

Transparency at the top?

The third report of senior pay and perks in UK universities

History

This is the third report on pay and perks at the top of British higher education institutions (HEIs) 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.

UCU submitted a Freedom of Information (FoI) request to 160 HEIs in October 2016. This followed similar requests submitted in autumn 2015 and autumn 2014. All 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.

The union's report comes in a context of pay being held down for rank and file staff who received 1.1% in 2016/17, 1% in 2015/16, 2% in 2014/15 and 1% in 2013/14.

It is also set against a background of rising tuition fees burdening students and their families with unprecedented debt levels. This situation is set to worsen as some higher education institutions will be allowed to increase their fees above £9,000 a year from September (2017) under the newly introduced Teaching Excellence Framework.

The basis for this report

The FoI request that forms the basis of this report was sent to 160 (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 during the academic year of 2015/16 (1 August 2015 to 31 July 2016).

It also asked for details of spending on flights, for the class of those flights, for spending on hotels, and spending on expenses by the heads of institutions during the academic year of 2015/16.

The request also asked if the vice-chancellor was provided with accommodation by the university. Finally, we requested a copy 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 elicited a huge variation in responses with many institutions deploying exemptions under the Freedom of Information Act to avoid providing data.

Overall, eight of the 160 institutions contacted did not provide any response to the union's request and are highlighted in red whenever they appear in the report. They are:

University of Bolton (non-responder last year)
University of Coventry
Cranfield University
Edge Hill University (non-responder last year)
University of Roehampton
Rose Bruford College
University of Southampton
Trinity Laban Conservatoire of Dance and Drama

A further five institutions deployed exemptions under the Freedom of Information Act to avoid answering all questions and are highlighted in red whenever they appear in the report. They are:

Anglia Ruskin University (Section 12)
Birmingham City University (Section 22)
University of Hull (Section 12.1)
London School of Hygiene and Tropical Medicine (Section 12)
University of St Andrews (Section 25.1)

Pay and expenses key findings

In 2015/16, the average total remuneration package (including salary, benefits, employer pension contributions and bonuses) for vice-chancellors was £277,834 – a rise of 2% on the average for the previous year (2014/15) of £272,432.

In 2013/14, the equivalent average vice-chancellor pay and benefits package was £260,290. In the past three years, the average vice-chancellors' total pay and benefits package has risen by 6.7%.

Across all vice-chancellors, the *average percentage increase per individual* total remuneration package between 2014/15 and 2015/16 was 4%.

In 2015/16, 24 heads of institutions enjoyed a pay increase of more than 10% (in nine of those cases there was more than one incumbent in the vice-chancellor post during the year). This compared to 27 such increases in 2014/15 and 18 in 2013/14.

The union's data also found that in 2015/16, 22 institutions employed more than 100 members of staff on salaries of more than £100,000 a year (the equivalent figure for 2014/15 was 20).

On average in 2015/16, a vice-chancellor earned 6.5 times the pay of all staff working at their institution. In 2014/15, that ratio was 6.7. In 2013/14, it was 6.4.

On average in 2015/16, a vice-chancellor earned 5.3 times the average salary of all academic staff at their institution.

When this ratio was looked at using vice-chancellors' total remuneration package and the average academic salary plus an 18% pension contribution, it was 5.1.

Of the responses received, the greatest amount spent on flights during the academic year of 2015/16 by a head of institution was £46,348 (£41,891 in 2014/15).

The average flight expenditure by vice-chancellors in 2015/16 was £7,762 (£8,560.37 in 2014/15). The percentage of those flights taken in first and business class was 65% (49.6% in 2014/15). A total of 22 vice-chancellors flew exclusively in first and business class (21 in 2014/15).

Heads of institutions spent an average of £2,982 on hotels in 2015/16 (£2,989.93 in 2014/15).

The average annual expenses bill was £1,150 in 2015/16 (£2,205.06 in 2014/15). The highest individual bill was £15,376.

Of 141 HEIs who responded to a question about whether the vice-chancellor was provided with university accommodation, 49 (35%) stated they did provide accommodation.

UCU recommends

- the publication of a range of information on the pay and benefits of vice-chancellors in all institutions which receive public funding
- staff and student representatives on every remuneration committee
- minutes of remuneration committees to be made publicly available, including detailed reasoning for pay increases.

Methodology

An online questionnaire was sent to 160 higher education institutions.

The survey asked the following questions:

- Please enter the total payment (GBP) made to the vice-chancellor/head of institution in each of the categories listed below in the financial year that ended on 31 July 2016?

	Total payment (GBP)
Salary (excluding benefits in kind/employer's pension contribution/any performance-related award)	<input type="text"/>
Benefits in kind	<input type="text"/>
Employer's pension contribution	<input type="text"/>
Performance-related award	<input type="text"/>

- Please enter the total number of staff (excluding the vice-chancellor/head of institution) at this HEI who had total emoluments in each of the following ranges for the financial year that ended on 31 July 2016.

	Total emoluments (GBP)
£100,001 - £200,000	<input type="text"/>
£200,001 - £300,000	<input type="text"/>
Over £301,000	<input type="text"/>

- Please enter details below of the vice-chancellor/head of institution's air fare costs for the financial year that ended on 31 July 2016.

	Total (GBP) spent on flights within the UK	Total (GBP) spent on flights within Europe (outside UK)	Total (GBP) spent on international flights outside Europe
Total amount (GBP) for air fares			
Total amount (GBP) spent on economy class air fares			
Total amount (GBP) spent on premium economy class air fares			
Total amount (GBP) spent on business class air fares			
Total amount (GBP) spent on first class air fares			

- What was the total spend (GBP) on hotel accommodation for the vice-chancellor/head of institution in the financial year that ended on 31 July 2016?

- How many nights did the vice-chancellor/head of institution stay in hotel accommodation in the financial year that ended on 31 July 2016?

- How much did the vice-chancellor/head of institution receive in personal expenses (whether that was money spent and reimbursed or money spent on an institution account) excluding expenditure on travel or hotels, in the financial year that ended on 31 July 2016?

- During the financial year that ended on 31 July 2016, was the vice-chancellor/head of institution provided with any accommodation by the institution in addition to salary?

- Yes
 No

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

Yes

No

Results

A total of 152 higher education institutions responded to the 2015/16 FoI request (141 responded in 2014/15 and 148 responded in 2013/14).

Of that 152, the following five HEIs used a single exemption to avoid answering all questions (Two used a single exemption in 2014/15). They are highlighted as red in the report.

[Anglia Ruskin University \(Section 12\)](#)

[Birmingham City University \(Section 22\)](#)

[University of Hull \(Section 12.1\)](#)

[London School of Hygiene and Tropical Medicine \(Section 12\)](#)

[University of St Andrews \(Section 25.1\)](#)

Eight HEIs failed to provide any response at all to the 2015/16 request (18 failed to respond in 2014/15 and seven failed to respond in 2013/14). They are highlighted as red in the report.

[University of Bolton \(non-responder last year\)](#)

[University of Coventry](#)

[Cranfield University](#)

[Edge Hill University \(non-responder last year\)](#)

[University of Roehampton](#)

[Rose Bruford College](#)

[University of Southampton](#)

[Trinity Laban Conservatoire of Dance and Drama](#)

Where institutions did not provide data for their vice-chancellors' remuneration and senior post holders' pay, or answered with exemptions, we were able to get that information from their financial statements if they had been published. At the time of our publication, eight HEIs had not published their 2015/16 financial statements.

In 2015/16, just one in four (25%) of HEIs (40 of 159*) provided an unredacted copy of their most recent Remuneration Committee minutes. The comparable figures for previous years were 22% (35 of 159) in 2014/15 and 24% (37 of 155) in 2013/14.

In 2015/16, 53% of the HEIs (84 of 159*) provided a copy of the most recently ratified minutes of their Remuneration Committee, while 39% (62) refused. Of those supplied, 52% (44 of 84) of minutes had been redacted.

In 2014/15, 54% of the HEIs (86 of 159) provided a copy of the most recently ratified minutes of their Remuneration Committee. Of those provided, 59% (51) had

been redacted. In 2013/14, 50% of HEIs (78 of 155) provided a copy. Of those provided, 53% (41 of 78) had been redacted.

*One institution, the Liverpool School of Tropical Medicine, stated it does not have a remuneration committee reducing the total number of eligible institutions from 160 to 159.

Guide to exemptions

HEIs sometimes used exemptions under the Freedom of Information Act rather than providing data to answer questions. Under the Freedom of Information Act 2000, a public authority is able to deploy a range of exemptions that allow information to be withheld:

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

Vice-chancellors' emoluments

Question:

Please enter the total payment (GBP) made to the vice-chancellor/head of institution in each of the categories listed below in the financial year that ended on 31 July 2016?

	Total payment (GBP)
Salary (excluding benefits in kind/employer's pension contribution/any performance-related award)	<input type="text"/>
Benefits in kind	<input type="text"/>
Employer's pension contribution	<input type="text"/>
Performance-related award	<input type="text"/>

151 HEIs provided the overall remuneration figure/senior postholders' salaries for their head of institution or had published their 2015/16 Financial Statement containing that information at the time of publication.

7 HEIs had not provided financial information for their head of institution/senior postholders' salaries to UCU and had not published their 2015/16 Financial Statement containing that information at the time of publication.

University of Bedfordshire*
University of Bolton
University of Dundee
University of East London
Heriot-Watt University
University of Northumbria
School of African and Oriental Studies

*The University of Bedfordshire informed UCU that its vice-chancellor did not receive any pay increase between 2014/15 and 2015/16.

Financial data for the head of institution/senior postholders at University of Abertay Dundee were not obtained due to a research error.

Top 50 highest-earning heads of institutions by total pay package 2015/16

	HEI	Head of institution	Total emoluments (£) 2015/16 (including salary, benefits, employer pension contributions and bonuses)
1	University of Southampton	Professor Don Nutbeam (1.08.15-30.09.15) Professor Sir Christopher Snowden (1.10.15 - 31.07.16)	697000
2	The University of Bath	Professor Dame Glynis Breakwell	451000
3	The University of Warwick	Professor Sir Nigel Thrift (1.08.15 - 31.01.16) Professor Stuart Croft (1.02.16 - 31.07.16)	448000
4	London Business School	Andrew Likierman	445000
5	University of Oxford	Professor Andrew Hamilton (1.08.15-31.12.15) and Professor Louise Richardson (1.01.16-31.07.16)	433000
6	Imperial College London	Professor Alice P. Gast	430000
7	The University of Birmingham	Professor David Eastwood	426000
8	The University of Exeter	Professor Sir Steve Smith	426000
9	The University of Sheffield	Professor Sir Keith Burnett	422706
10	London School of Economics and Political Science	Professor Craig Calhoun	413000
11	Birkbeck College	David S Latchman	392287
12	University of Nottingham	Professor Sir David Greenaway	381000
13	Cranfield University	Professor Sir Peter Gregson	380000
14	University College London	Professor Michael Arthur	364773
15	The University of Huddersfield	Professor Bob Cryan	364564
16	The University of Strathclyde	Professor Sir Jim McDonald	360000
17	City University London	Professor Sir Paul Curran	357000
18	Sheffield Hallam University	Professor Philip Jones (1.08.15-30.04.16) Professor Chris Husbands (1.01.16-31.07.16)	356000
19	The University of Cambridge	Professor Sir Leszek Borysiewicz	353000
20	The University of Aberdeen	Professor Ian Diamond	352000
21	King's College London	Professor Edward Byrne	350004
22	Aston University	Professor Julia King	349000
23	The Open University	Peter Horrocks	347000
24	Glyndwr University	Professor Graham Upton (1.08.15-31.03.16) Dr Maria Hinfelaar (1.04.16-31.07.16)	343825

25	University of Roehampton	Professor Paul O'Prey	342000
26	The University of Liverpool	Professor Janet Beer	341600
27	Aberystwyth University	Professor April McMahon (1.08.15 - 31.07.16) Professor John Gratton (1.02.16 -31.07.16)	340000
28	University of Hertfordshire	Professor Quintin McKellar	334000
29	Edge Hill University	Dr John Cater	334000
30	Bath Spa University	Professor Christina Slade	333000
31	Coventry University	Professor John Latham	331314
32	De Montfort University	Professor Dominic Shellard	326000
33	The Royal Veterinary College	Professor Stuart Reid	325630
34	The University of Bristol	Professor Hugh Brady	323000
35	London School of Hygiene and Tropical Medicine	Peter Piot	322000
36	The University of Glasgow	Professor Anton Muscatelli	322000
37	Anglia Ruskin University	Professor Michael Thorne (1.10.15 - 01.03.16) Professor Iain Martin (01.03.16-31.07.16)	320000
38	University of Worcester	Professor David Green	319000
39	Newcastle University	Professor Chris Day	316900
40	University of the West of England, Bristol	Professor Steve West	315269
41	Liverpool Hope University	Professor Gerald Pillay	313514
42	The Manchester Metropolitan University	Professor Malcolm Press	313000
43	The University of Lancaster	Professor Mark E. Smith	311000
44	University of Plymouth	Professor David Coslett (1.09.15- 31.01.16) Professor Judith Petts (1.02.16-31.07.16)	310149
45	Brunel University London	Professor Julia Buckingham	307000
46	Royal Holloway, University of London	Professor Paul Layzell	307000
47	Bournemouth University	Professor John Vinney	305000
48	The University of Surrey	Professor Sir Christopher Snowden (1.10.15 - 30.09.15) Professor Michael Kearney (1.10.15 - 24.04.16) Professor Max Lu (25.04.15 - 31.07.16)	305000
49	The University of Manchester	Professor Dame Nancy Rothwell	304000
50	The University of Portsmouth	Professor Graham Galbraith	303000

The average total of emoluments for heads of institutions (including salary, benefits, employer pension contributions and bonuses) in 2015/16 was £277,834*.

The average total of emoluments for heads of institutions in 2014/15 was £272,432.

The average total of emoluments for heads of institutions in 2013/14 was £260,290.

*Excludes eight HEIs for which financial statements were not published at time of going to press and had not provided any financial information to UCU's FoI request:

University of Bedfordshire*
University of Bolton
University of Dundee
University of East London
Heriot-Watt University
University of Northumbria
School of African and Oriental Studies

*The University of Bedfordshire informed UCU that its vice-chancellor did not receive any pay increase between 2014/15 and 2015/16.

Financial data for the head of institution/senior postholders at University of Abertay Dundee were not obtained due to a research error.

Top percentage increases in total pay package between 2014/15 and 2015/16

HEI	Head of institution	Percentage change between 2014/15 and 2015/16
University of Plymouth	Professor David Coslett (1.09.15-31.01.16) Professor Judith Petts (1.02.16-31.07.16)	113%
University of Southampton	Professor Don Nutbeam (1.08.15-30.09.15) Professor Sir Christopher Snowden (1.10.15 - 31.07.16)	110%
Aberystwyth University	Professor April McMahon (1.08.15 - 31.07.16) Professor John Gratton (1.02.16 -31.07.16)	37%
The University of Brighton	Professor Julian Crampton (01.08.15 - 30.11.15) Debra Humphris (1.12.15 - 31.07.16)	31%
The University of Warwick	Professor Sir Nigel Thrift (1.08.15 - 31.01.16) Professor Stuart Croft (1.02.16 - 31.07.16)	28%
Staffordshire University	Professor Michael Gunn (1.08.15-31.03.16) Professor Elizabeth Barnes (1.04.16-31.07.16)	24%
University Campus Suffolk	Richard Lister	23%
Bournemouth University	Professor John Vinney	20%
Sheffield Hallam University	Professor Philip Jones (1.08.15-30.04.16) Professor Chris Husbands (1.01.16-31.07.16)	19%
University of Ulster	Professor Paddy Nixon	17%
The University of Lancaster	Professor Mark E. Smith	16%
Cardiff Metropolitan University	Professor Antony Chapman	15%
Glyndwr University	Professor Graham Upton (1.08.15-31.03.16) Dr Maria Hinfelaar (1.04.16-31.07.16)	14%
University of Central Lancashire	Mr Richard Hext (1.08.15-30.09.15) Professor Mike Thomas (1.10.15-31.07.16)	13%
University of the Highlands and Islands	Professor Clive Mulholland	12%
The University of Aberdeen	Professor Ian Diamond	11%
University of St Mark and St John	Professor Cara Aitchison	11%
The University of Bath	Professor Dame Glynis Breakwell	11%

Royal Holloway, University of London	Professor Paul Layzell	10%
The University of Lincoln	Professor Mary Stuart	10%
Leeds Trinity University	Professor Margaret A House	10%
The University of Sheffield	Professor Sir Keith Burnett	10%
University of Roehampton	Professor Paul O'Prey	10%
University for the Creative Arts	Simon Ofield-Kerr	9%
Royal Agricultural University	Professor Chris Gaskell	9%
Coventry University	Professor John Latham	9%
Newman University	Professor Peter Lutzeier	9%
The University of Cambridge	Professor Sir Leszek Borysiewicz	9%
London School of Economics and Political Science	Professor Craig Calhoun	8%
Bangor University	Professor John G Hughes	8%
Trinity Laban Conservatoire of Music and Dance	Professor Anthony Bowne	8%
Anglia Ruskin University	Professor Michael Thorne (1.10.15 - 01.03.16) Professor Iain Martin (01.03.16-31.07.16)	8%
London South Bank University	Professor David Phoenix	8%
The University of Huddersfield	Professor Bob Cryan	8%
Plymouth College of Art	Andrew Brewerton	7%
Liverpool Hope University	Professor Gerald Pillay	7%
The Nottingham Trent University	Professor Edward Peck	7%
Bishop Grosseteste University	Reverend Canon Professor Peter Neil	7%
The University of East Anglia	Professor David Richardson	7%
Canterbury Christ Church University	Professor Rama Thirunamachandran	7%
The University of Sunderland	Shirley Atkinson	7%
The University of Exeter	Professor Sir Steve Smith	7%
University of Chester	Professor Tim Wheeler	6%
St Mary's University, Twickenham	Francis Campbell	6%
University of Worcester	Professor David Green	6%
Brunel University London	Professor Julia Buckingham	6%
St Mary's University College	Professor Peter B Finn	6%
Royal College of Music	Colin Lawson	6%
The Liverpool Institute for Performing Arts	Mark Featherstone-Witty	6%
Loughborough University	Professor Robert Allison	6%
The Institute of Cancer Research	Paul Workman	6%

In 2015/16, the average total remuneration package (including salary, benefits in kind, bonuses and pension contributions) for vice-chancellors was £277,834 – a rise of 2% on the average for the previous year (2014/15) of £272,432.

The average pay increase between 2013/14 and 2014/15 was 3%.

*Excludes eight HEIs for which financial statements unpublished at time of going to press and no financial information provided to UCU:

University of Bedfordshire*
University of Bolton
University of Dundee
University of East London
Heriot-Watt University
University of Northumbria
School of African and Oriental Studies

*The University of Bedfordshire informed UCU that its vice-chancellor did not receive any pay increase between 2014/15 and 2015/16.

Financial data for the head of institution/senior postholders at University of Abertay Dundee were not obtained due to a research error.

Remuneration of higher paid staff (earning over £100,000)

Question:

Please enter the total number of staff (excluding the vice-chancellor/head of institution) at this HEI who had total emoluments in each of the following ranges for the financial year that ended on 31 July 2016.

	Total emoluments (GBP)
£100,001 - £200,000	<input type="text"/>
£200,001 - £300,000	<input type="text"/>
Over £301,000	<input type="text"/>

HEIs with more than 100 senior post-holders earning £100,000 plus

	HEI	£100,001-£200,000 2015/16	£200,001-£300,000 2015/16	£300,001 PLUS 2015/16	TOTAL
1	University of Oxford	404	40	7	451
2	University College London	415	29	0	444
3	The University of Cambridge	375	26	8	409
4	Imperial College London	345	30	6	381
5	King's College London	235			235
6	London School of Economics and Political Science	183	25	S22	208
7	The University of Edinburgh	182	21	S27(1)	203
8	The University of Manchester	194	3	2	199
9	The University of Warwick	175	8	2	185
10	The University of Glasgow	152	5	0	157

	HEI	£100,001-£200,000 2015/16	£200,001-£300,000 2015/16	£300,001 PLUS 2015/16	TOTAL
11	University of Nottingham	138	4	S22(1)	142
12	The University of Leeds	124	14		138
13	University of Southampton	133	4		137
14	The University of Birmingham	125	7	S22	132
15	Cardiff University	128			128
16	London Business School	75	29	22	126
17	Queen Mary University of London	115	11	S22	126
18	The University of Bristol	115	4	S22(1)	119
19	Newcastle University	113	6	S22	119
20	The University of Liverpool	108	8	0	116
21	The University of Exeter	83	31	1	115

21 HEIs had more than 100 staff earning £100,000 plus annually in 2015/16.

In 2014/15, 20 HEIs had more than 100 staff earning more than £100,000 annually. That figure remained unchanged from 2013/14.

Top HEIs with highest ratios of vice-chancellors' total pay bill to all-staff salaries

Staff data used for the following table is from the Higher Education Statistics Agency (HESA) for 2014/15 – data was not available for 2015/16 at the time of publication.

HEI	Vice-chancellor (s)	v-c salary 2015/16	All-staff average salary 2014/15	Ratio of v-c salary to all-staff average salary
The University of Southampton	Professor Don Nutbeam (1.08.15-30.09.15) Professor Sir Christopher Snowden (1.10.15 - 31.07.16)	643,000	37,942	16.9
The University of Bath	Professor Dame Glynis Breakwell	434,000	35,546	12.2
University of Worcester	Professor David Green	319,000	28,078	11.4
The University of Warwick	Professor Sir Nigel Thrift (1.08.15 - 31.01.16) Professor Stuart Croft (1.02.16 - 31.07.16)	420,000	38,400	10.9
The University of Sheffield	Professor Sir Keith Burnett	385,053	36,626	10.5
The University of Birmingham	Professor David Eastwood	378,000	36,382	10.4
Edge Hill University	Dr John Cater	324,000	32,967	9.8
Sheffield Hallam University	Professor Philip Jones (1.08.15-30.04.16) Professor Chris Husbands (1.01.16-31.07.16)	329,000	35,156	9.4
Royal Holloway and Bedford New College	Professor Paul Layzell	298,000	32,055	9.3
The University of Cambridge	Professor Sir Leszek Borysiewicz	345,000	38,561	8.9
The University of Exeter	Professor Sir Steve Smith	315,000	35,331	8.9

HEI	Vice-chancellor (s)	v-c salary 2015/16	All-staff average salary 2014/15	Ratio of v-c salary to all-staff average salary
The University of Oxford	Professor Andrew Hamilton (1.08.15-31.12.15) and Professor Louise Richardson (1.01.16-31.07.16)	359,000	40,676	8.8
The Manchester Metropolitan University	Professor Malcolm Press	291,000	32,979	8.8
Aberystwyth University	Professor April McMahon (1.08.15 - 31.07.16) Professor John Gratton (1.02.16 -31.07.16)	280,000	31,793	8.8
The Open University	Peter Horrocks	328,000	37,298	8.8
Birkbeck College	David S Latchman	346,472	39,401	8.8
The University of Kent	Professor Dame Julia Goodfellow	279,000	32,296	8.6
University of Chester	Professor Tim Wheeler	268,000	31,951	8.4
The University of Huddersfield	Professor Bob Cryan	311,190	37,112	8.4
University College London	Professor Michael Arthur	361,590	44,172	8.2
Aston University	Professor Julia King	321,000	39,250	8.2
University of Nottingham	Professor Sir David Greenaway	295,000	36,546	8.1
Cranfield University	Professor Sir Peter Gregson	319,000	39,679	8.0
De Montfort University	Professor Dominic Shellard	283,000	35,270	8.0
The University of Wolverhampton	Professor Geoff Layer	266,000	33,277	8.0
Liverpool Hope University	Professor Gerald Pillay	261,240	32,712	8.0
The University of Brighton	Professor Julian Crampton (01.08.15 - 30.11.15) Debra Humphris (1.12.15 - 31.07.16)	291,399	36,696	7.9

HEI	Vice-chancellor (s)	v-c salary 2015/16	All-staff average salary 2014/15	Ratio of v-c salary to all-staff average salary
King's College London	Professor Edward Byrne	350,004	44,203	7.9
The University of Strathclyde	Professor Sir Jim McDonald	295,240	37,308	7.9
The University of Portsmouth	Professor Graham Galbraith	258,000	32,641	7.9

Top HEIs with highest ratios of vice-chancellors' total pay bill to academic staff average salary

Staff data used for the following table is from the Higher Education Statistics Agency (HESA) for 2014/15 – data was not available for 2015/16 at the time of publication.

HEI	Vice-chancellor (s)	v-c salary 2015/16	Academic staff average salary 2014/15	Ratio of v-c salary to academic staff average salary
The University of Southampton	Professor Don Nutbeam (1.08.15-30.09.15) Professor Sir Christopher Snowden (1.10.15 - 31.07.16)	643,000	48,471	13.3
The University of Bath	Professor Dame Glynis Breakwell	434,000	47,583	9.1
The Open University	Peter Horrocks	328,000	39,451	8.3
The University of Birmingham	Professor David Eastwood	378,000	46,236	8.2
The University of Sheffield	Professor Sir Keith Burnett	385,053	47,176	8.2
The University of Warwick	Professor Sir Nigel Thrift (1.08.15 - 31.01.16) Professor Stuart Croft (1.02.16 - 31.07.16)	420,000	52,306	8.0
Edge Hill University	Dr John Cater	324,000	41,048	7.9
Birkbeck College	David S Latchman	346,472	44,014	7.9
University of Worcester	Professor David Green	319,000	41,147	7.8
The University of Cambridge	Professor Sir Leszek Borysiewicz	345,000	45,121	7.6
Sheffield Hallam University	Professor Philip Jones (1.08.15-30.04.16) Professor Chris Husbands (1.01.16-31.07.16)	329,000	43,470	7.6
The University of Oxford	Professor Andrew Hamilton (1.08.15-31.12.15) and Professor Louise Richardson (1.01.16-31.07.16)	359,000	47,590	7.5

The Manchester Metropolitan University	Professor Malcolm Press	291,000	39,024	7.5
University College London	Professor Michael Arthur	361,590	48,751	7.4
King's College London	Professor Edward Byrne	350,004	49,164	7.1
Aberystwyth University	Professor April McMahon (1.08.15 - 31.07.16) Professor John Gratton (1.02.16 -31.07.16)	280,000	40,443	6.9
Imperial College of Science, Technology and Medicine	Professor Alice P. Gast	353,000	52,264	6.8
The University of Kent	Professor Dame Julia Goodfellow	279,000	41,578	6.7
The University of Exeter	Professor Sir Steve Smith	315,000	47,082	6.7
De Montfort University	Professor Dominic Shellard	283,000	42,581	6.6
Coventry University	Professor John Latham	266,265	40,339	6.6
Bath Spa University	Professor Christina Slade	270,000	41,912	6.4
The University of Huddersfield	Professor Bob Cryan	311,190	48,631	6.4
Royal Holloway and Bedford New College	Professor Paul Layzell	298,000	46,604	6.4
Anglia Ruskin University	Professor Michael Thorne (1.10.15 - 01.03.16) Professor Iain Martin (01.03.16- 31.07.16)	291,000	45,543	6.4
The University of Brighton	Professor Julian Crampton (01.08.15 - 30.11.15) Debra Humphris (1.12.15 - 31.07.16)	291,399	45,642	6.4
Brunel University London	Professor Julia Buckingham	270,000	43,166	6.3
Liverpool John Moores University	Professor Nigel Weatherill	282,696	45,272	6.2
Cranfield University	Professor Sir Peter Gregson	319,000	51,634	6.2
The University of Stirling	Professor Gerry McCormac	267,000	43,470	6.1
Aston University	Professor Julia King	321,000	52,601	6.1

The University of Strathclyde	Professor Sir Jim McDonald	295,240	48,691	6.1
The University of Liverpool	Professor Janet Beer	300,500	49,588	6.1
University of the Arts, London	Nigel Carrington	259,398	42,847	6.1
University of Nottingham	Professor Sir David Greenaway	295,000	48,738	6.1

Top HEIs with highest ratios of vice-chancellors' total vice-chancellors' total pay bill to academic staff salaries plus 18% pension contribution

Staff data used for the following table is from the Higher Education Statistics Agency (HESA) for 2014/15 – data was not available for 2015/16 at the time of publication.

HEI	Vice-chancellor(s)	Total v-c remuneration 2015/16	Academic staff average salary plus 18% pension	Ratio of v-c remuneration to academic staff salary with pension
The University of Southampton	Professor Don Nutbeam (1.08.15-30.09.15) Professor Sir Christopher Snowden (1.10.15 - 31.07.16)	697,000	57,196	12.2
The University of Bath	Professor Dame Glynis Breakwell	451,000	56,148	8.0
The University of Birmingham	Professor David Eastwood	426,000	54,558	7.8
The University of Oxford	Professor Andrew Hamilton (1.08.15-31.12.15) and Professor Louise Richardson (1.01.16-31.07.16)	433,000	56,156	7.7
The University of Exeter	Professor Sir Steve Smith	426,000	55,557	7.7
The University of Sheffield	Professor Sir Keith Burnett	422,706	55,668	7.6
Birkbeck College	David S Latchman	392,287	51,937	7.6
The Open University	Peter Horrocks	347,000	46,552	7.5
The University of Warwick	Professor Sir Nigel Thrift (1.08.15 - 31.01.16) Professor Stuart Croft (1.02.16 - 31.07.16)	448,000	61,721	7.3

HEI	Vice-chancellor(s)	Total v-c remuneration 2015/16	Academic staff average salary plus 18% pension	Ratio of v-c remuneration to academic staff salary with pension
Aberystwyth University	Professor April McMahon (1.08.15 - 31.07.16) Professor John Gratton (1.02.16 - 31.07.16)	340,000	47,723	7.1
Imperial College of Science, Technology and Medicine	Professor Alice P. Gast	430,000	61,672	7.0
Coventry University	Professor John Latham	331,314	47,600	7.0
Sheffield Hallam University	Professor Philip Jones (1.08.15-30.04.16) Professor Chris Husbands (1.01.16-31.07.16)	356,000	51,295	6.9
Edge Hill University	Dr John Cater	334,000	48,437	6.9
The Manchester Metropolitan University	Professor Malcolm Press	313,000	46,048	6.8
Bath Spa University	Professor Christina Slade	333,000	49,456	6.7
The University of Cambridge	Professor Sir Leszek Borysiewicz	353,000	53,243	6.6
University of Nottingham	Professor Sir David Greenaway	381,000	57,511	6.6
University of Worcester	Professor David Green	319,000	48,553	6.6
Glyndŵr University	Professor Graham Upton (1.08.15-31.03.16) Dr Maria Hinfelaar (1.04.16-31.07.16)	343,825	52,515	6.5
De Montfort University	Professor Dominic Shellard	326,000	50,246	6.5
London School of Economics and Political Science	Professor Craig Calhoun	413,000	63,952	6.5
University of Hertfordshire	Professor Quintin McKellar	334,000	52,096	6.4

HEI	Vice-chancellor(s)	Total v-c remuneration 2015/16	Academic staff average salary plus 18% pension	Ratio of v-c remuneration to academic staff salary with pension
The University of Huddersfield	Professor Bob Cryan	364,564	57,385	6.4
University College London	Professor Michael Arthur	364,773	57,526	6.3
The University of Strathclyde	Professor Sir Jim McDonald	360,000	57,455	6.3
Cranfield University	Professor Sir Peter Gregson	380,000	60,928	6.2
London South Bank University	Professor David Phoenix	295,000	47,573	6.2
King's College London	Professor Edward Byrne	350,004	58,014	6.0
Brunel University London	Professor Julia Buckingham	307,000	50,936	6.0
The City University	Professor Sir Paul Curran	357,000	59,408	6.0
Liverpool Hope University	Professor Gerald Pillay	313,514	52,299	6.0
The University of West London	Professor Peter John	281,000	46,972	6.0
University of the West of England, Bristol	Professor Steve West	315,269	52,759	6.0
Anglia Ruskin University	Professor Michael Thorne (1.10.15 - 01.03.16) Professor Iain Martin (01.03.16-31.07.16)	320,000	53,741	6.0

Flight expenditure

Question:

Please enter details below of the vice-chancellor/head of institution's air fare costs for the financial year that ended on 31 July 2016.

	Total (GBP) spent on flights within the UK	Total (GBP) spent on flights within Europe (outside UK)	Total (GBP) spent on international flights outside Europe
Total amount (GBP) for air fares			
Total amount (GBP) spent on economy class air fares			
Total amount (GBP) spent on premium economy class air fares			
Total amount (GBP) spent on business class air fares			
Total amount (GBP) spent on first class air fares			

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

7 HEIs used an exemption to answer this question as follows:

S12

London School of Economics
University of Bath
Newcastle University

S21

Northampton University

S22

De Montfort University
University of Derby

S25

University of West of Scotland

3 HEIs left this question blank as follows:

University of Chester

Staffordshire University
University of Wolverhampton

Institutions that failed to respond to 2015/16 request (8):

University of Bolton (non-responder last year)

University of Coventry

Cranfield University

Edge Hill University (non-responder last year)

University of Roehampton

Rose Bruford College

University of Southampton

Trinity Laban Conservatoire of Dance and Drama

Five HEIs used exemptions to avoid answering all questions:

Anglia Ruskin University

Birmingham City University

University of Hull

London School of Hygiene and Tropical Medicine

University of St Andrews

Top 20 spenders on air fares

	HEI	Head of institution	Flight expenditure (£) 2015/16
1	The University of Warwick	Professor Sir Nigel Thrift (1.08.15 - 31.01.16) Professor Stuart Croft (1.02.16 - 31.07.16)	46348
2	The University of Cambridge	Professor Sir Leszek Borysiewicz	30872
3	The University of Strathclyde	Professor Sir Jim McDonald	29163
4	The Royal Veterinary College	Professor Stuart Reid	27705
5	The University of Leicester	Professor Paul Boyle	27656
6	The University of Manchester	Professor Dame Nancy Rothwell	26030
7	King's College London	Professor Edward Byrne	25402
8	The University of Glasgow	Professor Anton Muscatelli	25298
9	Bath Spa University	Professor Christina Slade	24598
10	The University of Sheffield	Professor Sir Keith Burnett	24549
11	Edinburgh Napier University	Professor Andrea Nolan	23253
12	Royal College of Music	Colin Lawson	19592
13	University of the West of England, Bristol	Professor Steve West	17736
14	University of Ulster	Professor Paddy Nixon	17595
15	The University of Lancaster	Professor Mark E. Smith	17164
16	The University of Salford	Professor Helen Marshall	17063
17	The University of Exeter	Professor Sir Steve Smith	17055
18	St George's Hospital Medical School	Professor Peter Kopelman (1.08.15- 31.10.15) Professor Jenny Higham (1.11.15-31.07.16)	16988
19	Glasgow Caledonian University	Professor Pamela Gillies	16451
20	The University of Portsmouth	Professor Graham Galbraith	16238

The average spend on air fares for vice-chancellors during 2015/16 was £7,762.

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

In 2015/16, 111 HEIs provided data on the class of flights taken by the head of institution.

In 2014/15, 101 HEIs provided data on the class of flights taken by the head of institution. This data was not requested in 2013/14.

In 2015/16, 18 HEIs had heads of institutions that did not fly at all during the year:

Birkbeck College
Buckinghamshire New University
Canterbury Christ Church University
Conservatoire for Dance and Drama
Glyndwr University
Heythrop College
Leeds College of Art
Liverpool School of Tropical Medicine
Royal Holloway, University of London
Sheffield Hallam University
University of Brighton
University of Huddersfield
University of Lincoln
University Campus Suffolk
University for the Creative Arts
University of South Wales
University of St Mark and St John

8 HEIs did not provide class of flight:

University of Aberdeen
University of the Arts, London
University of Cambridge
Goldsmiths College
University of the Highlands and Islands
Liverpool Hope University
University of Strathclyde
University of Worcester

3 HEIs did not provide any flight expenditure:

University of Chester
Staffordshire University
University of Wolverhampton

7 HEIs used an exemption as follows:

S12

London School of Economics

University of Bath
Newcastle University

S21

University of Northampton

S22

De Montfort University

University of Derby

S25

University of West of Scotland

Institutions that failed to respond to 2015/16 request (8):

University of Bolton (non-responder last year)

University of Coventry

Cranfield University

Edge Hill University (non-responder last year)

University of Roehampton

Rose Bruford College

University of Southampton

Trinity Laban Conservatoire of Dance and Drama

Five HEIs used exemptions to avoid answering all questions:

Anglia Ruskin University

Birmingham City University

University of Hull

London School of Hygiene and Tropical Medicine

University of St Andrews

Flight expenditure by class of flight

	HEI	Head of institution	Percentage of total expenditure on business/first class flights 2015/16
1	University of the West of England, Bristol	Professor Steve West	100%
2	The University of Sheffield	Professor Sir Keith Burnett	100%
3	Queen Mary University of London	Professor Simon Gaskell	100%
4	The Nottingham Trent University	Professor Edward Peck	100%
5	Bangor University	Professor John G Hughes	100%
6	The University of Birmingham	Professor David Eastwood	100%
7	The Manchester Metropolitan University	Professor Malcolm Press	100%
8	The University of Sunderland	Shirley Atkinson	100%
9	The Robert Gordon University	Professor Ferdinand von Prondzynski	100%
10	Cardiff Metropolitan University	Professor Antony Chapman	100%
11	The University of Bradford	Professor Brian Cantor	100%
12	The University of Kent	Professor Dame Julia Goodfellow	100%
13	The University of Keele	Professor N Foskett (1.10.15-9.10.15) Professor Trevor McMillan (10.08.15-31.07.16)	100%
14	University of Bedfordshire	Bill Rammell	100%
15	Liverpool John Moores University	Professor Nigel Weatherill	100%
16	London South Bank University	Professor David Phoenix	100%
17	The University of Wales (central functions)	Professor Medwin Hughes	100%
18	Newman University	Professor Peter Lutzeier	100%
19	London Metropolitan University	Professor John Raftery	100%
20	University College Birmingham	Professor Ray Linforth	100%
21	The University of Winchester	Professor Joy Carter	100%

	HEI	Head of institution	Percentage of total expenditure on business/first class flights 2015/16
22	York St John University	Professor Karen Stanton (1.09.15-31.07.16) Professor David Fleming (1.08.15-30.09.15)	100%
23	University of Nottingham	Professor Sir David Greenaway	99%
24	The University of Exeter	Professor Sir Steve Smith	99%
25	The University of Warwick	Professor Sir Nigel Thrift (1.08.15 - 31.01.16) Professor Stuart Croft (1.02.16 - 31.07.16)	99%
26	The University of Salford	Professor Helen Marshall	98%
27	The University of Edinburgh	Professor Sir Timothy O'Shea	98%
28	The University of Leeds	Sir Alan Langlands	98%
29	St George's Hospital Medical School	Professor Peter Kopelman (1.08.15-31.10.15) Professor Jenny Higham (1.11.15-31.07.16)	98%
30	Royal College of Music	Colin Lawson	97%
31	University College London	Professor Michael Arthur	97%
32	The University of Manchester	Professor Dame Nancy Rothwell	97%
33	St Mary's University, Twickenham	Francis Campbell	96%
34	The University of Lancaster	Professor Mark E. Smith	96%
35	The University of Reading	Sir David Bell	95%
36	Teesside University	Professor Paul Croney	95%
37	The University of West London	Professor Peter John	94%
38	University of London (institutes and archives)	Sir Adrian Smith	94%
39	The University of Bristol	Professor Hugh Brady	94%
40	The University of Leicester	Professor Paul Boyle	94%
41	University of Ulster	Professor Paddy Nixon	93%
42	London Business School	Andrew Likierman	93%
43	The Open University	Peter Horrocks	92%
44	Southampton Solent University	Professor Graham Baldwin	92%
45	Brunel University London	Professor Julia Buckingham	91%
46	Glasgow Caledonian University	Professor Pamela Gillies	91%

	HEI	Head of institution	Percentage of total expenditure on business/first class flights 2015/16
47	University of Wales Trinity Saint David	Professor Medwin Hughes	91%
48	The University of Liverpool	Professor Janet Beer	91%
49	The University of Surrey	Professor Max Lu	90%
50	The School of Oriental and African Studies	Professor Paul Webley (1.10.15- 30.09.15) Baroness Valerie Amos (1.10.16- 31.07.16)	90%
51	The University of Greenwich	Professor David Maguir	89%
52	Royal Academy of Music	Jonathan Freeman-Attwood	89%
53	The Arts University Bournemouth	Professor Stuart Bartholomew	88%
54	The University of Portsmouth	Professor Graham Galbraith	87%
55	Imperial College London	Professor Alice P. Gast	87%
56	Cardiff University	Professor Colin Riordan	87%
57	Aston University	Professor Julia King	86%
58	University of Cumbria	Professor Peter Strike	86%
59	Loughborough University	Professor Robert Allison	85%
60	Edinburgh Napier University	Professor Andrea Nolan	85%
61	Bath Spa University	Professor Christina Slade	85%
62	The University of Glasgow	Professor Anton Muscatelli	84%
63	City University London	Professor Sir Paul Curran	84%
64	The University of York	Professor Koen Lamberts	84%
65	The University of Essex	Professor Anthony Forster	83%
66	University of Plymouth	Professor David Coslett (1.09.15-31.01.16) Professor Judith Petts (1.02.16- 31.07/16)	81%
67	University of Northumbria	Professor Andrew Wathey	78%
68	Swansea University	Professor Richard B Davies	78%
69	Middlesex University	Professor Tim Blackman	77%
70	Glasgow School of Art	Tom Inns	77%
71	The University of East Anglia	Professor David Richardson	77%
72	Oxford Brookes University	Professor Alistair Fitt	76%
73	The Queen's University of Belfast	Professor Patrick Johnston	76%
74	University of Stirling	Professor Gerry McCormac	72%
75	Heriot-Watt University	Professor Richard Williams	65%
76	Royal Agricultural University	Professor Chris Gaskell	63%

	HEI	Head of institution	Percentage of total expenditure on business/first class flights 2015/16
77	Bishop Grosseteste University	Reverend Canon Professor Peter Neil	63%
78	Kingston University	Professor Julius Weinberg	54%
79	The Royal Central School of Speech and Drama	Professor Gavin Henderson	30%
80	Royal College of Art	Dr Paul Thompson	28%
81	The Institute of Cancer Research	Paul Workman	23%
82	Aberystwyth University	Professor April McMahon (1.08.15 - 31.07.16) Professor John Gratton (1.02.16 - 31.07.16)	10%
83	Bournemouth University	Professor John Vinney	0%
84	University of Central Lancashire	Mr Richard Hext (1.08.15-30.09.15) Professor Mike Thomas (1.10.15-31.07.16)	0%
85	Courtauld Institute of Art	Deborah Swallow	0%
86	Falmouth University	Professor Anne Carlisle	0%
87	Guildhall School of Music and Drama	Professor Barry Ife	0%
88	Harper Adams University	Dr David Llewellyn	0%
89	King's College London	Professor Edward Byrne	0%
90	Leeds Trinity University	Professor Margaret A House	0%
91	Norwich University of the Arts	Professor John Last	0%
92	Plymouth College of Art	Andrew Brewerton	0%
93	Queen Margaret University, Edinburgh	Professor Petra Wend	0%
94	Ravensbourne	Professor Linda Drew	0%
95	Royal Conservatoire of Scotland	Professor Jeffrey Sharkey	0%
96	Royal Northern College of Music	Professor Linda Merrick	0%
97	St Mary's University College	Professor Peter B Finn	0%
98	SRUC	Professor Seamus McDaid	0%
99	The Liverpool Institute for Performing Arts	Mark Featherstone-Witty	0%
100	The Royal Veterinary College	Professor Stuart Reid	0%
101	The University of Chichester	Professor Clive Behagg	0%
102	The University of Dundee	Professor Pete Downes	0%

	HEI	Head of institution	Percentage of total expenditure on business/first class flights 2015/16
103	The University of East London	Professor John J. Joughin	0%
104	The University of Sussex	Professor Michael J G Farthing	0%
105	The University of Westminster	Professor Geoff Petts	0%
106	University of Abertay Dundee	Professor Nigel Seaton	0%
107	University of Durham	Professor Stuart Corbridge	0%
108	University of Gloucestershire	Stephen Marston	0%
109	University of Hertfordshire	Professor Quintin McKellar	0%
110	University of Oxford	Professor Andrew Hamilton (1.08.15-31.12.15) and Professor Louise Richardson (1.01.16-31.07.16)	0%
111	Writtle College	Dr Steve Waite	0%

The average percentage of overall flight expenditure on business and first class flights during 2015/16 was 65%. In total, 22 vice-chancellors flew exclusively in first class and business class.

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/head of institution in the financial year that ended on 31 July 2016?

Question:

How many nights did the vice-chancellor/head of institution stay in hotel accommodation in the financial year that ended on 31 July 2016?

**135 HEIs provided a value for this expenditure
(128 in 2014/15)**

7 HEIs used an exemption as follows:

S12

University of Bath

Newcastle University

S21

Northampton University

S22

De Montfort University

University of Derby

University of Warwick

S25

University of West of Scotland

S27

University of Edinburgh

3 HEIs left this question blank as follows:

University of Chester

Staffordshire University

University of Wolverhampton

The Royal College of Music said the information was not yet available.

Institutions that failed to respond to 2015/16 request (8):

University of Bolton (non-responder last year)

University of Coventry
Cranfield University
Edge Hill University (non-responder last year)
University of Roehampton
Rose Bruford College
University of Southampton
Trinity Laban Conservatoire of Dance and Drama

Five HEIs used exemptions to avoid answering all questions:

Anglia Ruskin University
Birmingham City University
University of Hull
London School of Hygiene and Tropical Medicine
University of St Andrews

Top 20 spenders on hotel accommodation

	HEI	Head of institution	Hotel accommodation expenditure (£) 2015/16
1	The University of Sheffield	Professor Sir Keith Burnett	24433
2	The University of Exeter	Professor Sir Steve Smith	14772
3	Loughborough University	Professor Robert Allison	12042
4	Glasgow Caledonian University	Professor Pamela Gillies	11422
5	The University of Cambridge	Professor Sir Leszek Borysiewicz	9219
6	The University of Leicester	Professor Paul Boyle	8996
7	Bangor University	Professor John G Hughes	8880
8	University of Wales Trinity Saint David	Professor Medwin Hughes	8096
9	The Institute of Cancer Research	Paul Workman	7709
10	Heriot-Watt University	Professor Richard Williams	7621
11	The University of Glasgow	Professor Anton Muscatelli	7273
12	The University of East Anglia	Professor David Richardson	6945
13	The University of Bristol	Professor Hugh Brady	6749
14	Aberystwyth University	Professor April McMahon (1.08.15 - 31.07.16) Professor John Gratton (1.02.16 - 31.07.16)	6630
15	University of Oxford	Professor Andrew Hamilton (1.08.15-31.12.15) and Professor Louise Richardson (1.01.16-31.07.16)	6134
16	Liverpool John Moores University	Professor Nigel Weatherill	6039
17	The University of Strathclyde	Professor Sir Jim McDonald	6017
18	Edinburgh Napier University	Professor Andrea Nolan	5799
19	The University of Salford	Professor Helen Marshall	5533
20	Imperial College London	Professor Alice P. Gast	5144

The average spend on hotel accommodation for vice-chancellors during 2015/16 was £2,982.

The average spend on hotel accommodation for vice-chancellors during 2014/15 was £2,989.93.

The average spend on hotel accommodation for vice-chancellors during 2013/14 was £3,202.05.

Spending on hotel accommodation per night

**127 HEIs provided the number of nights that the head of institution had spent in hotel accommodation.
(117 in 2014/15)**

8 HEIs used an exemption as follows:

S12

University of Bath
Newcastle University

S21

Northampton University

S22

De Montfort University
University of Derby
University of Warwick

S25

University of West of Scotland

S27

University of Edinburgh

3 HEIs left this question blank:

University of Cambridge
University of Chester
Liverpool School of Tropical Medicine
Robert Gordon University
University of Salford
Staffordshire University
University of Wolverhampton

3 HEIs said the information was not held:

Aberystwyth University
University of Bradford
University of the Highlands and Islands

The Royal College of Music said the information was not yet available.

Institutions that failed to respond to 2015/16 request (8):

University of Bolton (non-responder last year)
University of Coventry
Cranfield University
Edge Hill University (non-responder last year)
University of Roehampton
Rose Bruford College

University of Southampton
Trinity Laban Conservatoire of Dance and Drama

Five HEIs used exemptions to avoid answering all questions:

Anglia Ruskin University
Birmingham City University
University of Hull
London School of Hygiene and Tropical Medicine
University of St Andrews

Top 20 spenders on hotel accommodation per night

	HEI	Head of HEI	Hotel accommodation expenditure per night (£) 2015/16
1	The University of Kent	Professor Dame Julia Goodfellow	494
2	Glasgow Caledonian University	Professor Pamela Gillies	408
3	King's College London	Professor Edward Byrne	365
4	London Business School	Andrew Likierman	316
5	The University of Exeter	Professor Sir Steve Smith	290
6	University of London (institutes and archives)	Sir Adrian Smith	282
7	The University of Sheffield	Professor Sir Keith Burnett	281
8	The University of Strathclyde	Professor Sir Jim McDonald	274
9	Ravensbourne	Professor Linda Drew	250
10	Imperial College London	Professor Alice P. Gast	245
11	The Arts University Bournemouth	Professor Stuart Bartholomew	241
12	Royal College of Art	Dr Paul Thompson	238
13	Teesside University	Professor Paul Croney	236
14	The University of Sussex	Professor Michael J G Farthing	233
15	The University of Glasgow	Professor Anton Muscatelli	214
16	Bangor University	Professor John G Hughes	211
17	The University of Bristol	Professor Hugh Brady	211
18	The University of Leeds	Sir Alan Langlands	209
19	University of Nottingham	Professor Sir David Greenaway	208
20	Sheffield Hallam University	Professor Philip Jones (1.08.15-31.12.15) Professor Chris Husbands (1.01.16-31.07.16)	208

The average spend on hotel accommodation per night for vice-chancellors during 2015/16 was £154.

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 did the vice-chancellor/head of institution receive in personal expenses (whether that was money spent and reimbursed or money spent on an institution account) excluding expenditure on travel or hotels, in the financial year that ended on 31 July 2016?

129 HEIs provided a value for this expenditure.

13 HEIs used an exemption as follows:

S12

Anglia Ruskin University

University of Bath

University of Hull

Royal Veterinary College

S21

De Montfort University

University of Northampton

S22

University of Derby

Middlesex University

Newcastle University

Northumbria University

5 HEIs left this question blank:

University of the Highlands and Islands

Liverpool School of Tropical Medicine

Staffordshire University

University of West London

University of Wolverhampton

Institutions that failed to respond to 2015/16 request (8):

University of Bolton (non-responder last year)

University of Coventry

Cranfield University

Edge Hill University (non-responder last year)

University of Roehampton

Rose Bruford College

University of Southampton

Trinity Laban Conservatoire of Dance and Drama

Five HEIs used exemptions to avoid answering all questions:

Anglia Ruskin University

Birmingham City University

University of Hull

London School of Hygiene and Tropical Medicine

University of St Andrews

Top 20 spenders on expenses

	HEI	Head of institution	Expense (£) 2015/16
1	York St John University*	Professor Karen Stanton (1.09.15-31.07.16) Professor David Fleming (1.08.15-30.09.15)	15376
2	The Liverpool Institute for Performing Arts	Mark Featherstone-Witty	8909
3	London School of Economics and Political Science	Professor Craig Calhoun	8907
4	Aston University	Professor Julia King	6023
5	The University of Bristol	Professor Hugh Brady	4661
6	Royal Conservatoire of Scotland	Professor Jeffrey Sharkey	4446
7	Norwich University of the Arts	Professor John Last	3875
8	Plymouth College of Art	Andrew Brewerton	3722
9	Canterbury Christ Church University**	Professor Rama Thirunamachandran	3549
10	University of Nottingham	Professor Sir David Greenaway	3293
11	Bath Spa University	Professor Christina Slade	2928
12	The University of Leicester	Professor Paul Boyle	2783
13	The University of Chichester	Professor Clive Behagg	2667
14	Royal College of Art	Dr Paul Thompson	2650
15	Queen Mary University of London	Professor Simon Gaskell	2594
16	King's College London	Professor Edward Byrne	2590
17	University of Chester	Professor Tim Wheeler	2368
18	Imperial College London	Professor Alice P. Gast	2352
19	Brunel University London	Professor Julia Buckingham	2349
20	University of Central Lancashire	Mr Richard Hext (1.08.15-30.09.15) Professor Mike Thomas (1.10.15-31.07.16)	2341

*Expenses at York St John include £12,000 relocation costs which are also counted in total emoluments for the vice-chancellor.

**Expenses at Canterbury Christ Church University include £1,530 hotel costs already accounted for in hotel accommodation costs.

The average spend on expenses for vice-chancellors during 2015/16 was £1,150.

The average spend on expenses for vice-chancellors during 2014/15 was £2,205.06.

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

Vice-chancellors' residential accommodation

Question:

During the financial year that ended on 31 July 2016, was the vice-chancellor/head of institution provided with any accommodation by the institution in addition to salary?

- Yes
- No

141 HEIs answered the question.

49 HEIs (35%) stated they provided accommodation for the head of institution

92 (65%) HEIs stated that they did not provide residential accommodation for their head of institution

6 HEIs left this question blank:

Cardiff University
Liverpool of Tropical Medicine
University of Nottingham
Oxford Brookes University
Queen Margaret University Edinburgh
University of Worcester

Institutions that failed to respond to 2015/16 request (8):

University of Bolton (non-responder last year)
University of Coventry
Cranfield University
Edge Hill University (non-responder last year)
University of Roehampton
Rose Bruford College
University of Southampton
Trinity Laban Conservatoire of Dance and Drama

Five HEIs used exemptions to avoid answering all questions:

Anglia Ruskin University
Birmingham City University
University of Hull
London School of Hygiene and Tropical Medicine
University of St Andrews

Vice-chancellors provided with accommodation by the HEI

	HEI	Head of institution	Provided with accommodation by HEI
1	Aberystwyth University	Professor April McMahon (1.08.15 - 31.07.16) Professor John Gratton (1.02.26 - 31.07.16)	Yes
2	Aston University	Professor Julia King	Yes
3	Bangor University	Professor John G Hughes	Yes
4	Bishop Grosseteste University	Reverend Canon Professor Peter Neil	Yes
5	City University London	Professor Sir Paul Curran	Yes
6	Guildhall School of Music and Drama	Professor Barry Iffe	Yes
7	Harper Adams University	Dr David Llewellyn	Yes
8	Heriot-Watt University	Professor Richard Williams	Yes
9	Imperial College London	Professor Alice P. Gast	Yes
10	King's College London	Professor Edward Byrne	Yes
11	Leeds Trinity University	Professor Margaret A House	Yes
12	London Business School	Andrew Likierman	Yes
13	Queen Mary University of London	Professor Simon Gaskell	Yes
14	Royal Academy of Music	Jonathan Freeman-Attwood	Yes
15	Royal Agricultural University	Professor Chris Gaskell	Yes
16	Royal College of Music	Colin Lawson	Yes
17	Royal Holloway, University of London	Professor Paul Layzell	Yes
18	Swansea University	Professor Richard B Davies	Yes
19	The Open University	Peter Horrocks	Yes
20	The Queen's University of Belfast	Professor Patrick Johnston	Yes
21	The School of Oriental and African Studies	Professor Paul Webley (1.10.15- 30.09.15) Baroness Valerie Amos (1.10.16-31.07.16)	Yes
22	The University of Aberdeen	Professor Ian Diamond	Yes
23	The University of Bath	Professor Dame Glynis Breakwell	Yes

	HEI	Head of institution	Provided with accommodation by HEI
24	The University of Birmingham	Professor David Eastwood	Yes
25	The University of Bristol	Professor Hugh Brady	Yes
26	The University of Cambridge	Professor Sir Leszek Borysiewicz	Yes
27	The University of East Anglia	Professor David Richardson	Yes
28	The University of Edinburgh	Professor Sir Timothy O'Shea	Yes
29	The University of Essex	Professor Anthony Forster	Yes
30	The University of Exeter	Professor Sir Steve Smith	Yes
31	The University of Glasgow	Professor Anton Muscatelli	Yes
32	The University of Keele	Professor N Foskett (1.10.15-9.10.15) Professor Trevor McMillan (10.08.15-31.07.16)	Yes
33	The University of Kent	Professor Dame Julia Goodfellow	Yes
34	The University of Lancaster	Professor Mark E. Smith	Yes
35	The University of Leicester	Professor Paul Boyle	Yes
36	The University of Liverpool	Professor Janet Beer	Yes
37	The University of Manchester	Professor Dame Nancy Rothwell	Yes
38	The University of Northampton	Professor Nick Petford	Yes
39	The University of Sheffield	Professor Sir Keith Burnett	Yes
40	University of Stirling	Professor Gerry McCormac	Yes
41	The University of Strathclyde	Professor Sir Jim McDonald	Yes
42	The University of Surrey	Professor Max Lu	Yes
43	The University of York	Professor Koen Lamberts	Yes
44	University College London	Professor Michael Arthur	Yes
45	University of Durham	Professor Stuart Corbridge	Yes
46	Newcastle University	Professor Chris Day	Yes

	HEI	Head of institution	Provided with accommodation by HEI
47	University of Oxford	Professor Andrew Hamilton (1.08.15-31.12.15) and Professor Louise Richardson (1.01.16-31.07.16)	Yes
48	The University of Wolverhampton	Professor Geoff Layer	Yes
49	University of Ulster	Professor Paddy Nixon	Yes

Remuneration committees

Question:

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

- Yes
- No

Availability of remuneration committee minutes

In 2015/16, 53% of the HEIs (84 of 159*) provided a copy of the most recently ratified minutes of their Remuneration Committee, while 39% (62) refused. There were also 13 non-responders/refusals included in that total 159.

*One institution, the Liverpool School of Tropical Medicine stated it does not have a remuneration committee reducing the total number of eligible institutions from 159 to 158.

In 2014/15, 54% of HEIs provided a copy of the most recently ratified minutes of their Remuneration Committee. In 2013/14, 50% provided a copy.

Redaction of remuneration committee minutes

This year 52% (44 of 84) of minutes supplied had been redacted.

In 2014/15, 59% of minutes were redacted. In 2013/14, 53% of minutes were redacted.

In conclusion, in 2015/16, just 25% of HEIs (40 of 159*) provided an unredacted copy of their Remuneration Committee minutes. The comparable figures for previous years were 22% (35 of 159) in 2014/15 and 24% (37 of 155) in 2013/14.

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
Anglia Ruskin University	Refusal to whole request		Yes			No
Aston University	Yes	Yes	Yes	No	No	
Bath Spa University	No	S40(2)	No			
University of Bath	Yes	Yes	Yes	Yes	Yes	Yes
University of Bedfordshire	Yes	Yes	Yes	No	Yes	Yes
Birkbeck College	No	Yes	Yes		Yes	Yes
Birmingham City University	Refusal to whole request	Yes	Yes		Yes	Yes
University of Birmingham	Yes	S12	No	Yes	S12	n/a
University College Birmingham	No	S40(2)	No		n/a	n/a
Bishop Grosseteste University	Yes	Yes	No	No	No	n/a
University of Bolton	Non-responder		No			n/a
The Arts University Bournemouth	Yes	Yes	No	No	No	n/a
Bournemouth University	Yes	Yes	Yes	No	Yes	Yes
University of Bradford	Yes	Yes	No	Yes	Yes	n/a
University of Brighton	Yes		Yes	Yes		Yes
University of Bristol	Yes	Yes	Yes	No	Yes	Yes
Brunel University London	No	S40(2)	No		n/a	No

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
Buckinghamshire New University	No	No (In breach of DP Act)	Non-responder in 2013/14		n/a	Non-responder in 2013/14
University of Cambridge	Yes	Yes	Yes	No	No	Yes
The Institute of Cancer Research	No	No (In breach of DP Act)	No response to this question		n/a	No response to this question
Canterbury Christ Church University	No	S17(1) S40(2)	No		n/a	n/a
University of Central Lancashire	Yes	Yes	No	No	Yes	n/a
The Royal Central School of Speech and Drama	Yes	No	Yes	No	n/a	No
Royal College of Art	No	No	No		n/a	n/a
Royal College of Music	No	No	No		n/a	n/a
University of Chester	No		Yes			No
University of Chichester	No	S40	No		n/a	n/a
City University	No	S43(2)	No		n/a	n/a
Conservatoire for Dance and Drama	Yes			No		
Courtauld Institute of Art	No	S40(2)	No		n/a	n/a
Coventry University	Non-responder	S40(2) S43(2)	Non-responder in 2013/14		S40(2) S43(2)	Non-responder in 2013/14
Cranfield University	Non-responder	Yes	Yes		No	No
University for the Creative Arts	No	Yes	Yes		Yes	Yes
University of Cumbria	Yes	Yes	Yes	Yes	Yes	Yes

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
De Montfort University	No	S43(2)	Non-responder in 2013/14		n/a	Non-responder in 2013/14
University of Derby	Yes	Yes	Yes	No	Yes	Yes
University of Durham	Yes	Yes	Yes	Yes	Yes	Yes
University of East Anglia	Yes	Yes	Yes	Yes	Yes	?
University of East London	Yes	S40(2) S40(3)	No	No	n/a	n/a
Edge Hill University	Non-responder		Non-responder in 2013/14			Non-responder in 2013/14
University of Essex	No	S43 S40	No		n/a	n/a
University of Exeter	Yes	Yes	Yes	Yes	Yes	Yes
Falmouth University	No	No	No		n/a	n/a
University of Gloucestershire	Yes	Yes	Yes	Yes	Yes	Yes
Goldsmiths College	Yes	Yes	Yes	Yes	Yes	Yes
University of Greenwich	Yes	Yes	Yes	No	No	No
Guildhall School of Music and Drama	Yes	Yes	Yes	No	No	No
Harper Adams University	Yes	Yes	Yes	Yes	Yes	Yes
University of Hertfordshire	No	S40/S43	No		n/a	n/a
Heythrop College	Yes	Yes	No	Yes	Yes	n/a
University of Huddersfield	Yes	Yes	No	No	No	n/a
University of Hull	Refusal to whole request	Yes	Yes		No	Yes
Imperial College London	No		No			n/a

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
Keele University	No	S36 S43 S40(2)	No		n/a	n/a
University of Kent	Yes	Yes	Yes	Yes	Yes	Yes
King's College London	No	S40(2) S43	No		n/a	n/a
Kingston University	Yes	Yes	Yes	Yes	No	Yes
Lancaster University	No	S43(2)	No		n/a	n/a
Leeds College of Art	No	Yes	Yes		No	No
Leeds Beckett University	Yes	S40(2) S40(3)	No	No	n/a	n/a
University of Leeds	No	No	No		n/a	n/a
Leeds Trinity University	No	S40(2) S43	No		n/a	n/a
University of Leicester	Yes	Yes	Yes	Yes	Yes	Yes
University of Lincoln	Yes	Yes	No	Yes	Yes	n/a
Liverpool Hope University	Yes	No	No	No		
Liverpool John Moores University	Yes	Yes	Yes	Yes	Yes	Yes
Liverpool Institute for Performing Arts	Yes		No – Remuneration Committee has not met	No		n/a
Liverpool School of Tropical Medicine	NO RC					
University of Liverpool	No	S40 S43	No		n/a	n/a
University of the Arts, London	Yes	Yes	No Remuneration Committee	No	Yes	n/a
London Business School	Yes	Yes	Yes	Yes	Yes	Yes

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
University of London (Institutes and activities)	No	S40(2)	No		n/a	n/a
London Metropolitan University	Yes	Yes	Yes	Yes	Yes	No
London South Bank University	Yes	S43	No	No	n/a	n/a
London School of Economics and Political Science	No	S40(2) S43(2)	No		n/a	n/a
London School of Hygiene and Tropical Medicine	Refusal to whole request	S40(2)	No		n/a	n/a
Loughborough University	No	Yes	No		No	n/a
Manchester Metropolitan University	Yes	No	Yes	Yes		Yes
University of Manchester	Yes	Yes	No	Yes	Yes	n/a
Middlesex University	Yes	Yes	Yes	No	No	No
Newcastle University	No	S36(2)(b)(i) (iin/a) S36 (2)(C)	No		n/a	n/a
Newman University	No	No	No		n/a	n/a
University of Northampton	Yes	S36	No	No	n/a	n/a
Northumbria University	No	S40(2) S40(3)	No		n/a	n/a
Norwich University of the Arts	Yes	Yes	Yes	No	No	No
University of Nottingham	Yes	Yes	Yes	Yes	Yes	Yes
Nottingham Trent University	Yes	Yes	No	No	Yes	n/a

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
The Open University	Yes	No (Annual Report of RC provided)	Yes	No	n/a	No
Oxford Brookes University	Yes	Yes	Yes	Yes	Yes	Yes
University of Oxford	Yes	Yes	Yes	Yes	Yes	Yes
Plymouth University	No	S40(2) S41	No		n/a	n/a
Plymouth College of Art	Yes	Yes	Not in last year's survey	Yes	Yes	Not in last year's survey
University of Portsmouth	No	S36 (2)b(ii) and S402	No		n/a	n/a
Queen Mary University of London	No	S40(2) S43(2)	No		n/a	n/a
Ravensbourne College	Yes		Not in last year's survey	Yes		Not in last year's survey
University of Reading	Yes	Yes	Yes	Yes	No	No
University of Roehampton	Non-responder	S40(2)(a)(b) S36(2)(b)(i)(ii) S36(2)	No		n/a	n/a
Rose Bruford College	Non-responder		Not in last year's survey			Not in last year's survey
Royal Academy of Music	No					
Royal Agricultural University	No	No	No		n/a	n/a
Royal Holloway University of London	Yes	Yes	Yes	Yes	No	No
Royal Northern College of Music	Yes	Yes	Yes	No	No	No
Royal Veterinary College	Yes	Yes	Yes	Yes	Yes	Yes

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
St George's Hospital Medical School	Yes		No	Yes		n/a
St Mary's University, Twickenham	No	S40(2)	No		n/a	n/a
University of Salford	No	Yes	Yes		Yes	Yes
School of Oriental and African Studies	Yes	Yes	Yes	Yes	Yes	Yes
Sheffield Hallam University	Yes	Yes	Yes	No	No	No
University of Sheffield	No	Yes	No		Yes	n/a
Southampton Solent University	Yes	S21	Yes	Yes	n/a	Yes
University of Southampton	Non-responder		Non-responder in 2013/14			Non-responder in 2013/14
Staffordshire University	No	No	No		n/a	n/a
University of St Mark and St John	No	S40(2)	No		n/a	n/a
University Campus Suffolk	No	Yes	No		No	n/a
University of Sunderland	Yes	Yes	Yes	Yes	Yes	Yes
University of Surrey	Yes	Yes	Yes	Yes	Yes	No
University of Sussex	No	S43	No		n/a	n/a
Teesside University	No	S40(2) S43(2)	No		n/a	n/a
Trinity Laban Conservatoire of Music and Dance	Non-responder	Yes	No		No	n/a
University College London	No	S36	Non-responder in 2013/14		n/a	Non-responder in 2013/14
University of Warwick	No		No			n/a

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
University of the West of England, Bristol	No	Yes	Yes		Yes	No
University of West London	No	No	Non-responder in 2013/14		n/a	Non-responder in 2013/14
University of Westminster	Yes	Yes	Yes	Yes	Yes	No
University of Winchester	No		No			n/a
University of Wolverhampton	No		Yes			No
University of Worcester	No	Yes	Yes		No	No
Writtle College	No	S40(2)	No		n/a	n/a
York St John University	No	S40(2)	No		n/a	n/a
University of York	No	S40	No		n/a	n/a
Aberystwyth University	Yes		Yes	Yes		?
Bangor University	Yes	Yes	Yes	No	No	No
Cardiff University	Yes	Yes	Yes	Yes	No	No
Cardiff Metropolitan University	Yes	Yes	Yes	Yes	Yes	No
Glyndŵr University	Yes	Yes	Yes	No	Yes	Yes
Swansea University	Yes	Yes	Yes	Yes	Yes	Yes
University of Wales (central functions)	No					
University of Wales Trinity Saint David	No	Yes	Yes		No	No
University of South Wales	Yes	Yes	Yes	Yes	Yes	Yes
University of Aberdeen	Yes		No	No		n/a

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
Abertay University	Yes	Yes	Yes	Yes	Yes	Yes
University of Dundee	Yes	Yes	Yes	Yes	Yes	Yes
Edinburgh Napier University	No	S30(b)	No		n/a	n/a
University of Edinburgh	Yes	Yes	Yes	No	No	Yes
Glasgow Caledonian University	Yes	Yes	Yes	No	No	Yes
Glasgow School of Art	Yes	Yes	Yes	Yes	Yes	No
University of Glasgow	Yes	Yes	Yes	No	No	No
Heriot-Watt University	Yes	Yes	Yes	Yes	Yes	Yes
Queen Margaret University, Edinburgh	Yes	Yes	Yes	No	No	No
Robert Gordon University	Yes	Yes	Yes	No	No	Yes
Royal Conservatoire of Scotland	Yes	Yes	No	No	?	n/a
University of St Andrews	Refusal to whole request	Yes	Yes		Yes	No
SRUC	No		Not in last year's survey			Not in last year's survey
University of Stirling	Yes	Yes	Yes	Yes	Yes	No
University of Strathclyde	Yes	Yes	Yes	No	No	No
University of the Highlands and Islands	Yes	Yes	Yes	No	No	Yes
University of the West of Scotland	No	S38(1)(b)	No		n/a	n/a

HEI	Remuneration Committee minutes received 2015/16	Remuneration Committee minutes received 2014/15	Remuneration Committee minutes received 2013/4	Redacted 2015/16	Redacted 2014/15	Redacted 2013/14
The Queen's University of Belfast	Yes	Yes	Yes	No	No	No
St Mary's University College	No	Yes	Yes		No	No
University of Ulster	Yes		Yes	No		No

Appendix

Institution	v-c all emoluments 2015/16	v-c all emoluments 2014/15	Percentage change 2014/15 – 2015/16	v-c salary 2015/16	NI contribution 2015/16	Benefits in kind 2015/16	Employer's pension contribution 2015/16	Performance-related award 2015/16	Total number of employees earning more than £100K	Ratio v-c salary to all-staff average salary	Ratio v-c salary to academic average salary	Ratio v-c total remuneration package to academic average salary plus 18% pension	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	VC Personal expenses
Aberystwyth University	340000	248000	37%	280000		1000	28000	31000	5	8.8	6.9	7.1	5031.75	10%	6630.26	1015
Anglia Ruskin University	320000	296000	8%	291000		13000	16000		17	7.8	6.4	6.0				S12
Aston University	349000	347000	1%	321000		0	0	28000	30	8.2	6.1	5.6	11892.34	86%	2212.22	6023
Bangor University	247000	228000	8%	245000		0	2000	0	18	7.0	5.7	4.8	10430.81	100%	8879.9	360
Bath Spa University	333000	343000	-3%	270000		13000	50000	0	3	7.8	6.4	6.7	24598.2	85%	2043	2928
Birmingham City University	271464	258091	5%	245663		801	25000		13	6.2	5.3	4.9				S22
Birkbeck College	392287	394957	-1%	346472		0	45815	0	9	8.8	7.9	7.6	0		0	1471
Bishop Grosseteste University	171545	160381	7%	139264		5070	23211	4,000	0	4.6	3.0	3.2	2662.16	63%	2658.19	448
Bournemouth University	305000	255000	20%	242000		3000	42000	18000	5	6.7	5.5	5.8	5627	0%	1224	1127
Brunel University London	307000	290000	6%	270000		0	12000	25000	35	7.1	6.3	6.0	11000	91%	1627	2349
Buckinghamshire New University	233000	239000	-3%	200000		0	33000	0	1	5.5	4.7	4.7	0		0	648

Institution	v-c all emoluments 2015/16	v-c all emoluments 2014/15	Percentage change 2014/15 – 2015/16	v-c salary 2015/16	NI contribution 2015/16	Benefits in kind 2015/16	Employer's pension contribution 2015/16	Performance-related award 2015/16	Total number of employees earning more than £100K	Ratio v-c salary to all-staff average salary	Ratio v-c salary to academic average salary	Ratio v-c total remuneration package to academic average salary plus 18% pension	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	VC Personal expenses
Canterbury Christ Church University	257000	241000	7%	251000		0	6000	0	3	7.3	5.4	4.7	0		1530	3549
Cardiff Metropolitan University	276950	239812	15%	234732		17715	24503		11	6.5	5.3	5.3	6555.47	100%	4894.3	994
Cardiff University	294000	288000	2%	244000		1000	41000	8000	128	6.3	4.9	5.0	9765.72	87%	1512.3	9
University of Central Lancashire	258000	229000	13%	236000		0	5000	17000	10	6.7	5.4	5.0	287	0%	631	2341
University of Chester	271000	255000	6%	268000		3000			6	8.4	5.9	5.0				2368
City University London	357000	358000	0%	294000		1000	49000	13000	106	6.4	5.8	6.0	4113.3	84%	1114.4 6	632
Conservatoire for Dance and Drama	12000	36000	-67%			0	0	0	0			0.3	0		0	0
Courtauld Institute of Art	209000	217000	-4%	189000		0	20000	0	2	4.3	3.5	3.3	3694.82	0%	2536.2 2	0
De Montfort University	326000	311000	5%	283000		S21	2000	40000	14	8.0	6.6	6.5	S22		S22	S21
Edinburgh Napier University	240000	232000	3%	203000		S27	22000	15000	6	5.5	4.6	4.6	23253.22	85%	5798.9 5	0
Falmouth University	297871	288878	3%	222017		3137	41697	31020	4	6.4	5.1	5.7	1086.329	0%	2612.1	174

Institution	v-c all emoluments 2015/16	v-c all emoluments 2014/15	Percentage change 2014/15 – 2015/16	v-c salary 2015/16	NI contribution 2015/16	Benefits in kind 2015/16	Employer's pension contribution 2015/16	Performance-related award 2015/16	Total number of employees earning more than £100K	Ratio v-c salary to all-staff average salary	Ratio v-c salary to academic average salary	Ratio v-c total remuneration package to academic average salary plus 18% pension	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	VC Personal expenses
Glasgow Caledonian University	266000	273000	-3%	223000		1000	36000	6000	18	5.6	4.4	4.4	16450.66	91%	11421.5	S27(1)
Glasgow School of Art	156000	155000	1%	136000		0	20000	0	4	3.7	3.0	2.9	7990.07	77%	2440	0
Glyndwr University	343825	301548	14%	61667		1414	10163	S22	0	1.7	1.4	6.5	0		1560.47	146
Goldsmiths College	273000	269000	1%	234000		S22	39000	S22	4	5.5	4.8	4.7	3201.88		1396.32	1612
Guildhall School of Music and Drama	158000	171000	-8%	134000		24000	0	0	3	2.2	2.0	2.0	1552.58	0%	432.51	1798
Harper Adams University	182000	174000	5%	155000		5000	22000	Nil	2	5.1	3.2	3.2	320.81	0%	3872.24	1028
Heriot-Watt University	Accounts not published	281000				S27(1)	S27(1)	S27(1)	S27(1)				10413.49	65%	7621.47	S27(1)
Heythrop College	11410	12160	-6%	10500			910		1	0.3	0.3	0.3	0		0	37
Imperial College London	430000	430000	0%	353000		18000	59000	0	381	7.6	6.8	7.0	12078	87%	5144	2352
King's College London	350004	458000	-24%	350004					235	7.9	7.1	6.0	25401.98	0%	4743.86	2590
Kingston University	240000	248000	-3%	215000			25000		10	5.2	4.5	4.2	6357.61	54%	749.89	65

Institution	v-c all emoluments 2015/16	v-c all emoluments 2014/15	Percentage change 2014/15 – 2015/16	v-c salary 2015/16	NI contribution 2015/16	Benefits in kind 2015/16	Employer's pension contribution 2015/16	Performance-related award 2015/16	Total number of employees earning more than £100K	Ratio v-c salary to all-staff average salary	Ratio v-c salary to academic average salary	Ratio v-c total remuneration package to academic average salary plus 18% pension	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	VC Personal expenses
Leeds Beckett University	281000	271000	4%	248000		0	33000	0	8	6.9	5.6	5.4	0		0	0
Leeds College of Art	167000	160000	4%	149000		0	18000	0	5	5.3	4.8	4.6	0		167.2	145
Leeds Trinity University	191865	174573	10%	165000		0	26865	0	3	5.0	3.8	3.7	892	0%	1754	0
Liverpool Hope University	313514	292155	7%	261240		9741	42533	0	4	8.0	5.9	6.0	8495.67		4916.69	2004
Liverpool John Moores University	285511	278361	3%	282696		836	1979		12	7.8	6.2	5.3	4170	100%	6039	0
Liverpool School of Tropical Medicine	267000	254000	5%	265000			2000		15	5.7	5.4	4.6	0		0	
London Business School	445000	441000	1%	442000		3000			126	7.0	2.3	2.0	15346	93%	4743	935
London Metropolitan University	255000	255000	0%	220000			35000		5	5.3	4.5	4.4	2091.45	100%	155	1140
London School of Economics and Political Science	413000	381000	8%	315000		15000	53000	3000	208	7.2	5.8	6.5	512		1453	8907
London School of Hygiene and Tropical Medicine	322000	322000	0%	266000		10000	46000		32	5.8	5.1	5.2				512

Institution	v-c all emoluments 2015/16	v-c all emoluments 2014/15	Percentage change 2014/15 – 2015/16	v-c salary 2015/16	NI contribution 2015/16	Benefits in kind 2015/16	Employer's pension contribution 2015/16	Performance-related award 2015/16	Total number of employees earning more than £100K	Ratio v-c salary to all-staff average salary	Ratio v-c salary to academic average salary	Ratio v-c total remuneration package to academic average salary plus 18% pension	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	VC Personal expenses
London South Bank University	295000	273000	8%	243000		12000	40000		9	6.9	6.0	6.2	3894	100%	825.45	0
Loughborough University	259780	246128	6%	220667		0	39113	0	32	6.5	4.6	4.6	15156.02	85%	12041.6	0
Middlesex University	284000	362000	-22%	255000		£22	29000	£22	14	6.3	5.5	5.2	14855.61	77%	3417.43	£22
Newman University	182023	167563	9%	156520		0	25503	0	2	4.6	3.5	3.4	2135.95	100%	245	0
Norwich University of the Arts	174194	168468	3%	172680		1514	0		1	5.5	4.9	4.2	109.79	0%	2760	3875
Oxford Brookes University	233300	248000	-6%	233300					10	6.5	5.4	4.6	11663.06	76%	4603.74	1554
Plymouth College of Art	174000	162000	7%	150000		0	24000	0	0	5.4	4.9	4.8	1963	0%	2313	3722
Queen Margaret University, Edinburgh	238000	228000	4%	202000		2000	34000	0	1	5.3	4.3	4.3	425.22	0%	292	0
Queen Mary University of London	284000	284000	0%	275000		9000	£22	£22	126	6.1	5.1	4.5	15142	100%	2985.93	2594
Ravensbourne	162170	153863	5%	140425		0	308345	13000	0	3.6	3.4	3.4	3177.68	0%	2749	892
Royal Academy of Music	222724	286613	-22%	178765		16,571	27388	0	0	4.3	3.9	4.1	4696	89%	960	1609

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Royal Agricultural University	178236	163000	9%	167917		10319	0	0	0	5.4	3.4	3.1	3928	63%	1895	0
Royal College of Art	263839	259485	2%	217150		0	46689	0	1	4.8	4.0	4.2	14402.7	28%	4044.78	2650
Royal College of Music	229560	217431	6%	228144		1416	0	0	4	5.4	5.1	4.3	19592.28	97%	Information not yet available	268
Royal Conservatoire of Scotland	162000	159000	2%	136000		3000	23000	0	0	3.0	2.4	2.4	4986	0%	2247	4446
Royal Holloway, University of London	307000	278000	10%	298000		2000	7000	0	32	9.3	6.4	5.6	0		601.55	0
Royal Northern College of Music	152000	148000	3%	129000		2000	21000	0	0	3.5	3.1	4.5	676	0%	2332	782
Sheffield Hallam University	356000	300000	19%	329000		4000	23000		9	9.4	7.6	6.9	0		623.5	0
Southampton Solent University	283653	276252	3%	211191	28622	521	34390	9450	4	5.8	5.2	5.9	8627.46	92%	1921	394
St George's Hospital Medical School	258000	258000	0%	193000		0	17000	54000	42	4.5	3.6	4.1	16987.79	98%	1064.52	0

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St Mary's University College	113810	107604	6%				17115		0			2.0	2263	0%	577.92	715
St Mary's University, Twickenham	193000	182000	6%	151000	18000	0	24000	0	4	3.8	2.8	3.1	8732.5	96%	1266	0
SRUC	224000	222000	1%	190000			34000		2	6.5	5.2	5.2	97	0%	966	0
Staffordshire University	216031	174308	24%	195930			10437	9664	4	5.8	4.9	4.6			Left blanks	Left blank
Swansea University	251000	247000	2%	245000		6000			33	6.8	5.3	4.6	4815.04	78%	4267.44	11
Teesside University	289915	305448	-5%	219000		3773	34192	32850	4	6.3	4.6	5.1	12978.46	95%	4711.23	0
The Arts University Bournemouth	217534	208324	4%	212492		5042	0	N/A	1	6.3	6.0	5.2	3919	88%	3139	677
The Institute of Cancer Research	267000	253000	6%			0	0	12500	24			5.2	3147	23%	7709	1238
The Liverpool Institute for Performing Arts	144481	136884	6%			0	12435	0	0			3.0	103	0%	1822	8909
The Manchester Metropolitan University	313000	311000	1%	291000		2000	S21 S22	20000	7	8.8	7.5	6.8	9629	100%	2548	0
The Nottingham Trent University	298000	278000	7%	258000		S22	40000	0	12	7.4	5.9	5.8	10530.07	100%	1510.78	432

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The Open University	347000	354000	-2%	328000		14000	0	5000	32	8.8	8.3	7.5	11028	92%	2003	2333
The Queen's University of Belfast	301000	289000	4%	258000		NIL	43000	NIL	89	6.8	5.3	5.2	11876.77	76%	2984.72	439
The Robert Gordon University	270313	267987	1%	228910		2469	38934	Nil	5	6.1	4.7	4.7	6622	100%	1385	659
The Royal Central School of Speech and Drama	205195	201121	2%	174805		1925	28465	0	2	4.5	3.9	3.8	3323	30%	3767	0
The Royal Veterinary College	325630	318338	2%	243767		39272	42591	-	14	6.6	4.8	5.4	27705.47	0%	4692.07	S12
The School of Oriental and African Studies	Accounts not published	220821							0				4267.51	90%	1214.23	1242
The University of Aberdeen	352000	316000	11%	274000		0	51000	27000	61	7.1	5.5	5.9	5857.48		2136.65	338
The University of Bath	451000	406000	11%	434000		17000	S22	S22	66	12.2	9.1	8.0	S12		S12	S12
The University of Birmingham	426000	416000	2%	378000		3000	S22	45000	132	10.4	8.2	7.8	9804.5	100%	2067.24	409
The University of Bradford	245000	239000	3%	245000		S22	S22	S22	14	6.9	4.8	4.1	6320.57	100%	897	0

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The University of Brighton	293548	223308	31%	291399		2149	0	0	29	7.9	6.4	5.5	0		70	1228
The University of Bristol	323000	344000	-6%	264000		1000	58000	S22(1)	119	6.9	5.4	5.6	4513.92	94%	6748.55	4661
The University of Cambridge	353000	325000	9%	345000		4000	4000	S22	409	8.9	7.6	6.6	30871.5		9219.33	618
The University of Chichester	197662	192030	3%	169983		0	27679	0	2	4.9	4.3	4.2	109.12	0%	881.82	2667
The University of Dundee	Accounts not published	227000				S27(1)	S27(1)	S27(1)	0				3986.42	0%	821.66	1345
The University of East Anglia	271000	254000	7%	225000		8000	38000	S22	40	6.6	5.2	5.3	11396.58	77%	6945.18	164
The University of East London	Accounts not published	257828				S22	S22	S22	0				997.37	0%	271.2	159
The University of Edinburgh	301000	289000	4%	251000		2000	33000	15000	203	6.8	5.2	5.3	10143.06	98%	S27(1)	S27(1)
The University of Essex	290419	277449	5%	238613		8635	43171	0	18	6.7	5.3	5.5	9872.23	83%	2923.14	1602
The University of Exeter	426000	400000	7%	315000		0	54000	57000	115	8.9	6.7	7.7	17054.83	99%	14771.58	0
The University of Glasgow	322000	314000	3%	276000		0	46000	0	157	7.5	5.7	5.7	25298.49	84%	7273.1	853
The University of Greenwich	267432	262881	2%	230648		1125	35659		10	6.1	5.3	5.2	5793.22	89%	1124.21	1558

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The University of Huddersfield	364564	337594	8%	311190		0	53374	Exempt information	10	8.4	6.4	6.4	0		701	164
The University of Hull	302000	298000	1%	249000		11000	42000		10	6.9	5.2	5.4				£12(1)
The University of Keele	259000	272000	-5%	235000		9000	15000	£22	22	6.3	4.3	4.0	4446.64	100%	5037.88	1012
The University of Kent	279000	272000	3%	279000					23	8.6	6.7	5.7	4858.75	100%	2467.99	1040
The University of Lancaster	311000	268000	16%	265000		2000	44000	0	38	7.1	5.8	5.7	17163.72	96%	3156.26	0
The University of Leeds	287000	285000	1%	278000			9000		138	7.4	5.7	5.0	7590.26	98%	4189.06	179
The University of Leicester	295000	313000	-6%	259000		4000	32000	Withheld under S22	88	7.2	5.3	5.1	27656.48	94%	8995.65	2783
The University of Lincoln	284000	258000	10%	243000		15000	26000		10	6.9	5.9	5.9	0		0	149
The University of Liverpool	341600	339300	1%	300500		4400	36700		116	7.8	6.1	5.8	7358.82	91%	4575.64	171
The University of Manchester	304000	296000	3%	259000		4000	41000	0	199	6.6	5.3	5.2	26030.08	97%	3960.1	172
The University of Northampton	251000	245000	2%	189000		9000	32000	21000	10	5.2	4.6	5.2	£21		£21	£21
The University of Portsmouth	303000	318000	-5%	258000		3000	42000	£22	6	7.9	5.9	5.9	16238	87%	2387.16	1559

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The University of Reading	300339	295800	2%	257550		0	42789	S22(1)	41	6.7	4.9	4.8	259.84	95%	2340.86	0
The University of Salford	205000	516000	-60%	202000		3000	0	0	10	5.5	4.7	4.0	17063.19	98%	5533.38	0
The University of Sheffield	422706	385385	10%	385053		4357	33296	S22	99	10.5	8.2	7.6	24548.89	100%	24432.63	2177
The University of St Andrews	221000	294000	-25%	198000		5000	18000	S27(1)	30	5.4	4.1	3.8	S25(1)		S25(1)	S25(1)
University of Stirling	270000	262000	3%	267000		1000		2000	16	7.7	6.1	5.3	10346.46	72%	4314.89	0
The University of Strathclyde	360000	343000	5%	295240		13369	51292		31	7.9	6.1	6.3	29163		6017	598
The University of Sunderland	234371	220000	7%	200000		3971	30400	N/A	2	6.0	4.9	4.8	9044.65	100%	2527.28	52
The University of Surrey	305000	363000	-16%	258000		11000	36000	S22	50	5.9	4.6	4.7	4270.47	90%	1359.51	954
The University of Sussex	295000	287000	3%	230000		24000	41000		28	6.0	5.3	5.7	12935.47	0%	700	465
The University of the West of Scotland	264000	259000	2%	227000		S27(1)	37000	S27(1)	8	6.3	4.7	4.7	S25		S25	S25
The University of Wales (central functions)	N/A	N/A				0	0	0	1				2296	100%	315	1347
The University of Warwick	448000	349000	28%	420000		19000	9000		185	10.9	8.0	7.3	46347.9	99%	S22	0

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The University of West London	281000	273000	3%	238000		4000	39000		4	6.5	6.0	6.0	4860.01	94%	2365.29	Left blank
The University of Westminster	290000	295000	-2%	288000		522	2000		13	6.6	5.9	5.1	4793.05	0%	1062.47	1541
The University of Winchester	281753	270527	4%	210058	32500	3885	35310	0	2	6.2	5.1	5.8	1194.16	100%	1970	0
The University of York	281948	270920	4%	238833		3882	39733	0	45	6.3	4.8	4.9	3011.28	84%	3433.98	1703
University Campus Suffolk	168000	137000	23%	130000		0	18000	20000	0	3.8	3.1	3.4	0		115	967
University College Birmingham	243000	236000	3%	243000	0	0	0	0	7	7.1	5.9	5.0	2000	100%	710	251
University College London	364773	359195	2%	361590		998	2185	N/A	444	8.2	7.4	6.3	8955.37	97%	4059.04	328
University for the Creative Arts	207423	189650	9%			947	28656	0	4			4.3	0		526.74	847
University of Abertay Dundee	Accounts not published	196000				25(1) 25(3)	25(1) 25(3)	25(1) 25(3)	25(1) 25(3)				4369.56	0%	3357.81	25(1) 25(3)

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University of Bedfordshire	Accounts not published	260000	0%			Information publicly available within University's financial statements	Information publicly available within University's financial statements	Information publicly available within University's financial statements	0				4401.65	100%	744.85	269
University of Cumbria	184133	176866	4%	184133		0	0	£22	4	5.6	4.2	3.6	4756.93	86%	2031.49	74
University of Derby	245785	268601	-8%	214833		739	30213	£22	10	7.1	5.6	5.4	£22		£22	£22
University of Durham	292000	511000	-43%	255000		0	37	0	36	7.5	5.3	5.1	11656	0%	3660	326
University of Gloucestershire	190000	188000	1%	165000		0	25000	0	3	4.5	3.7	3.6	137.51	0%	780	0
University of Hertfordshire	334000	326000	2%	255000		1000	43000	35000	8	6.9	5.8	6.4	3664.51	0%	1183.92	1078
University of London (institutes and archives)	173400	171683	1%	173400					21	4.3	3.1	2.6	7647.37	94%	3106.73	0
Newcastle University	316900	306500	3%	248000		4100	64800	£22	119	7.0	5.4	5.8	£12		£12	£22
University of Northumbria	Accounts not published	303000							15				11117.56	78%	4931.5	£22

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University of Nottingham	381000	381000	0%	295000		45000	41000	S22(1)	142	8.1	6.1	6.6	12680.08	99%	3949.42	3293
University of Oxford	433000	462000	-6%	359000		16000	58000		451	8.8	7.5	7.7	1326	0%	6134	543
University of Plymouth	310149	145782	113%	223000		14622	42288	30240	28	6.1	4.7	5.6	2582.18	81%	1024.46	498
University of South Wales	225000	222000	1%	222000		3000	0	0	9	6.4	5.6	4.8	0		931.15	202
University of St Mark and St John	249000	224000	11%			5,000	21000	0	1			4.7	0		788.5	356
University of the Arts, London	259398	254312	2%	259398			0		14	6.5	6.1	5.1	2561.7		450.31	2220
University of the Highlands and Islands	226000	201000	12%	206000		0	20000	-	4	5.6	4.2	3.9	7502		3058	Left blank
University of the West of England, Bristol	315269	303262	4%	251356		634	38144	25135	14	7.0	5.6	6.0	0	100%	2588.59	982
The University of Wolverhampton	274000	268000	2%	266000		6000	2000		5	8.0	5.4	4.7			No response	Left blank
University of Worcester	319000	301000	6%	319000					4	11.4	7.8	6.6	198		470.67	0
University of Ulster	253000	217000	17%	250000		3000			10	6.5	5.6	4.8	17594.51	93%	4154.87	253

Institution	v-c all emoluments 2015/16	v-c all emoluments 2014/15	Percentage change 2014/15 – 2015/16	v-c salary 2015/16	NI contribution 2015/16	Benefits in kind 2015/16	Employer's pension contribution 2015/16	Performance-related award 2015/16	Total number of employees earning more than £100K	Ratio v-c salary to all-staff average salary	Ratio v-c salary to academic average salary	Ratio v-c total remuneration package to academic average salary plus 18% pension	Total expenditure on v-c air fares	Percentage of flight expenditure on Business and First Class	Total expenditure on v-c hotel accommodation	VC Personal expenses
University of Wales Trinity Saint David	271000	262000	3%	218000		14000	39000	0	2	7.0	5.3	5.6	5794	91%	8096	197
Writtle College	136000	132000	3%	119000		3000	14000	0	0	4.1	3.2	3.1	339.95	0%	270.51	30
York St John University	231000	250000	-8%	212000		14000	5000	as above	3	6.5	4.8	4.4	834	100%	459.53	15376
The University of Bolton	Accounts not published	233600							0							
Coventry University	331314	303227	9%	266265		1749	38300	25000	14	7.7	6.6	7.0				
Cranfield University	380000	361000	5%	319000			0	61000	37	8.0	6.2	6.2				
Edge Hill University	334000	321000	4%	324000		10000			6	9.8	7.9	6.9				
University of Roehampton	342000	312000	10%	262000		2000	78000		7	6.7	5.3	5.8				
Rose Bruford College	172085	164499	5%	145524		2860	23701		0	4.0	3.6	3.6				
University of Southampton	697000	332000	110%	643000		1000	10000	43000	137	16.9	13.3	12.2				
Trinity Laban Conservatoire of Music and Dance	201400	186211	8%	173200			28200		0	4.4	4.2	4.2				

