

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

History

This is the fourth 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 158 HEIs in October 2017. This followed similar requests submitted in 2016, 2015 and 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 basis for this report

The FoI request that forms the basis of this report was sent to 158 (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 2016/17 (1 August 2016 to 31 July 2017).

It also asked for details of flights, spending on hotels, spending on expenses and if the vice-chancellor was provided with accommodation by the university.

Finally, we requested to know whether or not the vice-chancellor was a member of the remuneration committee, and 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, 12 of the 160 institutions contacted did not provide any response to the union's request.

They are:

Buckinghamshire New University

Courtauld Institute of Art
Heriot-Watt
London Business School
Loughborough University
St Marys University College Belfast
Teesside University
The University of Bristol
The University of Manchester
University of Leicester
University of Ulster
The University of Hull

Last year, we did not receive responses from University of Bolton, the University of Coventry, Cranfield University, Edge Hill University, University of Roehampton, Rose Bruford College, University of Southampton, and Trinity Laban Conservatoire of Dance and Drama.

Pay and expenses key findings

In 2016/17, the average total of emoluments for heads of institutions (including salary, benefits, employer pension contributions and bonuses) was £286,891 – a rise of 3.3% on the average for the previous year (2015/16) of £277,834. This is higher than the previous year's rise of 2%.

Across all vice-chancellors, the average percentage increase per individual total remuneration package between 2015/16 and 2016/17 was 2.1%.

In 2016/17, 18 heads of institutions enjoyed a pay increase of more than 10%.

The union's data also found that in 2016/17, 22 institutions employed more than 100 members of staff on salaries of more than £100,000 a year.

Of the responses received, the greatest amount spent on flights during the academic year of 2016/17 by a head of institution was £43,312.08.

The average flight expenditure by vice-chancellors in 2016/17 was £7,295 (£7,762 in 2015/16). The percentage of those flights taken in first and business class was 59% (65% in 2015/16). A total of 24 vice-chancellors flew exclusively in first and business class (22 in 2015/16).

Heads of institutions spent an average of £3498 on hotels in 2016/17 (£2,982 in 2015/16).

Of 141 HEIs who responded to a question about whether the vice-chancellor was provided with university accommodation, 45 (31%) stated they did provide accommodation.

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 2017.

	Total payment (GBP)
Salary (excluding benefits in kind/employer's pension contribution/any performance-related award)	
Benefits in kind	
Employer's pension contribution	
Performance-related award	

152 HEIs provided the overall remuneration figure/senior postholders' salaries for their head of institution or had published their 2016/17 Financial Statement containing that information at the time of publication.

6 HEIs had not provided financial information for their head of institution/senior postholders' salaries to UCU and had not published their 2016/17 Financial Statement containing that information at the time of publication.

University of Hull
 University of Bolton
 Heriot-Watt
 University of Greenwich
 St Marys University College Belfast
 Guildhall School of Music and Drama

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

HEI	Vice-Chancellor	Total emoluments
Bath Spa University	Christina Slade	808000
University of Sussex	Michael Farthing / Adam Tickell	545000
University of Bath	Dame Glynis Breakwell	471000
London Business School	Professor Sir Andrew Likierman	458000
University of Birmingham	Professor Sir David Eastwood	439000
Imperial College London	Professor Alice P. Gast	436357
University of Southampton	Professor Sir Christopher Snowden	433000
The University of Oxford	Professor Louise Richardson	430000

The University of Sheffield	Professor Sir Keith Burnett	426589
King's College London	Professor Edward Byrne	425000
University of Exeter	Professor Sir Steve Smith	424000
Birmingham City University	Professor Graham Upton	413398
City, University of London	Professor Sir Paul Curran	390000
Birkbeck, University of London	Professor David S Latchman	386098
University of Nottingham	Sir David Greenaway	381000
London School of Hygiene and Tropical Medicine	Baron Peter Pilot	379000
University College London	Professor Michael Arthur	372825
University of Huddersfield	Professor Bob Cryan	371243
University of Liverpool	Professor Dame Janet Beer	370821
University of Surrey	Professor Max Lu	366000
The University of Strathclyde	Principal Professor Sir Jim McDonald	365819
Cranfield University	Professor Sir Peter Gregson	364000
University of Cambridge	Professor Sir Leszek Borysiewicz	362000
The Open University	Peter Horrocks CBE	360444
Newcastle University	Professor Chris Day	356100
The Royal Veterinary College	Professor Stuart Reid	354057
University of Hertfordshire	Professor Quintin McKellar	343553
Edge Hill University	Dr John Cater	342834
The Manchester Metropolitan University	Professor Malcolm Press	333000
The University of Bristol	Professor Hugh Brady	333000
The University of Warwick	Professor Stuart Croft	332000
De Montfort University	Professor Dominic Shellard	331000
Brunel University London	Professor Julia Buckingham	329510
University of Glasgow	Professor Sir Anton Muscatelli	329196
London Metropolitan University	Professor John Raftery	328000
The University of Aberdeen	Sir Ian Diamond	327270
The Queen's University of Belfast	Patrick Johnston	327000
University of the West of England, Bristol	Steve West	326012
University of Worcester	Professor David Green	325227
University of Kent	Professor Dame Julia Goodfellow	324000
The University of	Professor Peter Mathieson	321000

Edinburgh		
The Nottingham Trent University	Professor Edward Peck	319240
Middlesex University	Professor Tim Blackman	318000
University of Lancaster	Professor Mark E. Smith	317389
The University of Essex	Professor Anthony Forster	316240
Coventry University	Professor John Latham	314966
Liverpool Hope University	Professor Gerard Pillay	313875
Goldsmiths, University of London	Patrick Loughrey	313000
Royal Holloway, University of London	Professor Paul Layzell	313000
Roehampton University	Professor Paul O'Prey	311000
University of Ulster	Professor Paddy Nixon	311000

The average total of emoluments for heads of institutions (including salary, benefits, employer pension contributions and bonuses) in 2016/17 was £286,891 *.

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 six 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:**

St Mary's University College Belfast
The University of Bolton
University of Greenwich
Heriot-Watt University
The University of Hull
Guildhall School of Music and Drama

Top percentage increases in total pay package between 2015/16 and 2016/17

University	Head of institution	% change 2015/16 and 2016/17
Bath Spa University	Professor Christina Slade	143

Birmingham City University	Professor Graham Upton	52
London Metropolitan University	Professor John Raftery	29
University of Ulster	Professor Paddy Nixon	23
King's College London	Professor Edward Byrne	21
University of Surrey	Professor Max Lu	20
Glasgow School of Art		19
London School of Hygiene and Tropical Medicine	Baron Peter Pilot	18
University for the Creative Arts	Professor Bashir Makhoul	18
University of Kent	Professor Dame Julia Goodfellow	16
Goldsmiths, University of London	Patrick Loughrey	15
The University of Cumbria	Professor Julie Mennell	15
University of St Andrews	Professor Sally Mapstone	13
Bishop Grosseteste University	Professor Peter Neil	12
Newcastle University	Professor Chris Day	12
Liverpool School of Tropical Medicine	Janet Hemingway	11
University Campus Suffolk	Richard Lister	11
University of Derby	Professor Kathryn Mitchell	10

In 2016/17, the average total remuneration package (including salary, benefits in kind, bonuses and pension contributions) for vice-chancellors was £286,891 - a rise of 3.3% on the average for the previous year (2015/16) of £277,834.

The average pay increase between 2014/15 and 2015/16 was 2%.

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

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 2017.

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

Institution	Name of Vice-Chancellor	Total emoluments (GBP):£100,001 - £200,000	Total emoluments (GBP):£200,001 - £300,000	Total emoluments (GBP) £300,001 and over	Total
The University of Oxford	Professor Louise Richardson	431	47	7	485
University of Cambridge	Professor Sir Leszek Borysiewicz	423	30	8	461
University College London	Professor Michael Arthur	360	31	0	391
Imperial College London	Professor Alice P. Gast	341	38	9	388
King's College London	Professor Edward Byrne	244	18	1	263
London School of Economics and Political Science (LSE)	Dame Minouche Shafik	202	34	2	238
The University of Manchester	Professor Dame Nancy Rothwell	211	7	2	220
The University of Edinburgh	Professor Peter Mathieson	184	22	1	207
The University of Warwick	Professor Stuart Croft	178	7	1	186
University of Glasgow	Professor Sir Anton Muscatelli	162	4	0	166
The University of Leeds	Sir Alan Langlands	142	12	0	154
University of Nottingham	Professor Shearer West	138	7	0	145
University of Birmingham	Professor Sir David Eastwood	133	11	0	144
University of Southampton	Professor Sir Christopher Snowden	132	5	0	137
Queen Mary University of London	Professor Colin Bailey	119	9	1	129

London					
Newcastle University	Professor Chris Day	124	4	0	128
London Business School	Professor Sir Andrew Likierman	62	29	29	120
Cardiff University	Professor Colin Riordan	115	1	0	116
University of Exeter	Professor Sir Steve Smith	103	12	0	115
The University of Bristol	Professor Hugh Brady	113	1		114
City, University of London	Professor Sir Paul Curran	105	7	0	112
The University of Sheffield	Professor Sir Keith Burnett	99	3	0	102

22 HEIs had more than 100 staff earning £100,000 plus annually in 2016/17.

In 2015/16, 21 HEIs had more than 100 staff earning more than £100,000 annually. In 2014/15, 20 HEIs had more than 100 staff earning more than £100,000 annually.

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 of 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) spend on business class air fares			

Total amount (GBP) spent on first class air fares			
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116 HEIs provided a value for flight expenditure exceeding 0.

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

De Montfort University
Newcastle University
University of Derby
University of Gloucestershire
Heriot-Watt University

2 HEIs left this question blank as follows:

University of Aberdeen
University College Birmingham

Institutions that failed to respond to 2016/17 request:

London Business School
Teesside University
University of Leicester
University of Ulster
Buckinghamshire New University
Loughborough University
Guildhall School of Music and Drama

One HEI used an exemption to avoid answering all questions:
London School of Hygiene and Tropical Medicine

Top 20 spenders on air fares

HEI	Name of Vice-Chancellor	Total on flights
University of Cambridge	Professor Sir Leszek Borysiewicz	43312.08
The University of Bolton	Professor George Holmes	32477
Coventry University	Professor John Latham	30480
The University of Oxford	Professor Louise Richardson	29968.98
Edinburgh Napier University	Professor Andrea Nolan	29618.16
The University of Sheffield	Professor Sir Keith Burnett	27016.94
Liverpool School of Tropical Medicine	Janet Hemingway	26568.26

The University of Wolverhampton	Professor Sir Keith Burnett	26432
University of Northampton	Professor Nick Petford	25423.2
University of Glasgow	Professor Sir Anton Muscatelli	25192
King's College London	Professor Edward Byrne	22998
The University of East Anglia	Professor David Richardson	21680.6
The University of Strathclyde	Principal Professor Sir Jim McDonald	21085
The Queen's University of Belfast	Professor James Mcelnay	20972.64
University of Sussex	Professor Adam Tickell	20685.44
Imperial College London	Professor Alice P. Gast	20164.53
University College London	Professor Michael Arthur	19335.39
University of Reading	Sir David Bell	17506.76
Bath Spa University	Dame Glynis Breakwell	16931.64
University of Nottingham	Professor Shearer West	15944.22

The average spend on air fares for vice-chancellors during 2016/17 was £7,295.

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 £8560.37.

The average spend on air fares for vice-chancellors during 2013/14 was £9705.75.

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 2016/17, 23 HEIs had heads of institutions that did not fly at all during the year:

University of Huddersfield
The University of Chichester
The University of Brighton
The Royal Veterinary College
The Liverpool Institute for Performing Arts
Staffordshire University
Royal Agricultural University

Heythrop College
Glyndŵr University
University of Lincoln
University of Plymouth
University of St Mark and St John
Trinity Laban Conservatoire of Music and Dance
University Campus Suffolk
Writtle University College
Birkbeck, University of London
Canterbury Christ Church University
Conservatoire for Dance and Drama
Edge Hill University
Leeds Beckett University
Leeds College of Art
Newman University
Norwich University of the Arts

8 HEIs did not provide class of flight:

Newcastle University
The University of Strathclyde
The University of Bolton
Durham University¹
University of Warwick
Robert Gordon University
University of Central Lancashire
Glasgow School of Art

2 HEIs did not provide any flight expenditure:

University College Birmingham
The University of Aberdeen

3 HEIs used an exemption as follows:

University of Derby
University of Gloucestershire
Heriot-Watt

Institutions that failed to respond to 2016/17 request: (10)

Buckinghamshire New University
Courtauld Institute of Art
London Business School
St Marys University College Belfast
Teesside University
The University of Bristol
The University of Manchester
University of Leicester
University of Ulster

¹ Durham University provided partial information on class of flight.

Loughborough University
Guildhall School of Music and Drama

One HEI used an exemption to avoid answering all questions:
London School of Hygiene and Tropical Medicine

Flight expenditure by class of flight

HEI	Name of Vice-Chancellor	Percentage of total expenditure on business/first class flights 2015/16
The University of Sheffield	Professor Sir Keith Burnett	100%
King's College London	Professor Edward Byrne	100%
University of Birmingham	Professor Sir David Eastwood	100%
The School of Oriental and African Studies	Baroness Valerie Amos	100%
Anglia Ruskin University	Professor Iain Martin	100%
St Georges, University of London	Professor Jenny Higham	100%
University of the West of England, Bristol	Professor Steven West	100%
Bangor University	Professor John Hughes	100%
University of Kent	Professor Dame Julia Goodfellow	100%
Birmingham City University	Professor Graham Upton	100%
University of Bedfordshire	Bill Rammell	100%
The University of Sunderland	Shirley Atkinson	100%
Brunel University London	Professor Julia Buckingham	100%
The Manchester Metropolitan University	Professor Malcolm Press	100%
Cardiff Metropolitan University	Professor Cara Carmichael Aitchison	100%
Middlesex University	Professor Tim Blackman	100%
London Metropolitan University	Professor John Raftery	100%
University of Southampton	Professor Sir Christopher Snowden	100%
University for the Creative Arts	Professor Bashir Makhoul	100%
York St John University	Professor Karen Stanton	100%
Aberystwyth University	Professor Elizabeth Treasure	100%
Bishop Grosseteste University	Professor Peter Neil	100%
Harper Adams University	Dr David Llewellyn	100%
Roehampton University	Professor Paul O'Prey	100%
University of Reading	Sir David Bell	99%

Royal College of Music	Professor Colin Lawson	99%
University of Exeter	Professor Sir Steve Smith	99%
Coventry University	Professor John Latham	98%
University of Sussex	Professor Adam Tickell	98%
University College London	Professor Michael Arthur	98%
University of Nottingham	Professor Shearer West	98%
University of West London	Professor Peter John	98%
Keele University	Professor Trevor McMillan	98%
The University of Wolverhampton	Professor Geoff Layer	97%
University of Liverpool	Professor Dame Janet Beer	97%
Goldsmiths, University of London	Patrick Loughrey	97%
Liverpool School of Tropical Medicine	Janet Hemingway	96%
The Nottingham Trent University	Professor Edward Peck	96%
University of Bath	Dame Glynis Breakwell	96%
London School of Economics and Political Science (LSE)	Dame Minouche Shafik	96%
Liverpool John Moores University	Professor Nigel Weatherill	96%
University of Greenwich	Professor David Maguire	96%
University of York	Koen Lamberts	95%
University of Portsmouth	Professor Graham Galbraith	95%
The University of Bradford	Professor Brian Cantor	94%
Cardiff University	Professor Colin Riordan	94%
Imperial College London	Professor Alice P. Gast	93%
Bath Spa University	Christina Slade	93%
The University of Leeds	Sir Alan Langlands	93%
University of Surrey	Professor Max Lu	92%
The Open University	Peter Horrocks CBE	92%
University of Lancaster	Professor Mark E. Smith	92%
The University of East Anglia	Professor David Richardson	91%
Royal Academy of Music	Professor Jonathan Freeman-Attwood	91%
Edinburgh Napier University	Professor Andrea Nolan	90%
City, University of London	Professor Sir Paul Curran	90%
Ravensbourne	Professor Linda Drew	90%
The University of Essex	Professor Anthony Forster	89%
Queen Margaret University	Professor Petra Wend	88%

University of Westminster	Professor Geoff Petts	84%
University of Salford	Professor Helen Marshall	82%
Aston University	Professor Alec Cameron	81%
The Queen's University of Belfast	Professor James McInay	80%
Glasgow Caledonian University	Professor Pamela Gillies	79%
Swansea University	Professor Richard B Davies	77%
University of Northumbria at Newcastle	Professor Andrew Wathey	76%
Arts University Bournemouth	Professor Stuart Bartholomew	75%
University of Stirling	Professor Gerry McCormac	73%
University of Worcester	Professor David Green	71%
University of Wales Trinity Saint David	Professor Medwin Hughes	71%
London South Bank University	Professor David Phoenix	68%
University of Glasgow		66%
Liverpool Hope University	Professor Gerard Pillay	62%
The Royal Conservatoire of Scotland	Professor Jeffrey Sharkey	60%
The Royal Central School of Speech and Drama	Professor Sir Anton Muscatelli	60%
Queen Mary University of London	Professor Colin Bailey	55%
University of Cambridge	Professor Sir Leszek Borysiewicz	45%
Royal College of Art	Dr Paul Thompson	45%
The University of Edinburgh	Professor Peter Mathieson	44%
Oxford Brookes University	Professor Alistair Fitt	27%
The University of Oxford	Professor Louise Richardson	0%
University of Northampton	Professor Nick Petford	0%
University of London (Institutes and activities)	Professor Sir Adrian Smith	0%
University of St Andrews	Professor Sally Mapstone	0%
Cranfield University	Professor Sir Peter Gregson	0%
St Mary's University, Twickenham	Professor Francis Campbell	0%
Abertay University	Professor Nigel Seaton	0%
The University of Warwick	Professor Stuart Croft	0%
Durham University	Professor Stuart Corbridge	0%
The University of the West of	Professor Craig	0%

Scotland	Mahoney	
Robert Gordon University	Professor Ferdinand von Prondzynski	0%
University of Hertfordshire	Professor Quintin McKellar	0%
Royal Holloway, University of London	Professor Paul Layzell	0%
Falmouth University	Anne Carlisle	0%
Kingston University	Professor Steven Spier	0%
The Institute of Cancer Research	Paul Workman	0%
University of the Highlands and Islands	Professor Clive Mulholland	0%
University of Chester	Professor Tim Wheeler	0%
Sheffield Hallam University	Professor Chris Husbands	0%
Royal Northern College of Music	Professor Linda Merric	0%
University of Dundee	Professor Sir Pete Downes	0%

The average percentage of overall flight expenditure on business and first class flights during 2016/17 was 59%.² In total, 24 vice-chancellors flew exclusively in first class and business class.

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 2017?

Question:

How many nights did the vice-chancellor/head of institution stay in hotel accommodation in the financial year that ended on 31 July 2017?

² Includes £0 expenditure on business/first class flights

HEIs that used an exemption:
London School of Hygiene and Tropical Medicine
University of Aberdeen
De Montfort University
University of York

4 HEIs left this question blank as follows:
University College Birmingham
University of Chester
University of Gloucestershire
University of Southampton
Liverpool School of Tropical Medicine

Institutions that failed to respond to 2016/17 request:
Buckinghamshire New University
Courtauld Institute of Art
Heriot-Watt
London Business School
Loughborough University
St Marys University College Belfast
Teesside University
The University of Bristol
The University of Manchester
University of Leicester
University of Ulster
Guildhall School of Music and Drama

Top 20 spenders on hotel accommodation

HEI	Head of institution	Hotel accommodation expenditure (£) 2016/17
The University of Sheffield	Professor Sir Keith Burnett	40594.29
The University of Bolton	Professor George Holmes	15458.22
University of Cambridge	Professor Sir Leszek Borysiewicz	13219.78
University of Exeter	Professor Sir Steve Smith	12789.7
Royal College of Music	Professor Colin Lawson	12687.74
University of Glasgow	Professor Sir Anton Muscatelli	11271
The Institute of Cancer Research	Paul Workman	10130
The University of East Anglia	Professor David Richardson	9926.41
University of St Andrews	Professor Sally Mapstone	9650

Aston University	Professor Alec Cameron	9075
The Royal Veterinary College	Professor Stuart Reid	8636.85
Bangor University	Professor John Hughes	7946.06
Imperial College London	Professor Alice P. Gast	7844.47
The University of Edinburgh	Professor Peter Mathieson	7771
University College London	Professor Michael Arthur	7494.54
The University of Wolverhampton	Professor Geoff Layer	7207
King's College London	Professor Edward Byrne	7175
University of Northampton	Professor Nick Petford	6769.75
University of Stirling	Professor Gerry McCormac	6728
The University of Oxford	Professor Louise Richardson	6601.34

The average spend on hotel accommodation for vice-chancellors during 2016/17 was £3498.

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 £2989.93.

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

Spending on hotel accommodation per night

3 HEIs used an exemption as follows

University of Cambridge

University of the West of Scotland

Newcastle University

1 HEI said the information was not held

Kingston University

Top 20 spenders on hotel accommodation per night

HEI	Name of Vice-Chancellor	Total spend (GBP) on hotel accommodation for the vice-chancellor/head of institution in the financial year that ended on 31 July 2017	Number of nights the vice-chancellor/head of institution spent in hotel accommodation in the financial year that ended on 31 July 2017	Hotel accommodation expenditure per night (£) 2016/17
City, University of London	Professor Sir Paul Curran	3341.98	6	557
Royal College	Professor	12687.74	37	343

of Music	Colin Lawson			
University of Bath	Dame Glynis Breakwell	1671	5	334
The University of Sheffield	Professor Sir Keith Burnett	40594.29	128	317
University of London (Institutes and activities)	Professor Sir Adrian Smith	3,147.46	10	315
King's College London	Professor Edward Byrne	7175	23	312
St Georges, University of London	Professor Jenny Higham	615.95	2	308
The University of Bolton	Professor George Holmes	15458.22	55	281
University of Central Lancashire	Professor Mike Thomas	809	3	270
University College London	Professor Michael Arthur	7494.54	28	268
University of St Andrews	Professor Sally Mapstone	9650	37	261
Glasgow Caledonian University	Professor Pamela Gillies	5143.9	20	257
Cardiff Metropolitan University	Professor Cara Carmichael Aitchison	1,283.57	5	257
University of Exeter	Professor Sir Steve Smith	12789.7	50	256
Sheffield Hallam University	Professor Chris Husbands	3293.48	13	253
Imperial College London	Professor Alice P. Gast	7844.47	31	253
University of Birmingham	Professor Sir David Eastwood	3002.15	12	250
The School of Oriental and African Studies	Baroness Valerie Amos	3002.05	12	250
University of Stirling	Professor Gerry	6728	27	249

	McCormac			
The Manchester Metropolitan University	Professor Malcolm Press	5,187	22	236

The average spend on hotel accommodation per night for vice-chancellors during 2016/17 was £180.

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' residential accommodation

Question:

During the financial year that ended on 31 July 2017, was the vice-chancellor/head of institution provided with any accommodation by the institution in addition to salary?

Yes

No

144 HEIs answered the question.

45 HEIs (31%) stated that they provided accommodation for the head of the institution.

86 (60%) stated that they did not provide residential accommodation for their head of institution.

One HEI left this question blank:

University College Birmingham

Institutions that failed to respond to the 2016/17 request (12)

Buckinghamshire New University

Courtauld Institute of Art

Heriot-Watt University

London Business School

Loughborough University

St Marys University College Belfast

Teesside University

The University of Bristol

The University of Manchester

University of Leicester

University of Ulster

Guildhall School of Music and Drama

One HEI used an exemption to avoid answering all questions:

London School of Hygiene and Tropical Medicine

Vice-chancellors provided with accommodation by the HEI

HEI	Head of institution	Provided with accommodation by HEI
The University of Oxford	Professor Louise Richardson	Yes
Royal Holloway, University of London	Professor Paul Layzell	Yes
The University of Warwick	Professor Stuart Croft	Yes
University of Southampton	Professor Sir Christopher Snowden	Yes
Aberystwyth University	Professor Elizabeth Treasure	Yes
Aston University	Professor Alec Cameron	Yes
Bangor University	Professor John Hughes	Yes
Bishop Grosseteste University	Professor Peter Neil	Yes
Cardiff University	Professor Colin Riordan	Yes
City, University of London	Professor Sir Paul Curran	Yes
Cranfield University	Professor Sir Peter Gregson	Yes
Durham University	Professor Stuart Corbridge	Yes
Harper Adams University	Dr David Llewellyn	Yes
Imperial College London	Professor Alice P. Gast	Yes
Keele University	Professor Trevor McMillan	Yes
King's College London	Professor Edward Byrne	Yes
London School of Economics and Political Science (LSE)	Dame Minouche Shafik	Yes
Queen Mary University of London	Professor Colin Bailey	Yes
Roehampton University	Professor Paul O'Prey	Yes
Royal Academy of Music	Professor Jonathan Freeman-Attwood	Yes
St Mary's University, Twickenham	Professor Francis Campbell	Yes
Swansea University	Professor Richard B Davies	Yes
The Open University	Peter Horrocks CBE	Yes
The Queen's University of Belfast	Professor James McElroy	Yes
The School of Oriental and African Studies	Baroness Valerie Amos	Yes
The University of East Anglia	Professor David Richardson	Yes
The University of Edinburgh	Professor Peter Mathieson	Yes
The University of Essex	Professor Anthony Forster	Yes
The University of Sheffield	Professor Sir Keith Burnett	Yes
The University of Strathclyde	Principal Professor Sir Jim McDonald	Yes

University of Bath	Dame Glynis Breakwell	Yes
University of Birmingham	Professor Sir David Eastwood	Yes
University of Cambridge	Professor Sir Leszek Borysiewicz	Yes
University of Exeter	Professor Sir Steve Smith	Yes
University of Glasgow	Professor Sir Anton Muscatelli	Yes
University of Kent	Professor Dame Julia Goodfellow	Yes
University of Lancaster	Professor Mark E. Smith	Yes
University of Liverpool	Professor Dame Janet Beer	Yes
University of Northampton	Professor Nick Petford	Yes
University of St Andrews	Professor Sally Mapstone	Yes
University of St Mark and St John	Professor Rob Warner	Yes
University of Stirling	Professor Gerry McCormac	Yes
University of Surrey	Professor Max Lu	Yes
University of Wales Trinity Saint David	Professor Medwin Hughes	Yes
University of York	Koen Lamberts	Yes

Remuneration committees

Question:

Is the vice-chancellor/head of institution a member of the remuneration committee?

Yes

No

Question:

Does the vice-chancellor/head of institution attend remuneration committee meetings?

The vice-chancellor is a member of, or attends, the committee that sets his/her pay at 95% of UK universities.

This is the first year that UCU has asked this question, and so there is no available comparator data.

HEI	Head of institution is a member of the remuneration committee	Head of institution attends remuneration committee meetings
Abertay University	No	Yes
Aberystwyth University	No	Yes
Anglia Ruskin University	No	Yes
Arts University Bournemouth	Yes	n/a
Aston University	No	Yes

Bangor University	Yes	n/a
Bath Spa University	No	No
Birkbeck, University of London	Yes	n/a
Birmingham City University	Yes	n/a
Bishop Grosseteste University	Yes	n/a
Bournemouth University	No	Yes
Brunel University London	Yes	n/a
Buckinghamshire New University	No response	No response
Canterbury Christ Church University	No	Yes
Cardiff Metropolitan University	Yes	n/a
Cardiff University	Yes	n/a
City, University of London	No	Yes
Conservatoire for Dance and Drama	No	No
Courtauld Institute of Art	No response	No response
Coventry University	No	Yes
Cranfield University	Yes	n/a
De Montfort University	No	Yes
Durham University	Yes	n/a
Edge Hill University	No	Yes
Edinburgh Napier University	No	No
Falmouth University	Yes	n/a
Glasgow Caledonian University	No response	No response
Glasgow School of Art	No	Yes
Glyndŵr University	Yes	n/a
Goldsmiths, University of London	No	No
Guildhall School of Music and Drama	No response	No response
Harper Adams University	Yes	n/a
Heriot-Watt	No	Yes
Heythrop College	No	Yes
Imperial College London	No	Yes
Keele University	Yes	n/a
King's College London	No	Yes
Kingston University	No	No
Leeds Beckett University	Yes	n/a
Leeds College of Art	Yes	n/a
Leeds Trinity University	No	Yes
Liverpool Hope University	Yes	n/a
Liverpool John Moores University	No	Yes
Liverpool School of Tropical	No remuneration committee	No remuneration committee

Medicine		
London Business School	No response	No response
London Metropolitan University	Yes	n/a
London School of Economics and Political Science (LSE)	No	Yes
London School of Hygiene and Tropical Medicine	No	Yes
London South Bank University	No	Yes
Loughborough University	No	Yes
Middlesex University	Yes	n/a
Newcastle University	No	Yes
Newman University	No	Yes
Norwich University of the Arts	No	Yes
Oxford Brookes University	No	Yes
Plymouth College of Art	Yes	n/a
Queen Margaret University	No	Yes
Queen Mary University of London	Yes	n/a
Ravensbourne	Yes	n/a
Robert Gordon University	No	Yes
Roehampton University	Yes	n/a
Rose Bruford College	No response	No response
Royal Academy of Music	No	Yes
Royal Agricultural University	No	Yes
Royal College of Art	Yes	n/a
Royal College of Music	Yes	n/a
Royal Holloway, University of London	No	Yes
Royal Northern College of Music	No	Yes
Sheffield Hallam University	Yes	n/a
Southampton Solent University	No	Yes
St Georges, University of London	Yes	n/a
St Marys University College Belfast	No response	No response
St Mary's University, Twickenham	Yes	n/a
Staffordshire University	Yes	n/a
Swansea University	Yes	n/a
Teesside University	No response	No response
The Institute of Cancer Research	No	Yes
The Liverpool Institute for	Yes	n/a

Performing Arts		
The Manchester Metropolitan University	No	Yes
The Nottingham Trent University	Yes	n/a
The Open University	No	Yes
The Queen's University of Belfast	No	Yes
The Royal Central School of Speech and Drama	No	Yes
The Royal Conservatoire of Scotland	No	Yes
The Royal Veterinary College	No	Yes
The School of Oriental and African Studies	No	Yes
The University of Aberdeen	No	Yes
The University of Bolton	No	Yes
The University of Bradford	Yes	n/a
The University of Brighton	Yes	n/a
The University of Bristol	No response	No response
The University of Chichester	No	Yes
The University of Cumbria	Yes	n/a
The University of East Anglia	Yes	n/a
The University of Edinburgh	No	Yes
The University of Essex	Yes	n/a
The University of Leeds	No	Yes
The University of Manchester	No response	No response
The University of Oxford	No	No
The University of Sheffield	Yes	n/a
The University of Strathclyde	Yes	n/a
The University of Sunderland	No	Yes
The University of the West of Scotland	No	Yes
The University of Warwick	Yes	n/a
The University of Winchester	No	Yes
The University of Wolverhampton	No	Yes
Trinity Laban Conservatoire of Music and Dance	Yes	n/a
University Campus Suffolk	No	Yes
University College Birmingham	No response	No response
University College London	Yes	n/a
University for the Creative Arts	No	No
University of Bath	No	Yes
University of Bedfordshire	Yes	n/a
University of Birmingham	Yes	n/a
University of Cambridge	Yes	n/a

University of Central Lancashire	No	Yes
University of Chester	No	Yes
University of Derby	Yes	n/a
University of Dundee	No	Yes
University of East London	Yes	n/a
University of Exeter	No	Yes
University of Glasgow	No	Yes
University of Gloucestershire	No response	No response
University of Greenwich	Yes	n/a
University of Hertfordshire	Yes	n/a
University of Huddersfield	Yes	n/a
University of Hull	No response	No response
University of Kent	No	Yes
University of Lancaster	Yes	n/a
University of Leicester	No response	No response
University of Lincoln	No	Yes
University of Liverpool	Yes	n/a
University of London (Institutes and activities)	Yes	n/a
University of Northampton	Yes	n/a
University of Northumbria at Newcastle	Yes	n/a
University of Nottingham	Yes	n/a
University of Plymouth	No	Yes
University of Portsmouth	Yes	n/a
University of Reading	Yes	n/a
University of Salford	Yes	n/a
University of South Wales	Yes	n/a
University of Southampton	No	No response
University of St Andrews	Yes	n/a
University of St Mark and St John	Yes	n/a
University of Stirling	No	Yes
University of Surrey	No	Yes
University of Sussex	Yes	n/a
University of the Arts, London	Yes	n/a
University of the Highlands and Islands	Yes	n/a
University of the West of England, Bristol	No	Yes
University of Ulster	No response	No response
University of Wales Trinity Saint David	No	Yes
University of West London	No	Yes
University of Westminster	Yes	n/a

University of Worcester	No	Yes
University of York	No	Yes
Writtle University College	Yes	n/a
York St John University	No	Yes

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 2016/17, 55% (89) of HEIs provided a copy of the most recently ratified minutes of their Remuneration Committee, while 45% (69) refused.

In 2015/16, 53% of HEIs provided a copy of the most recently ratified minutes of their Remuneration Committee. In 2014/15, 54% of HEIs provided a copy. In 2013/14, 50% provided a copy.

Redaction of remuneration committee minutes

This year, 55% (49 of 89) minutes supplied had been redacted.

In 2015/16, 52% of minutes were redacted. In 2014/15, 59% of minutes were redacted. In 2013/14, 53% of minutes were redacted.

HEI	Remuneration committee minutes received 2016/17	Rationale for refusal	Minutes redacted 2016/17?	
Abertay University	Yes		No	
Aberystwyth University	Yes		Yes	
Anglia Ruskin University	No	S40		
Arts University Bournemouth	Yes		No	
Aston University	No	S40(2)		
Bangor University	Yes		No	
Bath Spa University	Yes		Yes	
Birkbeck, University of	Yes		Yes	

London				
Birmingham City University	Yes		No	
Bishop Grosseteste University	Yes		No	
Bournemouth University	Yes		Yes	
Brunel University London	No	S40		
Buckinghamshire New University	No response	No response	No response	
Canterbury Christ Church University	No	S17(1) S40(2)		
Cardiff Metropolitan University	Yes		No	
Cardiff University	Yes		No	
City, University of London	No	S43(2)		
Conservatoire for Dance and Drama	No	Committee has not met, no member of staff paid over £100,000		
Courtauld Institute of Art	No response	No response	No response	
Coventry University	No	S40(2)(3)		
Cranfield University	Yes		Yes	
De Montfort University	No			
Durham University	Yes		No	
Edge Hill University	Yes		Yes	
Edinburgh Napier University	Yes		No	
Falmouth University	Yes		Yes	
Glasgow Caledonian University	Yes		Yes	
Glasgow School of Art	Yes		No	
Glyndŵr University	No			
Goldsmiths,	Yes		Yes	

University of London				
Guildhall School of Music and Drama	No response	No response	No response	
Harper Adams University	Yes		Yes	
Heriot-Watt	Yes		Yes	
Heythrop College	Yes		No	
Imperial College London	No	S40(2)(3)		
Keele University	No	S36,S40(2),S43		
King's College London	No	S40(2)S43		
Kingston University	Yes		No	
Leeds Beckett University	Yes		No	
Leeds College of Art	Yes		No	
Leeds Trinity University	No	S40		
Liverpool Hope University	Yes		No	
Liverpool John Moores University	Yes		Yes	
Liverpool School of Tropical Medicine	n/a	No Remuneration Committee		
London Business School	No response	No response	No response	
London Metropolitan University	Yes		No	
London School of Economics and Political Science (LSE)	No	S40(4)S43(2)		
London School of Hygiene and Tropical Medicine	No	n/a		
London South Bank University	Yes		No	
Loughborough University	No	n/a		
Middlesex University	Yes		No	

Newcastle University	No	S36(2)(b)(i)(ii),S36(2)(c)		
Newman University	No	n/a		
Norwich University of the Arts	Yes		No	
Oxford Brookes University	Yes		Yes	
Plymouth College of Art	Yes		Yes	
Queen Margaret University	Yes		No	
Queen Mary University of London	No	S40(2)S43(2)		
Ravensbourne	Yes		Yes	
Robert Gordon University	Yes		No	
Roehampton University	No	S40(2)(a) (b) S36(2)(b) (i) S36(2) (c)		
Rose Bruford College	No response	No response	No response	
Royal Academy of Music	No	S40(2)		
Royal Agricultural University	No			
Royal College of Art	No	S40(2)		
Royal College of Music	No			
Royal Holloway, University of London	Yes		No	
Royal Northern College of Music	Yes		No	
Sheffield Hallam University	Yes		Yes	
Southampton Solent University	No		-	
St Georges, University of London	Yes		Yes	
St Marys University College Belfast	No response	No response	No response	
St Mary's University,	Yes		No	

Twickenham				
Staffordshire University	No	S40(2)		
Swansea University	Yes		Yes	
Teesside University	No response	No response	No response	
The Institute of Cancer Research	No	Data protection Act 1998		
The Liverpool Institute for Performing Arts	Yes		No	
The Manchester Metropolitan University	Yes		No	
The Nottingham Trent University	Yes		Yes	
The Open University	No	S22		
The Queen's University of Belfast	No			
The Royal Central School of Speech and Drama	Yes		No	
The Royal Conservatoire of Scotland	Yes		No	
The Royal Veterinary College	No			
The School of Oriental and African Studies	Yes		Yes	
The University of Aberdeen	Yes		No	
The University of Bolton	No	S40(2)		
The University of Bradford	Yes		Yes	
The University of Brighton	Yes		Yes	
The University of Bristol	No response	No response	No response	
The University of Chichester	No	S40		
The University of Cumbria	Yes		Yes	
The University of East Anglia	Yes		Yes	

The University of Edinburgh	Yes		No	
The University of Essex	No	S43,S40		
The University of Leeds	No			
The University of Manchester	No response	No response	No response	
The University of Oxford	Yes		Yes	
The University of Sheffield	No	S36, s40, s43		
The University of Strathclyde	Yes		No	
The University of Sunderland	Yes		No	
The University of the West of Scotland	No			
The University of Warwick	No	S1(1) Data Protection Act		
The University of Winchester	No			
The University of Wolverhampton	No	S40(2)		
Trinity Laban Conservatoire of Music and Dance	No			
University Campus Suffolk	No			
University College Birmingham	No response	No response	No response	
University College London	No			
University for the Creative Arts	Yes		Yes	
University of Bath	Yes		Yes	
University of Bedfordshire	Yes		Yes	
University of Birmingham	Yes		Yes	
University of Cambridge	Yes		Yes	
University of Central Lancashire	Yes		Yes	
University of Chester	Yes		No	

University of Derby	Yes		Yes	
University of Dundee	Yes		Yes	
University of East London	Yes		No	
University of Exeter	Yes		No	
University of Glasgow	Yes		Yes	
University of Gloucestershire	Yes		Yes	
University of Greenwich	Yes		No	
University of Hertfordshire	No	S40,S43		
University of Huddersfield	Yes		No	
University of Hull	No response	No response	No response	
University of Kent	Yes		Yes	
University of Lancaster	No			
University of Leicester	No response	No response	No response	
University of Lincoln	Yes		Yes	
University of Liverpool	Yes		Yes	
University of London (Institutes and activities)	No	S40(2)		
University of Northampton	Yes		No	
University of Northumbria at Newcastle	No	S40(2)(3)		
University of Nottingham	Yes		Yes	
University of Plymouth	No	S40(2)		
University of Portsmouth	No	S36,S40		
University of Reading	Yes		Yes	
University of Salford	Yes		Yes	
University of South Wales	Yes		Yes	

University of Southampton	No	No recently ratified minutes		
University of St Andrews	Yes		Yes	
University of St Mark and St John	No	S40(2)		
University of Stirling	Yes		Yes	
University of Surrey	Yes		Yes	
University of Sussex	No	S43		
University of the Arts, London	Yes		Yes	
University of the Highlands and Islands	Yes		No	
University of the West of England, Bristol	Yes		Yes	
University of Ulster	No response	No response	No response	
University of Wales Trinity Saint David	No			
University of West London	No	s40		
University of Westminster	Yes		Yes	
University of Worcester	Yes		No	
University of York	No	S40		
Writtle University College	No	S40		
York St John University	No	S40		

In 2016/17, just 25% of HEIs (40 of 158) provided an unredacted copy of their Remuneration Committee minutes. The comparable figures for previous years were 25% in 2016/17, 22% in 2014/15, and 24% in 2013/14.

HEI	Name of Vice-Chancellor	Total emoluments 2016-17	Total emoluments 2015-16	Percentage change 2015-16 - 2016-17	VC Salary 2016-17	Benefits in kind 2016-17	Employer's pension contribution 2016/17	Payments in lieu of pension 2016-17	Performance-related reward 2016/17	Total number of employees earning more than £100k	Total expenditure on V-C air fares	Percentage of flight expenditure on Business and First Class	Total business/first class	Total expenditure on V-C hotel accommodation
Abertay University	Professor Nigel Seaton	216000		4.6	183000		33000			2	8000	0	0	2000
Aberystwyth University	John Grattan / Elizabeth Treasure	232000	340000	-32	176000	0	21000	35000	0	8	3553	100	3552	1652.2
Anglia Ruskin University	Professor Iain Martin	306502	320000	-4	256124	8169	42209	0	0	19	11585	100	11585	2022.78
Arts University Bournemouth	Professor Stuart Bartholomew	219488	217534	1	215123	4365	0	0	0	1	2717	75	2037	2811
Aston University	Professor Alec Cameron	286348.62	349000	-18	244500	3912	0	37936.62	0	27	11347	81	9235	9075
Bangor University	Professor John Hughes	253000	247000	2	248000		5000			10	9433.72	100	9433.72	7946.06
Bath Spa University	Professor Christina Slade	808000	333000	143	679000	40000	89000	61000	0	2	16931.64	93	15796.47	4453
Birkbeck, University of London	Professor David S Latchman	386098	392287	-2	350064	0	7351	28683	0	10	0	0	0	0
Birmingham City University	Professor Graham Upton	413398	271464	52	407334	548	5516	0	0	11	8711.95	100	8711.95	3171.23
Bishop	Professor Peter	191668	171545	12	158222	4966	28480	-----	-----	1	2608	100	2608	396.82

Grosseteste University	Neil													
Bournemouth University	Professor John Vinney	303926	305000	0	249470	2989	42537	0	8930	5	104	0	0	1794
Brunel University London	Professor Julia Buckingham	329510	307000	7	310000	13,000	6,510	0	0	36	7866.46	100	7866.46	699
Buckinghamshire New University	Rebecca Bunting	235000	233000	1	202000	0	33000			2	Non-respondent	Non-respondent	0	
Canterbury Christ Church University	Professor Rama Thirunamachandran	260127	257000	1	260127	0	0	0	0	4	0	0	0	510
Cardiff Metropolitan University	Antony Chapman / Professor Cara Carmichael Aitchison	248,740	276,950	-10	200,646	20,440	0	27,654	0	6	5944	100	5944	1,283.57
Cardiff University	Professor Colin Riordan	302000	294000	3	247000	1000	45000		9000	116	9030.16	94	8491.08	867.24
City, University of London	Professor Sir Paul Curran	390000	357000	9	309000	1000	56000	0	24000	112	11579.5	90	10364.79	3341.98
Conservatoire for Dance and Drama		0	12000	-100	0	0	0	0	0	0	0	0	0	0
Courtauld Institute of Art	Deborah Swallow	191000	209000	-9	191000	0	0	0	0	1	Non-respondent	Non-respondent	0	
Coventry University	Professor John Latham	314966	331314	-5	269394	1463	43809	0	300	18	30480	98	29725	5644
Cranfield University	Professor Sir Peter Gregson	364000	380000	-4	286000	0	0	41000	37000	37	12538.72	100	12538.72	2924.11

De Montfort University	Professor Dominic Shellard	331000	326000	2	286000	1000	6000		38000	12	Exemption applied	Exemption applied	0	Exemption
Durham University	Professor Stuart Corbridge	301953	292000	3	263958	4174		33821		47	7668.18	0	0	
Edge Hill University	Dr John Cater	342834	334000	3	265560	9831	0	37443	30000	6	0	0	0	392.25
Edinburgh Napier University	Professor Andrea Nolan	226000	240000	-6	196000			30000		12	29618.16	90	26644.92	3827.02
Falmouth University	Anne Carlisle	309000	297871	4	231000	3000	36000	0	39000	3	3103.27	0	0	5,764.26
Glasgow Caledonian University	Professor Pamela Gillies	263000	266000		226000	1000		36000		0	15296.16	79	12050.91	
Glasgow School of Art	Tom Inns	186000	156000	19	160000	0	26000	0	0	1	3361	0	0	1280
Glyndŵr University	Dr Maria Hinfelaar	0	343825	-100	0	0	0	0	0	1	0	0	0	2052.12
Goldsmiths, University of London	Patrick Loughrey	313000	273000	15	257000		46000		10000	4	5576.85	97	5415.05	210.41
Guildhall School of Music and Drama										0		0	0	
Harper Adams University	Dr David Llewellyn	210000	182000	15	180000	5000	25000	0	0	2	2340.08	100	2340.08	1718.07
Heriot-Watt	Professor Richard Williams	285000	272000	5	265000	10000			10000	0	Exemption applied	Exemption applied	0	

Heythrop College	Rev Dr Damian Howard	6195	11410	-46	5250	0	945	0	0	1	0	0	0	0
Imperial College London	Professor Alice P. Gast	436357	430000	1	354820	17669	63868	0	0	388	20164.53	93	18725.19	7844.47
Keele University	Professor Trevor McMillan	267000	259000	3	253000	9000	5000			24	5329.53	98	5226.83	4116.17
King's College London	Professor Edward Byrne	425000	350004	21	350000	12000	63000	0	0	263	22998	100	22998.23	7175
Kingston University	Julius Weinberg / Steven Spier	231,000	240,000	-4	209,000		22,000	0	0	11	2919.12	0	0	342.31
Leeds Beckett University	Professor Peter Slee	258839.91	281000	-8	222218.33	0	36621.58	0	0	5	0	0	0	174.9
Leeds Arts University	Professor Simone Wonnacott	167000	167000	0	149000	0	18000	0	0	1	0	0	0	278
Leeds Trinity University	Professor Margaret A House	193328	191865	1	166815	0	18327	4886	3300	2	430	0	0	3062
Liverpool Hope University	Professor Gerard Pillay	313875	313514	0	264723	5526	43626	0	0	4	11561	62	7115	4096
Liverpool John Moores University	Professor Nigel Weatherill	287797	285511	1	285446	353	1998	0	0	13	5285.11	96	5048.27	4349.44
Liverpool School of Tropical Medicine	Janet Hemingway	309000	267000	16	303000	0	6000	0	0	15	26568.26	96	25464.88	See accompanying letter
London Business School	Professor Sir Andrew Likierman	458000	445000	3	445000	3000	10000	0	0	120	Non-respondent	Non-respondent	0	

London Metropolitan University	Professor John Raftery	328000	255000	29	259000	0	14000	55000	0	3	5353	100	5353	2404.08
London School of Economics and Political Science (LSE)	Craig Calhoun / Julia Black	309000	413000	-25	285000		24000			238	5502.16	96	5309.45	208.6
London School of Hygiene and Tropical Medicine	Baron Peter Pilot	379000	322000	18	327000	3000	49000	0	0	36	Exemption applied	Exemption applied	0	
London South Bank University	Professor David Phoenix	288000	295000	-2	258000	12000	18000			8	12438.19	68	8450.7	1171.06
Loughborough University	Professor Robert Allison	283200	259780	9	240000	0	43200	0	0	35	Non-respondent	Non-respondent	0	
Middlesex University	Professor Tim Blackman	318000	284000	12	260000	19000	29000		10000	17	5355.87	100	5355.87	2319.5
Newcastle University	Professor Chris Day	356100	316900	12	275800	4700	75600			128	71.69	Exemption applied	0	846.94
Newman University	Professor Scott Davidson	189284.36	182023	4	162503.75	0	26780.61	0	0	2	0	0	0	562.9
Norwich University of the Arts	Professor John Last	178955	174194	3	177310	1645				1	0	0	0	1087
Oxford Brookes University	Professor Alistair Fitt	238199	233300	2	233300	0	4899	0	0	12	3998.28	27	1098.64	2722.58

Plymouth College of Art	Professor Andrew Brewerton	182,000	174,000	5	155,000	1,000	26,000	0	0		682	0	0	4,200
Queen Margaret University	Professor Petra Wend	247289.33	238000	4	209942.04	2332	27082.54	7932.75	0	6	4160.91	88	3652.77	953.42
Queen Mary University of London	Professor Colin Bailey	290783	284000	2	275000	10000	5783			129	15282	55	8384	1811
Ravensbourne	Professor Linda Drew	163567	162170	1	140425	0	23142	0	0	1	4002.23	90	3617.24	422.85
Robert Gordon University	Professor Ferdinand von Prondzynski	280436	270313	4	235742	2490	40204	0	2000	5	5777	0	0	5975
Roehampton University	Professor Paul O'Prey	311000	342000	-9	262000	2000	47000	0	0	10	930.11	100	930.11	548.76
Rose Bruford College	Dr Andrew Walker	177781	172085	3	149890	3189	24702	0	0	0	769	0	0	
Royal Academy of Music	Jonathan Freeman-Attwood	214745	222724	-4	184014	0	4025	26706	0	1	8832	45	8060	1249
Royal Agricultural University	Professor Joanna Price	187,966	178,236	5	154,593	16,500	16,873	0	0	1	0	0	0	229
Royal College of Art	Dr Paul Thompson	275427	263839	4	225000	0	50427	0	0	3	13240	99	5984	0
Royal College of Music	Professor Colin Lawson	243218	229560	6	237518	1374	4326			3	13863.2	0	13698.35	12687.74
Royal Holloway, University of London	Professor Paul Layzell	313000	307000	2	301000	6000	6000			35	3289.35	0	0	889
Royal	Professor Linda	160995	152000	6	136500	2000	22495	0	0	1	1513.22	0	0	2023

Northern College of Music	Merric													
Sheffield Hallam University	Professor Chris Husbands	297588	356000	-16	240000	18036	39552	0	0	9	1534.85	0	0	3293.48
Southampton Solent University	Professor Graham Baldwin	259261	283653	-9	213514		35187		10560	6	104.24	0	0	1025
SRUC	Janet Swadling / Wayne Powell	234000			200000		34000			0		Non-respondent	0	
St Georges, University of London	Professor Jenny Higham	243095.56	258000	-6	243095.56	0	0	0	0	37	10440.2	100	10440.2	615.95
St Marys University College Belfast		0			Statements not uploaded					0	Non-respondent	Non-respondent	0	
St Mary's University, Twickenham	Professor Francis Campbell	176000	193000	-9	150000	1000	25000	0	0		9104.98	0	0	2139.62
Staffordshire University	Professor Liz Barnes	233000	216031	8	193000	3000	32000	0	5000	1	0	0	0	0
Swansea University	Professor Richard B Davies	254000	251000	1	247000	7000	0	0	0	33	6865.01	77	5271.67	4706.66
Teesside University	Professor Paul Crony	292027	289915	1	212310	12883	34969	0	31846	10	Non-respondent	Non-respondent	0	
The Institute of Cancer Research	Professor Rajesh Chopra	286113	267000	7	268722	11748	5643	0	0	30	2138	0	0	10130

The Liverpool Institute for Performing Arts	Mark Featherstone-Witty	171578	144481	19	171578	0	0	0	0	0	Non-respondent	Non-respondent	0	2638
The Manchester Metropolitan University	Professor Malcolm Press	333000	313000	6	288000	7,000	0	0	38,000	13	6890	100	6890	5,187
The Nottingham Trent University	Professor Edward Peck	319240	298000	7	250000	0	11875	33125	24240	16	8035.81	96	0	2,187.60
The Open University	Peter Horrocks CBE	360443.98	347000	4	331860.96	14796.02			13787	accounts not yet published		92	3930	1309
The Queen's University of Belfast	Patrick Johnston / James McElnay	327000	301000	9	261000		66000			93	4281	80	16756.4	2339.07
The Royal Central School of Speech and Drama	Gavin Henderson	208139.47	205195	1	176727	2287.88	29124.59	0	0	2	5492.59	60	3297.65	4954.34
The Royal Conservatoire of Scotland	Professor Jeffrey Sharkey	164419	162000	1	137489	3220	23710	0	0	0	7218.71	60	4335.37	2395.23
The Royal Veterinary College	Professor Stuart Reid	354057	325630	9	252339	55081	46637	0	0	15	Non-respondent	Non-respondent	0	8636.85
The School of Oriental and	Baroness Valerie Amos	271361	260583	4	229967		41394			4	14685.99	100	14685.99	3002.05

African Studies														
The University of Aberdeen	Sir Ian Diamond	327269.51	352000	-7	277347	0	49922.51	0	0	64	Blank	Blank	0	
The University of Bolton	Professor George Holmes		Accounts not published	Accounts not published	financial statement - not yet published					0	32477	Class not recorded	0	15458.22
The University of Bradford	Professor Brian Cantor	249667	245000	2	249667					14	9558	94	8942	2869
The University of Brighton	Professor Debra Humphris	237585	293548	-19	237585	0	0	0	0	9	0	0	0	169
The University of Bristol	Professor Hugh Brady	333000	323000	3	271000	6000	41000	15000		0	Non-respondent	Non-respondent	0	
The University of Chichester	Professor Jane Longmore	198207	197662	0	170164	0	28043	0	0	1	0	0	0	448
The University of Cumbria	Professor Julie Mennell	211935	184133	15	181980		29955			4	382.9	0	0	2893.04
The University of East Anglia	Professor David Richardson	291000	271000	7	240000	8000	43000	0	0	40	21680.6	91	19627.67	9,926.41
The University of Edinburgh	Professor Peter Mathieson	321000	301000	7	257000	13000	0	31000	20000	209	9151	44	4033	7771

The University of Essex	Professor Anthony Forster	316240.43	290419	9	257274	8337.11	50629.32	0	0	71	11382.28	89	10177.89	5306.71
The University of Leeds	Sir Alan Langlands	293986	287000	2	281058	0	12928	0	0	154	2028.41	93	1888.61	3962
The University of Manchester	Professor Dame Nancy Rothwell	306000	304000	1	260000	4000	6000	36000		220	Non-respondent	Non-respondent	0	
The University of Oxford	Professor Louise Richardson	430000	433000	-1	354000	12000	64000	0	0	431	29968.98	0	0	6601.34
The University of Sheffield	Sir Keith Burnett	426589	422706	1	389289	3301	0	0	33999	102	27016.94	100	27016.94	40594.29
The University of Strathclyde	Jim McDonald	365819	360000	2	299185	12783	0	53851	0	39	21085	Class not recorded	0	3363
The University of Sunderland	Shirley Atkinson	238809	234371	2	202200	4661	31948	0	0	2	8241	100	8241	5,446
The University of the West of Scotland	Craig Mahoney	262000	264000	-1	223000		7000	26000	6000	11	7004.91	0	0	2710.64
The University of Warwick	Stuart Croft	332000	448000	-26	283000	6000	6000	37000		186	7860	0	0	
The University of Winchester	Joy Carter	261290	281753	-7	215520	2451	0	43319	0	2	459.35	0	0	974.45
The	Geoff Layer	283000	274000	3	271000	6000	6000	0	0	6	26432	97	25537	7207

University of Wolverhampton														
Trinity Laban Conservatoire of Music and Dance	Anthony Bowne	206,787	201,400	3	177,530	0	29,257	0	0	1	0	0	0	
University Campus Suffolk	Richard Lister	187093	168000	11	131213	0	2630	13250	40000	1	0	0	0	504.64
University College Birmingham	Ray Linforth	245000	243000	1	245000	0	0	0	0	7	Left blank	0	0	
University College London	Michael Arthur	372825	364773	2	365208	996	6621			391	19335.39	98	18928.54	7494.54
University for the Creative Arts	Simon Olfield-Kerr / Alan Cooke / Bashir Makhoul	174240	207423	-16	148782		25458	0	0	2	4847.68	100	4847.68	1133.28
University of Bath	Dame Glynis Breakwell	471000	451000	4	401000	9000	0	61000	0	45	6909	96	6667	1671
University of Bedfordshire	Bill Rammell	269137	269000	0	212790	0	35068	0	21279	9	8294	100	8294	1730.07
University of Birmingham	Sir David Eastwood	439000	426000	3	386000	3000			50000	144	15943.51	100	15943.51	3002.15
University of Cambridge	Sir Leszek Borysiewicz	362000	353000	3	343000	12000	7000	0	0	461	43312.08	45	19673.53	13219.78
University of Central Lancashire	Mike Thomas	258000	258000	0	250000	8000				14	3622	0	0	809
University of Chester	Tim Wheeler	272562	271000	1	271000	1562	0	0	0	6	1692.64	0	0	We do not hold information

															n of VC's expenses separate from other staff.
University of Derby	Kathryn Mitchell	269822	245785	10	232200	2190	35432			11	Exemption applied	0	0	4366	
University of Dundee	Sir Pete Downes	266000	264000	1	266000					75	1446.27	0	0	1923.11	
University of East London	John Joughin	294000	296000	-1	250000	3000	41000	0	0	7	1233	0	0	296	
University of Exeter	Sir Steve Smith	424000	426000	0	315000	0	15000	47000	47000	115	13332.59	99	13210.6	12789.7	
University of Glasgow	Sir Anton Muscatelli	329196	322000	2	278980	0	50216	0	0	166	25192	66	16561	11271	
University of Gloucestershire	Stephen Marston	193000	190000	2	167000		26000			5	Exemption applied	0	0	Blank	
University of Greenwich	David Maguire	275031	financial statement - not yet published		236655	472	37904			0	3918.26	96	3744.35	910.9	
University of Hertfordshire	Quintin McKellar	343552.64	334000	3	258525	1314.66	19554.94	28358.04	35800	7	5015.15	0	0	2288	
University of Huddersfield	Bob Cryan	371243	364564	2	314613		56630	0	0	10	0	0	0	388	
University of Kent	Dame Julia Goodfellow	324000	279000	16	299000				25000	26	8957.4	100	8957.4	649.54	
University of Lancaster	Mark E. Smith	317389	311000	2	267650	1562	48177	0	0	42	4212.97	92	3886.33	3843.56	

University of Leicester	Paul Boyle	288000	295000	-2	278000	4000	6000			88	Non-respondent	Non-respondent	0	
University of Lincoln	Mary Stuart	291527	284000	3	239169	2355	0	37994	12009	9	0	0	0	0
University of Liverpool	Dame Janet Beer	370821	341600	9	275427	2024	0	40783	52587	54	7654.65	97	7400.71	5230.27
University of London (Institutes and activities)	Sir Adrian Smith	175307	173400	1	175307	0	0	0	0	9	13609.54	100	13609.54	3,147.46
University of Northampton	Nick Petford	254000	251000	1	192000	9000	33000		20000	8	25423.2	0	0	6769.75
University of Northumbria at Newcastle	Andrew Wathey	309000	306000	1	246000	3,000.00	34,000.00	8,000.00	18,000.00	17	5397.6	76	4099.3	6507.85
University of Nottingham	Sir David Greenaway	381000	381000	0	295000	45000		41000		145	15944.22	98	15612.03	1600
University of Plymouth	Judith Petts	273294	310149	-12	240648		32646			28	0	0	0	231
University of Portsmouth	Graham Galbraith	305000	303000	1	266000	1000	7000	31000	0	10	4604	95	4384	1598.44
University of Reading	Sir David Bell	309252	300339	3	260383		46869		2000	46	17506.76	99	17303.14	2439.7
University of Salford	Helen Marshall	217000	205000	6	204000	3000	0	0	10000	8	11986.16	82	9790.35	
University of South Wales	Julie Lyndon	228000	225000	1	225000	3000	0	0	0	5	420	0	0	2187.66
University of Southampto	Sir Christopher Snowden	433000	697000	-38	423000	1000	9000			137	5235.47	100	5235.47	TBA

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University of St Andrews	Garry Taylor / Sally Mapstone	261000	221000	18	231000	0	30000	0	0	36	12962	0	0	9650
University of St Mark and St John	Rob Warner	219962	249000	-12	197022	0	22940	0	0	0	0	0	0	88
University of Stirling	Gerard McCormac	276000	270000	2	269000	1000	6000			16	13425	73	9851	6728
University of Surrey	Max Lu	366000	305000	20	310000	2000	0	49000	5000	62	15323.2 9	92	14169. 31	1868.96
University of Sussex	Michael Farthing / Adam Tickell	545000	295000	85	516000	17000	12000	0	0	46	20685.4 4	98	20331. 23	3542.65
University of the Arts, London	Nigel Carrington	265485	259398	2	265364	121	0	0	0	14	59.61	0	0	354.93
University of the Highlands and Islands	Clive Mulholland	232274	226000	3	210854	0	21420	0		2	1718	0	0	2229
University of the West of England, Bristol	Steve West	326012	315269	3	254120	637	45843	0	25412	11	10258.5 2	100	10258. 52	2436.35
University of Ulster	Paddy Nixon	311000	253000	23	260000	4000	47000	0	0	15	Non-respondent	Non-respondent	0	
University of Wales Trinity Saint David	Medwin Hughes	279762	271000	3	223237	13850	42675	0	0	4	9012	71	6429	4938
University of West London	Peter John	297000	281000	6	271000	4000	22000	0	0	5	12230.2 8	98	11961. 58	2148.06
University of	Geoffrey Petts	301000	290000	4	296000		5000			12	6205.99	84	5196	898.81

Westminster														
University of Worcester	David Green	325227.14	319000	2	325227.14	0	0	0	0	4	14013.46	71	9947.42	1313.58
University of York	Koen Lamberts	293978	281948	4	248333	945	44700			49	11190.67	95	10606.36	
Writtle University College	Stephen Waite	135918.41	136000	0	114550.59	2489.83	0	18877.99	0	0	0	0	0	0
York St John University	Karen Stanton	200000	231000	-13	200000	0	0	0	0	2	3703	100	3703	962