 2014/15 Financial Statement.

Heriot-Watt University

3 HEIs did not provide any response to the FOI request and at the time of publication had not published their 2014/14 Financial Statements:

University of Brighton
Liverpool Institute of Performing Arts
Rose Bruford College

Top 20 spenders on senior post-holders (earning more than £100,000)

	HEI (2013/14 rank)	£100,000-£149,999 2014/15	£100,000-£149,999 2013/14	£150,000-£199,999 2014/15	£150,000-£199,999 2013/14	£200,000-£249,999 2014/15	£200,000-£249,999 2013/14	£250,00-£299,999 2014/15	£250,00-£299,999 2013/14	£300,000-£349,999 2014/15	£300,000-£349,999 2013/14	£350,000-£399,999 2014/15	£350,000-£399,999 2013/14	Overall number of employees earning over £100,000 in 2014/15	Overall number of employees earning over £100,000 in 2013/14	%age increase in higher earners between 2013/14 and 2014/15
1	University College London (1)	293	287	122	109	27	28	2	2	0	2	0	1	444	429	3.5
2	University of Oxford (2)	314	274	81	88	38	25	4	6	3	3	2	0	440*	396	11.1
3	Imperial College of Science, Technology and Medicine (3)	250	226	97	83	16	12	9	8	1	4	3	2	376*	335*	12.3
4	University of Cambridge (4)	242	223	72	65	15	14	4	3	2	4	1	0	336*	309	8.7
5	King's College London (5)	167	152	76	57	12	16	3	3	2	1	1	0	261	229	14
6	University of Manchester (19)	137	83	55	15	10	3	1	1	0	1	1	0	204	103	98
7	University of Edinburgh (7)	133	117	45	43	19	15	1	1	0	2	0	0	198	178	11.2
8	London School of Economics (6)	129	121	47	45	15	7	4	30	0	0	0	0	195	203	-3.9
9	University of Warwick (8)	124	115	32	37	7	4	0	0	1	1	1	1	165	158	4.4
10	University of Glasgow (9)	113	99	39	36	2	4	1	0	0	0	0	0	155	139	11.5
11	University of Southampton (14)	100	94	30	22	5	3	1	1	0	0	0	0	136	120	13.3
12	University of Nottingham	92	100	42	32	1	2	0	1	0	0	0	0	135	135	0
13	University of Leeds (13)	80	81	35	32	13	13	1	0	0	1	0	0	129	127	1.6
14	University of Birmingham (12)	83	88	36	36	5	4	0	0	0	0	0	0	124	128	-3.1
15	University of Bristol (21)	96	93	22	5	3	0	0	0	0	0	0	0	121	98	23.5
16	University of Liverpool (18)	82	77	32	27	6	4	1	1	0	1	0	1	121	111	9
17	Queen Mary University of London (15)	78	84	33	24	6	8	2	0	1	0	0	0	120	116	3.5
18	London Business School (926)	49	10	30	0	18	0	10	0	9	0	2	0	118**	68	73.5
19	University of Newcastle (17)	67	73	37	30	8	9	0	0	0	0	0	0	112	112	0
20	City University (16)	84	88	16	17	9	6	0	2	0	0	0	0	109	113	-3.5

*2 earning £399,000 plus

**8 earning £399,000 plus

20 HEIs had more than 100 staff earning more than £100,000 annually in 2014/15. That figure remained unchanged from 2013/14. A total of 5795 staff across all UK HEIs were earned more than £100000 in 2014/15.

Remuneration committees

We would like to request a copy of the most recently ratified minutes for the Remuneration Committee. Please could a copy be emailed to us.

Availability of remuneration committee minutes

54% of the HEIs (86 of 159) provided a copy of the most recently ratified minutes of their Remuneration Committee. Two institutions were not included (Liverpool School of Tropical Medicine as it does not have a remuneration committee and The Royal Academy of Music as its committee has not met in 2014 or 2015).

This compared to 50% of HEIs (78 of 155) in 2013/14.

This year 59% (51) of minutes supplied had been redacted, compared to 53% (41) last year.

Just 22% (35 of 159) of HEIs provided unredacted minutes this year, compared to 24% (37 of 155) last year.

According to our analysis, 17 institutions showed less transparency this year by refusing to provide minutes where they had done so last year, or by redacting minutes when they hadn't done so last year.

A total of 22 institutions showed greater transparency this year either by providing minutes whereas they had failed to last year, or by providing unredacted minutes whereas they had failed to last year.

HEI	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2014/15	Redacted 2013/14	Transparency UP/DOWN/NON-MOVER
Anglia Ruskin University		Yes		No	DOWN
Aston University	Yes	Yes	No		Not in last year's survey
Bath Spa University	S40(2)	No			NON-MOVER
University of Bath	Yes	Yes	Yes	Yes	NON-MOVER
University of Bedfordshire	Yes	Yes	Yes	Yes	NON-MOVER
Birkbeck College	Yes	Yes	Yes	Yes	NON-MOVER
Birmingham City University	Yes	Yes	Yes	Yes	NON-MOVER
University of Birmingham	S12	No	S12	n/a	NON-MOVER
University College Birmingham	S40(2)	No	n/a	n/a	NON-MOVER
Bishop Grosseteste University	Yes	No	No	n/a	UP
University of Bolton		No		n/a	NON-MOVER
The Arts University Bournemouth	Yes	No	No	n/a	UP
Bournemouth University	Yes	Yes	Yes	Yes	NON-MOVER
University of Bradford	Yes	No	Yes	n/a	UP
University of Brighton		Yes		Yes	DOWN
University of Bristol	Yes	Yes	Yes	Yes	NON-MOVER
Brunel University London	S40(2)	No	n/a	No	NON-MOVER
Buckinghamshire New University	No (In breach of DP Act)	Non-responder in 2013/14	n/a	Non-responder in 2013/14	NON-MOVER
University of Cambridge	Yes	Yes	No	Yes	UP

HEI	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2014/15	Redacted 2013/14	Transparency UP/DOWN/NON-MOVER
The Institute of Cancer Research	No (In breach of DP Act)	No response to this question	n/a	No response to this question	NON-MOVER
Canterbury Christ Church University	S17(1) S40(2)	No	n/a	n/a	NON-MOVER
University of Central Lancashire	Yes	No	Yes	n/a	UP
The Royal Central School of Speech and Drama	No	Yes	n/a	No	DOWN
Royal College of Art	No	No	n/a	n/a	NON-MOVER
Royal College of Music	No	No	n/a	n/a	NON-MOVER
University of Chester		Yes		No	DOWN
University of Chichester	S40	No	n/a	n/a	NON-MOVER
City University	S43(2)	No	n/a	n/a	NON-MOVER
Courtauld Institute of Art	S40(2)	No	n/a	n/a	NON-MOVER
Coventry University	S40(2) S43(2)	Non-responder in 2013/14	S40(2) S43(2)	Non-responder in 2013/14	NON-MOVER
Cranfield University	Yes	Yes	No	No	NON-MOVER
University for the Creative Arts	Yes	Yes	Yes	Yes	NON-MOVER
University of Cumbria	Yes	Yes	Yes	Yes	NON-MOVER
De Montfort University	S43(2)	Non-responder in 2013/14	n/a	Non-responder in 2013/14	NON-MOVER
University of Derby	Yes	Yes	Yes	Yes	NON-MOVER
University of Durham	Yes	Yes	Yes	Yes	NON-MOVER
University of East Anglia	Yes	Yes	Yes	?	?
University of East London	S40(2) S40(3)	No	n/a	n/a	NON-MOVER

HEI	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2014/15	Redacted 2013/14	Transparency UP/DOWN/NON-MOVER
Edge Hill University		Non-responder in 2013/14		Non-responder in 2013/14	NON-MOVER
University of Essex	S43 S40	No	n/a	n/a	NON-MOVER
University of Exeter	Yes	Yes	Yes	Yes	NON-MOVER
Falmouth University	No	No	n/a	n/a	NON-MOVER
University of Gloucestershire	Yes	Yes	Yes	Yes	NON-MOVER
Goldsmiths College	Yes	Yes	Yes	Yes	NON-MOVER
University of Greenwich	Yes	Yes	No	No	NON-MOVER
Guildhall School of Music and Drama	Yes	Yes	No	No	NON-MOVER
Harper Adams University	Yes	Yes	Yes	Yes	NON-MOVER
University of Hertfordshire	S40/S43	No	n/a	n/a	NON-MOVER
Heythrop College	Yes	No	Yes	n/a	UP
University of Huddersfield	Yes	No	No	n/a	UP
University of Hull	Yes	Yes	No	Yes	UP
Imperial College of Science, Technology and Medicine		No		n/a	NON-MOVER
Keele University	S36 S43 S40(2)	No	n/a	n/a	NON-MOVER
University of Kent	Yes	Yes	Yes	Yes	NON-MOVER
King's College London	S40(2) S43	No	n/a	n/a	NON-MOVER
Kingston University	Yes	Yes	No	Yes	UP
Lancaster University	S43(2)	No	n/a	n/a	NON-MOVER
Leeds College of Art	Yes	Yes	No	No	NON-MOVER

HEI	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2014/15	Redacted 2013/14	Transparency UP/DOWN/NON-MOVER
Leeds Beckett University	S40(2) S40(3)	No	n/a	n/a	NON-MOVER
University of Leeds	No – Annual Report of RC provided	No	n/a	n/a	NON-MOVER
Leeds Trinity University	S40(2) S43	No	n/a	n/a	NON-MOVER
University of Leicester	Yes	Yes	Yes	Yes	NON-MOVER
University of Lincoln	Yes	No	Yes	n/a	UP
Liverpool Hope University	No - emailed	No			?
Liverpool John Moores University	Yes	Yes	Yes	Yes	NON-MOVER
Liverpool Institute for Performing Arts		No – Remuneration Committee has not met		n/a	NON-MOVER
University of Liverpool	S40 S43	No	n/a	n/a	NON-MOVER
University of the Arts, London	Yes	No Remuneration Committee	Yes	n/a	UP
London Business School	Yes	Yes	Yes	Yes	NON-MOVER
University of London (Institutes and activities)	S40(2)	No	n/a	n/a	NON-MOVER
London Metropolitan University	Yes	Yes	Yes	No	DOWN
London South Bank University	S43	No	n/a	n/a	NON-MOVER
London School of Economics and Political Science	S40(2) S43(2)	No	n/a	n/a	NON-MOVER
London School of Hygiene and Tropical Medicine	S40(2)	No	n/a	n/a	NON-MOVER
Loughborough University	Yes	No	No	n/a	UP
Manchester Metropolitan University	Yes	Yes	Yes	Yes	NON-MOVER

HEI	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2014/15	Redacted 2013/14	Transparency UP/DOWN/NON-MOVER
University of Manchester	Yes	No	Yes	n/a	UP
Middlesex University	Yes	Yes	No	No	NON-MOVER
Newcastle University	S36(2)(b)(i) (iin/a) S36 (2)(C)	No	n/a	n/a	NON-MOVER
Newman University	No	No	n/a	n/a	NON-MOVER
University of Northampton	S36	No	n/a	n/a	NON-MOVER
Northumbria University	S40(2) S40(3)	No	n/a	n/a	NON-MOVER
Norwich University of the Arts	Yes	Yes	No	No	NON-MOVER
University of Nottingham	Yes	Yes	Yes	Yes	NON-MOVER
Nottingham Trent University	Yes	No	Yes	n/a	UP
The Open University	No (Annual Report of RC provided)	Yes	n/a	No	DOWN
Oxford Brookes University	Yes	Yes	Yes	Yes	NON-MOVER
University of Oxford	Yes	Yes	Yes	Yes	NON-MOVER
Plymouth University	S40(2) S41	No	n/a	n/a	NON-MOVER
Plymouth College of Art	Yes	Not in last year's survey	Yes	Not in last year's survey	n/a
University of Portsmouth	S36 (2)b(ii) and S402	No	n/a	n/a	NON-MOVER
Queen Mary University of London	S40(2) S43(2)	No	n/a	n/a	NON-MOVER
Ravensbourne College		Not in last year's survey		Not in last year's survey	n/a
University of Reading	Yes	Yes	No	No	NON-MOVER

HEI	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2014/15	Redacted 2013/14	Transparency UP/DOWN/NON-MOVER
University of Roehampton	S40(2)(a)(b) S36(2)(b)(i)(ii) S36(2)	No	n/a	n/a	NON-MOVER
Rose Bruford College		Not in last year's survey		Not in last year's survey	
Royal Agricultural University	No	No	n/a	n/a	NON-MOVER
Royal Holloway University of London	Yes	Yes	No	No	NON-MOVER
Royal Northern College of Music	Yes	Yes	No	No	NON-MOVER
Royal Veterinary College	Yes	Yes	Yes	Yes	NON-MOVER
St George's Hospital Medical School		No		n/a	NON-MOVER
St Mary's University, Twickenham	S40(2)	No	n/a	n/a	NON-MOVER
University of Salford	Yes	Yes	Yes	Yes	NON-MOVER
School of Oriental and African Studies	Yes	Yes	Yes	Yes	NON-MOVER
Sheffield Hallam University	Yes	Yes	No	No	NON-MOVER
University of Sheffield	Yes	No	Yes	n/a	UP
Southampton Solent University	S21	Yes	n/a	Yes	DOWN
University of Southampton		Non-responder in 2013/14		Non-responder in 2013/14	NON-MOVER
Staffordshire University	No	No	n/a	n/a	NON-MOVER
University of St Mark and St John	S40(2)	No	n/a	n/a	NON-MOVER
University Campus Suffolk	Yes	No	No	n/a	UP
University of Sunderland	Yes	Yes	Yes	Yes	NON-MOVER
University of Surrey	Yes	Yes	Yes	No	DOWN

HEI	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2014/15	Redacted 2013/14	Transparency UP/DOWN/NON-MOVER
University of Sussex	S43	No	n/a	n/a	NON-MOVER
Teesside University	S40(2) S43(2)	No	n/a	n/a	NON-MOVER
Trinity Laban Conservatoire of Music and Dance	Yes	No	No	n/a	UP
University College London	S36	Non-responder in 2013/14	n/a	Non-responder in 2013/14	NON-MOVER
University of Warwick		No		n/a	NON-MOVER
University of the West of England, Bristol	Yes	Yes	Yes	No	DOWN
University of West London	No	Non-responder in 2013/14	n/a	Non-responder in 2013/14	NON-MOVER
University of Westminster	Yes	Yes	Yes	No	DOWN
University of Winchester		No		n/a	NON-MOVER
University of Wolverhampton		Yes		No	DOWN
University of Worcester	Yes	Yes	No	No	NON-MOVER
Writtle College	S40(2)	No	n/a	n/a	NON-MOVER
York St John University	S40(2)	No	n/a	n/a	NON-MOVER
University of York	S40	No	n/a	n/a	NON-MOVER
Aberystwyth University		Yes		?	DOWN
Bangor University	Yes	Yes	No	No	NON-MOVER
Cardiff University	Yes	Yes	No	No	NON-MOVER
Cardiff Metropolitan University	Yes	Yes	Yes	No	DOWN
Glyndŵr University	Yes	Yes	Yes	Yes	NON-MOVER

HEI	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2014/15	Redacted 2013/14	Transparency UP/DOWN/NON-MOVER
Swansea University	Yes	Yes	Yes	Yes	NON-MOVER
University of Wales Trinity Saint David	Yes	Yes	No	No	NON-MOVER
University of South Wales	Yes	Yes	Yes	Yes	NON-MOVER
University of Aberdeen		No		n/a	NON-MOVER
Abertay University	Yes	Yes	Yes	Yes	NON-MOVER
University of Dundee	Yes	Yes	Yes	Yes	NON-MOVER
Edinburgh Napier University	S30(b)	No	n/a	n/a	NON-MOVER
University of Edinburgh	Yes	Yes	No	Yes	UP
Glasgow Caledonian University	Yes	Yes	No	Yes	UP
Glasgow School of Art	Yes	Yes	Yes	No	DOWN
University of Glasgow	Yes	Yes	No	No	NON-MOVER
Heriot-Watt University	Yes	Yes	Yes	Yes	NON-MOVER
Queen Margaret University, Edinburgh	Yes	Yes	No	No	NON-MOVER
Robert Gordon University	Yes	Yes	No	Yes	UP
Royal Conservatoire of Scotland	Yes	No	?	n/a	UP
University of St Andrews	Yes	Yes	Yes	No	DOWN
SRUC		Not in last year's survey		Not in last year's survey	n/a
University of Stirling	Yes	Yes	Yes	No	DOWN
University of Strathclyde	Yes	Yes	No	No	NON-MOVER
University of the Highlands and Islands	Yes	Yes	No	Yes	UP
University of the West of Scotland	S38(1)(b)	No	n/a	n/a	NON-MOVER
The Queen's University of Belfast	Yes	Yes	No	No	NON-MOVER

HEI	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2014/15	Redacted 2013/14	Transparency UP/DOWN/NON-MOVER
St Mary's University College	Yes	Yes	No	No	NON-MOVER
Stranmillis University College	Yes	Not in last year's survey	Yes	Not in last year's survey	n/a
University of Ulster		Yes		No	DOWN

In 2014/15:

47% of the HEIs (71 of 150) refused to provide a copy of the most recently ratified minutes of their remuneration committee.

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

41 HEIs used an exemption:

S17 S40(2): 1

Canterbury Christ Church University

S21: 1

Southampton Solent University

S30(b): 1

Edinburgh Napier University

S36: 2

University of Northampton

University College London

S36(2): 1

University of Newcastle

S36(2) S40(2): 1

University of Portsmouth

S36 S40(2) S43: 1

University of Keele

S38(1)(b): 1

The University of the West of Scotland

S40: 2

University of Chichester
University of York

S40(2): 2

Writtle College
York St John University

S40 S36 S36: 1

University of Roehampton

S40(2) S41: 1

University of Plymouth

S40(2): 8

Bath Spa University
University College Birmingham
Brunel University
Courtauld Institute of Art
University of London
London School of Hygiene and Tropical Medicine
St Mary's University Twickenham
University of St Mark and St John

S40(2) S40(3): 3

University of East London
Leeds Beckett University
University of Northumbria

S40(2) S43: 2

King's College London
Leeds Trinity University

S40(2) S43(2): 5

Coventry University
University of Leeds
London School of Economics and Political Science
Queen Mary University of London
Teesside University

S43: 2

London South Bank University
University of Sussex

S43(2): 3

City University
De Montfort University
University of Lancaster

S40 S43: 3

University of Essex
University of Hertfordshire
University of Liverpool

2 HEIs said to provide RC minutes would be a breach of the Data Protection Act:

Buckinghamshire New University
Institute of Cancer Research

10 HEIs said 'no':

Royal Central School of Speech and Drama
Royal College of Art
Royal College of Music
Falmouth University
Liverpool Hope University
Newman University
The Open University
Royal Agricultural University
Staffordshire University
University of West London

18 HEIs did not provide any response to the FOI request:

Anglia Ruskin University
University of Bolton
University of Brighton
University of Chester
Edge Hill University
Imperial College of Science, Technology and Medicine
Liverpool Institute for the Performing Arts
Ravensbourne
Rose Bruford College
St George's Hospital Medical School
University of Southampton
University of Warwick
University of Winchester
University of Wolverhampton
Aberystwyth University
University of Aberdeen
SRUC
University of Ulster

2016



Appendix

Institution	v-c all emoluments 2014/15	v-c all emoluments 2013/14	Percentage change 2013/14-2014/15	Ratio of v-c salary to all staff salary figure	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	Personal expenses	Market sale value of accommodation	Management consultancy expenditure	Total number of employees earning more than £100K over £100K
Anglia Ruskin University	296000	289000	2%	7.8		0					19
Aston University	307000	307000	0%	8	2525.94	25	2157.94	0	n/a	541.045	27
Bath Spa University	343000	309000	10%	7.7	S22	S22	S22	S22	n/a	S22	3
University of Bath	406000	395000	3%	11.6	22959.48	100	1876.85	S22	2 850000	S12	62
University of Bedfordshire	260000	251000	3%	6.1	12313.59	100	791.25	161.51	n/a	1073959.14	8
Birkbeck College	395000	388000	2%	9	0	n/a	0	950	n/a	0	7
Birmingham City University	258091	285272	-11%	6.4	12093.49	100	6376.33	S22	n/a	524000	4
University of Birmingham	416000	410000	1%	1	S12	S12	S12	S12	S12	S12	124
University College Birmingham	235998	231378	2%	7	5098	0	859	44	n/a	0	6

Institution	v-c all emoluments 2014/15	v-c all emoluments 2013/14	Percentage change 2013/14-2014/15	Ratio of v-c salary to all staff salary figure	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	Personal expenses	Market sale value of accommodation	Management consultancy expenditure	Total number of employees earning more than £100K over £100K
Bishop Grosseteste University	160381	156543	2%	4.6	85.67	0	716.75	806.43	300000	No MN companies employed. Did employ small no of individuals.	0
University of Bolton	233600	229400	2%	5.8							4
The Arts University Bournemouth	208000	204524	2%	6.1	4142	44.4	4201	0	n/a	200000	1
Bournemouth University	255000	251000	2%	6.2	2624.33	0	2895.81	697.38	n/a	467000	7
University of Bradford	239000	193000	19%	6.9	20290.17	100	1586.38	522	n/a	3030704	13
University of Brighton	Accounts not published	Accounts not published	Accounts not published	Accounts not published							Accounts not published
University of Bristol	344000	321000	7%	7.9	23549.17	100	15526.13	8763.59	850000	0	121
Brunel University	290000	261000	10%	6.7	5424.26	100	1305.29	700.63	n/a	Would exceed time limit	29

Institution	v-c all emoluments 2014/15	v-c all emoluments 2013/14	Percentage change 2013/14-2014/15	Ratio of v-c salary to all staff salary figure	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	Personal expenses	Market sale value of accommodation	Management consultancy expenditure	Total number of employees earning more than £100K over £100K
Buckinghamshire New University	239000	216000	10%	5.5	0	n/a	0	0	n/a	2205K	3
University of Cambridge	325000	344000	-6%	7.7	38786	No data on class of flights	18161	984	4518000 July 2014 valuation		336
The Institute of Cancer Research	253000	215000	15%	6.2	0	n/a	3220	339.82	n/a	302811.66	27
Canterbury Christ Church University	241000	266000	-10%	6.6	0	n/a	1519	559.53	n/a	1359140.37	2
University of Central Lancashire	292000	125000	57%	8.4	0	n/a	0	3186	n/a	3504k	12
The Royal Central School of Speech and Drama	201000	195000	3%	4.5	2874	33.3	2541	15434	n/a	0	1
University of Chester	255000	256725	-1%	8.2							6
University of Chichester	192030	195872	-2%	5.0	0	n/a	0	873.5	n/a	Not available	2
City University	358000	346000	3%	6.8	13459.3	71.4	1270.88	3177.89	Not held	S12	109
Courtauld Institute of Art	217000	208000	4%	4.3	6375.87	0	2101.57	0	n/a	159465	2

Institution	v-c all emoluments 2014/15	v-c all emoluments 2013/14	Percentage change 2013/14-2014/15	Ratio of v-c salary to all staff salary figure	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	Personal expenses	Market sale value of accommodation	Management consultancy expenditure	Total number of employees earning more than £100K over £100K
Coventry University	303227	274491	9%	9.1	S40(2) S43(2)	S40(2) S43(2)	S40(2) S43(2)	S40(2) S43(2)	S40(2) S43(2)	S40(2) S43(2)	14
Cranfield University	361000	310000	14%	8.1	9263.25	0	3782.95	3037.31	521000	73000	33
University for the Creative Arts	189650	185039	2%	4.9	0	n/a	109.6	0	n/a	0	5
University of Cumbria	S22 Accounts not published	S22 Accounts not published	S22 Accounts not published	S22 Accounts not published	1116.59	50	1898.94	14.8	n/a	76644	S22 Accounts not published
De Montfort University	311000	289000	7%	8.9	S22	S22	12480.23	S22	Not held	543000	13
University of Derby	269601	272388	-1%	9.0	5888.55	16.7	1810.53	S22	n/a	S12	14
University of Durham	511000	287000	44%	14.2	S12	S12	S12	322.25	1250000	Not held	36
The University of East Anglia	254000	238000	6%	6.5	9043.74	85.7	3291.63	S22(1)	1400000	S1(1)(a)	38
The University of East London	259000	263000	-2%	5.8	1139.56	0	269.57	0	n/a	3.4m	10
Edge Hill University	321000	304000	5%	9.5							5

Institution	v-c all emoluments 2014/15	v-c all emoluments 2013/14	Percentage change 2013/14-2014/15	Ratio of v-c salary to all staff salary figure	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	Personal expenses	Market sale value of accommodation	Management consultancy expenditure	Total number of employees earning more than £100K over £100K
The University of Essex	277449.67	267500	4%	6.5	9921.6	No data on class of flights	2532.33		241800	12506.97	20
The University of Exeter	393000	400000	-2%	9.9	11446.13	100	13268.44	0	Not held		77
Falmouth University	285900.29	229657.7	20%	7.4	1623	0	2375	673.53	n/a	729000	2
University of Gloucestershire	188000	189000	-1%	4.7	0	n/a	611	752	n/a	Not held	3
Goldsmiths College	269000	267000	1%	5.5	5218.37	16.7	Not held	3736.59	n/a	143000	4
University of Greenwich	262881	250069	5%	6.6	7584.52	50	1059.89	945.55	n/a	126000	12
Guildhall School of Music and Drama	171000	177000	-4%	2.6	2522.07	0	1886.37	2200.81	900000	16947.8	3
Harper Adams University	174000	167000	4%	5.1	3896.89	33.3	2757.08	S22	S1	0	1
University of Hertfordshire	326000	309000	5%	7.9	1080.16	0	445.52	576.5	n/a	188000	10
Heythrop College	12160	10920	10%	0.3	0	n/a	0	156.75	n/a	421068	1
University of Huddersfield	337000	287000	15%	9.0	0	n/a	198	3534.45	n/a	0	7

Institution	v-c all emoluments 2014/15	v-c all emoluments 2013/14	Percentage change 2013/14-2014/15	Ratio of v-c salary to all staff salary figure	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	Personal expenses	Market sale value of accommodation	Management consultancy expenditure	Total number of employees earning more than £100K over £100K
University of Hull	298000	293000	2%	7.0	3087.04	0	2331.95	0	Not known	255000	0
Imperial College of Science, Technology and Medicine	430000	389000	10%	7.7							376
University of Keele	272000	270000	1%	7.0	3718.11	0	3500.46	321	Not known	S12	16
University of Kent	272000	265000	3%	8.5	26635.18	92	5673.56	1923.48	1115000	150238	23
King's College London	458000	324000	29%	8.0	27076.97	87.5	4924.2	584.4	Not held	Not held	261
Kingston University	248000	239000	4%	5.3	4153.77	25	886.32	467.02	n/a	1985K	8
University of Lancaster	268000	281000	-5%	6.2	20692	80	3913.09	0	1000000		31
Leeds College of Art	160000	154000	4%	5.2	0	n/a	0	1381	n/a	0	1
Leeds Beckett University	271000	251000	7%	7.8	5055.5	60	600.47	20	n/a	Not held	8
University of Leeds	285000	265000	7%	7.5	5168.48	71.4	5057.68	248	n/a	36578	129
Leeds Trinity University	174573	168674	3%	4.7	7316	18.2	1424	857	n/a	69570	3

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University of Leicester	313000	303000	3%	7.7	10834	58.3	4525		1180000	0	87
University of Lincoln	258000	261000	-1%	6.3	2350.86	50	1041.12	0	n/a	S12	12
Liverpool Hope University	292155	278334	5%	7.6	11107.37	50	387.47	1888.3	n/a	0	5
Liverpool John Moores University	278361	267800	4%	7.0	1819	100	5171	649.99	n/a	S12	12
The Liverpool Institute for Performing Arts	Accounts not published	Accounts not published	Accounts not published	Accounts not published							Accounts not published
Liverpool School of Tropical Medicine	409000	375000	8%	8.6	0	n/a	1200	0	0	Less than 2%	20
The University of Liverpool	339000	368000	-9%	7.6	4532.69	16.7	1896.8	447.27	1400000	0	121
University of the Arts, London	254312	249325	2%	6.7	4109	50	345.83	5168.19	n/a	Not held	11
London Business School	431000	419000	3%	6.1	14695.94	0	3769.68	4732.16	Not held	0	118

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University of London (Institutes and activities)	172000	168000	2%	4.5	0	n/a	950		n/a	S12	12
London Metropolitan University	255000	453000	-78%	5.3	0	n/a	0	281.25	n/a	312773	5
London South Bank University	273000	267000	2%	6.9	21848.25	65	S22	S22	n/a	Not held	8
London School of Economics and Political Science	381000	394000	-3%	7.2	38965	92.9	465	S22	S22	0	195
London School of Hygiene and Tropical Medicine	322000	314000	2%	6.3	3251.29	16.7	2510.65	6862.71	n/a		29
Loughborough University	246128	221450	10%	6.4	7842.62	50	6655.51	0	n/a	S12(1)	27
Manchester Metropolitan University	311000	292000	6%	8.3	2415.36	100	2945.28		n/a	Not held	4
University of Manchester	296000	291000	2%	6.5	17164.56	No data on class of flight	3640.1	28.05		S22	204
Middlesex University	362000	326000	10%	7.6	22101	100	5380.44	S22	S22	S22	11

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Newcastle University	306500	282000	8%	7.2	8275.31	83.3	3021.33	177.3	220000	1990600	112
Newman University	167563	157694	6%	4.4	4034.34	50	819.61	184.75	n/a	0	2
University of Northampton	245000	239000	2%	5.8	S12	S12	S12	10708.78		S22	8
University of Northumbria	303000	300000	1%	7.3	8591.23	50	5717.25	S22	n/a	S12	16
Norwich University of the Arts	168468	174459	-4%	5.5	0	n/a	2583.22	1967.83	n/a	0	1
University of Nottingham	381000	374000	2%	8.2	26273	65.2	2737	3693	n/a	S12	135
Nottingham Trent University	334000	623000	-87%	8.6	657.5	No data on class of flight	740.24	2399.25	n/a	S12	13
The Open University	354000	412000	-16%	5.5	7304	25	4223	5022	Not held		26
Oxford Brookes University	248000	253000	-2%	8.2	4034.81	66.7	2893.69	198.17	n/a	S22 (1)	0
University of Oxford	462000	454000	2%	8.6	34303.64	S12	7561.87	67.47	Not held	S12	440
University of Plymouth	334667	303369	9%	8.2	3899.79	66.7	2097.21	335.47	n/a	57090	23

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Plymouth College of Art	162000	159000	2%		2301	0	2952	3718	0	13829	0
University of Portsmouth	318000	272000	14%	7.9	7850	0	1528.63		n/a	Not available	5
Queen Mary University of London	284000	269000	5%	6.2	16801.84 See China note	100	1882.4	22804.92	2100000	512	120
Ravensbourne	201162	159141	21%	5.3							0
University of Reading	295800	290000	2%	6.6	773.33	50	2194.25	0	n/a	4397993	40
Roehampton University	312000	292000	6%	6.3	0	n/a	0	1376.01	Not held	0	15
Rose Bruford College	Accounts not published	Accounts not published	Accounts not published	Accounts not published							Accounts not published
Royal Academy of Music	270161	235735	13%	4.3	9375	50	810	3687		0	0
Royal Agricultural University	163000	163000	0%	5.2	60	0	400	1018	850000	3500	0
Royal College of Art	259000	248000	4%	4.9	11467.36	8.3	6816.95	1111.25	n/a	48971	3
Royal College of Music	217431	205006	6%	5.2	11429.22	75	Not available	0	Not held	71057	3

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Royal Holloway University of London	278000	274000	1%		12739.99	100	3950.6	0	Not held	144777	30
Royal Northern College of Music	144846	159507	-10%		738	75	2140.82	247	n/a	8000	0
Royal Veterinary College	318000	310000	3%	6.6	22929.67	53.3	4725.75	14563.72	n/a	S12	11
St George's Hospital Medical School	258000	264000	-2%	4.3							40
St Mary's University, Twickenham	182000	162000	11%	2.5	7012	25	1421	18189	890000-1200000	1257837	3
University of Salford	516000	252000	51%	9.1	1737.5	100	2164.34	10948	545000	3716000	10
School of Oriental and African Studies	225504	220821	2%	4.8	0	n/a	0	S21	Not held	403000	7
Sheffield Hallam University	300000	260000	13%	8.6	1649.9	100	2506.73		n/a	S12	11
University of Sheffield	385000	378000	2%	10.5	31873.95	100		482.04	1080000	S12	101
Southampton Solent University	244518	246213	-1%	6.0	7551.99	83.3	2563.97	1365.11	n/a	254000	6

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University of Southampton	332000	320000	4%	7.8							136
Staffordshire University	174000	195000	-12%	5.3	14157.29	36.4	2264.65	1199.46	n/a	Provided last year figure	3
University of St Mark and St John	224000	218000	3%	7.0	367.62	0	1355.97	0	n/a	0	1
University Campus Suffolk	137000	153000	-12%	3.5	0	n/a	281.1	0	n/a	12000	0
University of Sunderland	220000	228000	-4%	5.7	4448.7	0	4252.33	94.72	n/a	65296.8	2
University of Surrey	S22 Accounts not published	S22 Accounts not published	S22 Accounts not published	S22 Accounts not published	0	n/a	616	122	n/a	685000	S22 Accounts not published
University of Sussex	287000	280000	2%	6.2	12009.78	88.9	2074.66	238.84	n/a	S12(1)	44
Teesside University	305488	282683	7%	8.2	506.52	0	2835	0	n/a	151499	6
Trinity Laban Conservatoire of Music and Dance	186211.2	182560	2%	4.3	4960.4	50	1797.76	n/a	n/a	44777.11	0

Institution	v-c all emoluments 2014/15	v-c all emoluments 2013/14	Percentage change 2013/14-2014/15	Ratio of v-c salary to all staff salary figure	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	Personal expenses	Market sale value of accommodation	Management consultancy expenditure	Total number of employees earning more than £100K over £100K
University College London	359195	400660	-12%	8.0	21659.39	69.6	7167.8	878.18	715000	452781	444
University of Warwick	349000	348000	0%	7.7							165
University of the West of England, Bristol	302142	296550	2%	7.6	10399.22	100	2472.88	1201.81	n/a	202000	165
University of West London	273000	268000	2%	6.7	6495	Not held	3940	6429	n/a	3380000	4
University of Westminster	295000	284000	4%	7.0	1211.76	0	445.23	162.66	n/a	163000	13
University of Winchester	238985	234456	2%	7.2							2
University of Wolverhampton	268000	224000	16%	7.6							5
University of Worcester	301000	291000	3%	10.7	2381.36		374.7	1574.03	n/a		2
Writtle College	132000	129000	2%	3.9	0	n/a	270.5	1058.1	n/a	0	0
York St John University	250000	247000	1%	6.9	4934.68	100	2214.58	13123.07	n/a	0	3
University of York	270920	259145	4%	6.1	9664.52	25	3277	1630.25 removal 302.22 other			37

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Aberystwyth University	247000	243000	2%	7.2							3
Bangor University	228000	223000	2%	6.7	13315.65	70	6443.13	940.76	750000	Not held	
Cardiff University	S22 Accounts not published	S22 Accounts not published	S22 Accounts not published	S22 Accounts not published	6473.48	57.1	2340.19	1713.70	750000	S12(2)	Accounts not published
Cardiff Metropolitan University	239812	229058	4%	5.6	10807.16	100	3969.56	1287.74	n/a	178178.42	9
Glyndŵr University	301548	227090	25%	8.6	0	n/a	328	2412.03	n/a	609846	1
Swansea University	247000	244000	1%	6.7	10163.29	53.8	5243.95	512.82	700000	Not held	28
University of Wales Trinity Saint David	264316	250871	5%	6.9	2870	100	See PE	3025.75			2
University of South Wales	222000	204399	8%	6.5	23192.62	0	1523.21	2045.96	n/a	S12	9
University of Aberdeen	316000	309000	2%	7.2							71
University of Abertay Dundee	196000	191000	3%	5.1	1454	0	758	3549.99	n/a	167000	2
University of Dundee	261000	227000	13%	7.1	2723.03	0	435	1325.27	n/a		82

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Edinburgh Napier University	232000	218000	6%	5.6	15180.65	43.8	5963.99	0	n/a	60000	7
University of Edinburgh	271000	268000	1%	6.3	26268.88	9.4	6146.88		14000000	Exceed fee limit	198
Glasgow Caledonian University	273000	266000	3%	6.1	39509.08	45.5	19864.77	681	n/a	1013184	16
Glasgow School of Art	155000	142000	8%	3.7	3094.47	20	1447.01	2419	n/a	0	3
University of Glasgow	314000	305000	3%	7.5	31300.28	30.8	9048.93	5174	n/a	Exceed fee limit	155
Heriot-Watt University	S27(1)(a)(i) Accounts not published	S27(1)(a)(i) Accounts not published	S27(1)(a)(i) Accounts not published	S27(1)(a)(i) Accounts not published	9658.21	45.8	3787.04	195.43	S17	2000000	S27(1)(a)(i) Accounts not published
Queen Margaret University, Edinburgh	228000	201000	12%	5.3	3382.87	100	125	0	n/a	0	1
The Robert Gordon University	267987	260828	3%	7.3	7505	S17	2385	Not yet available	n/a	451000	0
Royal Conservatoire of Scotland	159000	172000	-8%	3.1	3476	0	1346	0	n/a	0	1

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University of St Andrews	294000	301000	-2%	6.9	S25(1)	S25(1)	S25(1)	S25(1)	S25(1)	S25(1)	30
SRUC	222000	309000	-39%	6.7							3
University of Stirling	262000	249000	5%	7.8	8191.85	30	5695.14	1394.31	Not held	Not held	13
University of Strathclyde	343000	334000	3%	8	41891	63.6	6764	8549	Not held	0	36
University of the Highlands and Islands	201000	198000	1%	5.2	Blank	Blank	Blank	Blank	Blank	Blank	5
University of the West of Scotland	259000	248000	4%	6.4	12634.78	12.5	3898.08	2525.25	n/a	177297	4
Queen's University of Belfast	289000	234000	19%	6.6	9518.08	Numbers of flights not provided	2861.69	41.4	Not held	683765	75
St Mary's University College	182000	162000	11%	4.4	2212	0	3165	5324	n/a	0	3
Stranmillis University College	110056	106616	3%	3.1	Blank	Blank	No VC - College of QUB	No VC - College of QUB	No VC - College of QUB	3900	0
University of Ulster	217000	222000	-2%	5.2							8

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