

REWARD POINTS: UK VICE-CHANCELLORS' REMUNERATION 2012-13

Institution	Vice-chancellor/ chief executive	V-c salary 2012-13 (£)	Other v-c benefits (£)	Total excluding pension (£)	% change from 2011-12	Pension 2012-13 (£)	% change including pension from 2011-12	Total including pension (£)
University of Aberdeen	I. Diamond	244,000	0	244,000	0.83	62,000	0.99	306,000
Abertay University ¹	N. Seaton	164,000	Not stated	164,000	-33.06	24,000	-31.14	188,000
Aberystwyth University	A. McMahon	228,000	Not stated	228,000	9.62	24,000	9.57	252,000
Anglia Ruskin University	M. Thorne	276,000	9,000	285,000	7.55	0	0.00	285,000
Arts University Bournemouth	S. Bartholomew	200,126	5,219	205,345	21.06	0	7.60	205,345
Aston University	J. King	267,000	1,000	268,000	2.29	42,753	2.49	310,753
Bangor University	J. Hughes	221,000	Not stated	221,000	0.91	0	-8.68	221,000
University of Bath	G. Breakwell	384,000*	Not stated	384,000	7.87	0	4.63	384,000
Bath Spa University ¹	C. Slade	216,000	Not stated	216,000	6.40	36,000	12.50	252,000
University of Bedfordshire ¹	B. Rammell	222,000	3,000	225,000	-19.64	28,000	-19.43	253,000
Birkbeck, University of London	D. Latchman	314,000	Not stated	314,000	7.90	50,202	7.91	364,202
University of Birmingham	D. Eastwood	400,000*	Not stated	400,000	7.53	0	-1.48	400,000
Birmingham City University ¹	C. Allan	295,057*	Not stated	295,057	14.35	22,003	13.22	317,060
Bishop Grosseteste University ¹	P. Neil	139,185	5,573	144,758	13.46	14,248	9.79	159,006
University of Bolton	G. Holmes	199,000	2,900	201,900	-12.14	26,400	-10.89	228,300
Bournemouth University	J. Vinney	211,000	3,000	214,000	18.23	30,000	18.45	244,000
University of Bradford ²	M. Cleary	171,000	0	171,000	-4.47	26,725	-4.77	197,725
University of Brighton	J. Crampton	212,000	2,519	214,519	6.06	0	-4.06	214,519
University of Bristol ⁵	E. Thomas	318,700	2,300	321,000	13.83	0	0.31	321,000
Brunel University ¹	J. Buckingham	237,000	0	237,000	-11.24	27,000	-7.04	264,000
Bucks New University	R. Farwell	179,000	Not stated	179,000	6.55	24,000	6.84	203,000
University of Cambridge	L. Borysiewicz	289,000	Not stated	289,000	6.64	45,000	6.37	334,000
Canterbury Christ Church University ^{1,2,4}	A. Ironside (acting)	147,000	133,000	280,000	37.93	41,000	37.77	321,000
Cardiff University ¹	C. Riordan	216,000	2,000	218,000	-17.42	34,000	-10.00	252,000
Cardiff Metropolitan University ⁵	A. Chapman	206,328	19,558	225,916	1.73	0	1.73	225,916
University of Central Lancashire ^{1,5}	G. Kelleher	261,000	0	261,000	8.75	0	-3.33	261,000
University of Chester	T. Wheeler	215,000	Not stated	215,000	13.16	30,315	11.70	245,315
University of Chichester	C. Behagg	158,750	0	158,750	5.83	22,384	5.83	181,134
City University London ¹³	P. Curran	280,000	1,000	281,000	0	22,000	0	303,000
Conservatoire for Dance and Drama ⁹	V. Lewis and E. Kemp	43,000	Not stated	43,000	2.38	Not stated	N/A	43,000
Courtauld Institute of Art	D. Swallow	178,000	0	178,000	2.30	28,000	1.98	206,000
Coventry University ²	M. Atkins	257,381	Not stated	257,381	18.33	0	7.73	257,381
Cranfield University ^{1,2}	C. Friend (acting)	251,000	Not stated	251,000	-8.39	14,000	-13.96	265,000
University of Cumbria	P. Strike	170,150	0	170,150	0.04	23,991	0.04	194,141
De Montfort University	D. Shellard	218,000*	Not stated	218,000	12.95	31,000	11.66	249,000
University of Derby ^{5a}	J. Coyne	260,866	Not stated	260,866	23.18	0	12.64	260,866
University of Dundee	P. Downes	222,000	Not stated	222,000	1.37	0	-8.36	222,000
Durham University	C. Higgins	244,000	0	244,000	5.17	39,000	5.20	283,000
University of East Anglia	E. Acton	227,000*	Not stated	227,000	8.61	0	-1.30	227,000
University of East London ¹	J. Joughin	233,000	Not stated	233,000	8.37	33,000	8.57	266,000
Edge Hill University	J. Cater	270,000	7,000	277,000	12.60	0	3.75	277,000
University of Edinburgh	T. O'Shea	227,000	2,000	229,000	0.44	57,000	0.35	286,000
Edinburgh Napier University ¹	A. Nolan	246,000	2,000	248,000	18.66	2,000	11.61	250,000
University of Essex ¹	A. Forster	228,000	Not stated	228,000	7.55	35,320	5.90	263,320
University of Exeter	S. Smith	290,000*	Not stated	290,000	-13.17	52,000	-11.40	342,000
Falmouth University	A. Carlisle	223,417*	Not stated	223,417	3.80	30,640	3.45	254,057
University of Glasgow	A. Muscatelli	258,000	Not stated	258,000	3.20	41,000	3.10	299,000

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Glasgow Caledonian University ⁵	P. Gillies	263,000	1,000	264,000	10.46	0	0.38	264,000
Glasgow School of Art ²	S. Reid	128,000	Not stated	128,000	0.79	25,000	0.66	153,000
University of Gloucestershire	S. Marston	160,000	0	160,000	-0.62	31,000	-0.52	191,000
Glyndwr University	M. Scott	201,627	13,270	214,897	8.15	0	-0.18	214,897
Goldsmiths, University of London	P. Loughrey	225,000	Not stated	225,000	9.22	36,000	9.21	261,000
University of Greenwich ¹	D. Maguire	209,167	19,797	228,964	-1.22	29,492	1.24	258,456
Guildhall School of Music and Drama	B. Ife	132,000	21,000	153,000	2.68	0	-6.71	153,000
Harper Adams University	D. Llewellyn	144,427	12,946	157,373	5.79	16,506	5.31	173,879
Heriot-Watt University	S. Chapman	203,000	7,000	210,000	24.26	43,000	22.22	253,000
University of Hertfordshire	Q. McKellar	267,000	2,000	269,000	6.32	38,000	5.86	307,000
Heythrop College	M. Holman	10,500	Not stated	10,500	0	Not stated	N/A	10,500
University of the Highlands and Islands ²	J. Fraser	187,000	5,000	192,000	1.05	29,000	-2.64	221,000
University of Huddersfield	R. Cryan	226,000	0	226,000	9.18	34,000	9.24	260,000
University of Hull	C. Pistorius	270,000	13,000	283,000	17.92	38,000	16.30	321,000
Imperial College London	K. O’Nions	309,000	21,000	330,000	2.17	0	2.17	330,000
Institute of Cancer Research	A. Ashworth	212,000	Not stated	212,000	-1.40	32,000	-1.21	244,000
Institute of Education	C. Husbands	191,000	15,768	206,768	8.26	30,000	7.13	236,768
Keele University	N. Foskett	267,000*	Not stated	267,000	1.14	0	0.00	267,000
University of Kent	J. Goodfellow	222,000	Not stated	222,000	1.83	0	-7.50	222,000
King’s College London	R. Trainor	267,000	5,000	272,000	0	49,000	0	321,000
Kingston University	J. Weinberg	197,000	Not stated	197,000	3.68	32,000	4.09	229,000
Lancaster University ¹	M. Smith	239,000	Not stated	239,000	13.81	32,000	11.98	271,000
University of Leeds ^{2,5}	M. Arthur	318,000	7,000	325,000	12.46	0	2.20	325,000
Leeds College of Art	S. Wonnacott	122,000	Not stated	122,000	3.39	15,000	3.79	137,000
Leeds Metropolitan University	S. Price	215,000	0	215,000	0	30,000	0	245,000
Leeds Trinity University ¹¹	M. House	137,146	Not stated	137,146	3.00	19,338	3.00	156,484
University of Leicester	R. Burgess	252,000	7,000	259,000	-3.72	40,000	-2.92	299,000
University of Lincoln	M. Stuart	210,000	2,000	212,000	10.99	34,000	11.31	246,000
University of Liverpool	H. Newby	360,000*	Not stated	360,000	9.76	0	-0.28	360,000
Liverpool Hope University	G. Pillay	232,486	Not stated	232,486	1.83	31,457	2.27	263,943
Liverpool Institute for Performing Arts	M. Featherstone-Witty	126,907	Not stated	126,907	1.00	17,894	1.00	144,801
Liverpool John Moores University ¹	N. Weatherill	213,840	6,660	220,500	17.64	33,600	18.02	254,100
Liverpool School of Tropical Medicine	J. Hemingway	216,000	Not stated	216,000	6.93	0	-3.57	216,000
University of London ¹	A. Smith	153,000	Not stated	153,000	4.79	Not stated	N/A	153,000
London Business School	A. Likierman	348,000	1,000	349,000	2.95	56,000	3.05	405,000
London Metropolitan University	M. Gillies	254,000	Not stated	254,000	0	41,000	0	295,000
London School of Economics ¹	C. Calhoun	338,000	97,000	435,000	61.11	45,000	77.78	480,000
London School of Hygiene and Tropical Medicine	P. Piot	281,000*	0	281,000	1.08	36,000	1.28	317,000
London South Bank University ^{2,12}	M. Earwicker	233,000*	Not stated	233,000	-2.10	Not stated	N/A	233,000
Loughborough University ¹	R. Allison	183,333	18,016	201,349	-24.19	29,333	-17.14	230,682
University of Manchester	N. Rothwell	248,000	4,000	252,000	1.61	40,000	1.74	292,000
Manchester Metropolitan University	J. Brooks	251,000	3,000	254,000	2.01	31,000	2.15	285,000
Middlesex University	M. Driscoll	268,000	52,000	320,000	25.00	0	25.00	320,000
Newcastle University	C. Brink	222,000	1,700	223,700	0.54	55,900	0.79	279,600
Newman University, Birmingham	P. Lutzeier	134,451	Not stated	134,451	0.98	18,958	0.98	153,409
University of Northampton	N. Petford	200,000	9,000	209,000	5.56	24,365	6.49	233,365
Northumbria University	A. Wathey	256,000	3,000	259,000	11.16	37,000	9.63	296,000
Norwich University of the Arts	J. Last	147,000	1,234	148,234	12.96	20,727	12.97	168,961
University of Nottingham ⁵	D. Greenaway	313,000	44,000	357,000	7.85	0	-0.83	357,000
Nottingham Trent University	N. Gorman	321,000	Not stated	321,000	7.00	45,000	6.71	366,000
The Open University	M. Bean	351,000	Not stated	351,000	11.08	56,000	10.90	407,000
University of Oxford	A. Hamilton	380,000	Not stated	380,000	2.43	54,000	2.36	434,000
Oxford Brookes University	J. Beer	217,000	Not stated	217,000	1.40	30,000	1.23	247,000
Plymouth University	W. Purcell	288,400	974	289,374	3.40	40,664	3.39	330,038
University of Portsmouth ²	J. Craven	198,000	Not stated	198,000	1.02	19,909	1.70	217,909
Queen Margaret University	P. Wend	169,000	15,000	184,000	8.24	25,000	7.73	209,000
Queen Mary University of London	S. Gaskell	201,000	3,000	204,000	-1.92	32,160	-1.61	236,160
Queen’s University Belfast ²	P. Gregson	230,000	Not stated	230,000	4.55	0	-5.35	230,000
Ravensbourne	R. Baker	156,021	Not stated	156,021	2.67	Not stated	N/A	156,021
University of Reading ¹	D. Bell	232,452	Not stated	232,452	7.91	37,192	9.66	269,644
Robert Gordon University	F. von Prondzynski	222,760	2,251	225,011	1.54	32,780	1.34	257,791
University of Roehampton	P. O’Prey	215,000	1,000	216,000	6.40	63,000	18.72	279,000
Rose Bruford College	M. Earley	135,025	1,874	136,899	16.49	17,981	15.75	154,880

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Royal Academy of Music	J. Freeman-Attwood	145,273	15,709	160,982	-0.07	45,359	-0.04	206,341
Royal Agricultural University	C. Gaskell	161,000	Not stated	161,000	1.90	0	-6.94	161,000
Royal Central School of Speech and Drama	G. Henderson	168,000	1,000	169,000	3.05	23,000	2.67	192,000
Royal College of Art	P. Thompson	200,000	0	200,000	0	42,000	0.62	242,000
Royal College of Music	C. Lawson	198,576	1,648	200,224	6.39	0	5.16	200,224
Royal Conservatoire of Scotland	J. Wallace	124,000	Not stated	124,000	1.64	18,000	1.43	142,000
Royal Holloway, University of London	P. Layzell	265,000*	Not stated	265,000	15.22	0	3.11	265,000
Royal Northern College of Music ¹	L. Merrick	119,000	Not stated	119,000	-52.78	17,000	-49.25	136,000
Royal Veterinary College	S. Reid	258,000	0	258,000	8.86	37,000	8.86	295,000
University of St Andrews	L. Richardson	225,000	5,000	230,000	-2.13	36,000	-1.85	266,000
St George's, University of London ⁶	P. Kopelman	153,000	76,000	229,000	0	41,000	-0.74	270,000
University of St Mark and St John ¹	C. Aitchison	157,000	Not stated	157,000	5.37	24,509	8.04	181,509
St Mary's University, Twickenham ¹	A. Naylor (acting)	141,000	3,000	144,000	0	20,000	0	164,000
University of Salford	M. Hall	203,000	6,000	209,000	-3.69	33,000	-3.20	242,000
University of Sheffield	K. Burnett	370,000	4,000	374,000	39.03	0	26.35	374,000
Sheffield Hallam University	P. Jones	244,000	2,000	246,000	0	0	0	246,000
Soas, University of London ¹⁴	P. Webley	190,363	0	190,363	20.00	30,548	16.83	220,911
University of South Wales ⁸	J. Lydon	190,000	Not stated	190,000	-1.04	26,672	-1.03	216,672
University of Southampton	D. Nutbeam	294,000	Not stated	294,000	6.14	39,615	6.04	333,615
Southampton Solent University	V. Gore	234,144	4,718	238,862	7.27	0	-1.16	238,862
SRUC ²	R. Webb	216,000	Not stated	216,000	10.77	Not stated	N/A	216,000
Staffordshire University	M. Gunn	178,000	0	178,000	1.14	23,000	1.01	201,000
University of Stirling	G. McCormac	203,000	2,000	205,000	6.22	33,000	6.25	238,000
University of Strathclyde ⁵	J. McDonald	283,000*	Not stated	283,000	13.20	20,000	4.48	303,000
University of Sunderland ⁵	P. Fidler	214,000	12,000	226,000	12.44	0	4.15	226,000
University of Surrey ⁵	C. Snowden	376,000*	Not stated	376,000	9.62	0	2.73	376,000
University of Sussex	M. Farthing	230,000	11,000	241,000	-2.43	37,000	-0.71	278,000
Swansea University	R. Davies	235,000	6,000	241,000	8.56	0	-1.23	241,000
Swansea Metropolitan University ^{3, 10}	-	-	-	-	-	-	-	-
Teesside University	G. Henderson	253,489	17,032	270,521	16.32	30,807	14.62	301,328
Trinity Laban Conservatoire of Music and Dance	A. Bowne	150,000	Not stated	150,000	12.65	21,150	12.66	171,150
University of Ulster	R. Barnett	183,000	21,000	204,000	-0.49	0	-10.13	204,000
University Campus Suffolk ²	M. Saks	143,000	Not stated	143,000	0.70	20,000	0.62	163,000
University College Birmingham	R. Linforth	243,000	0	243,000	20.30	0	10.45	243,000
University College London ²	M. Grant	315,028	0	315,028	12.66	50,404	12.66	365,432
University for the Creative Arts	S. Ofield-Kerr	157,507*	0	157,507	5.18	22,036	5.09	179,543
University of the Arts London	N. Carrington	244,436	Not stated	244,436	2.20	0	2.20	244,436
University of Wales ⁷	M. Hughes	0	Not stated	0	N/A	0	N/A	0
University of Wales, Trinity Saint David ^{3, 10}	-	-	-	-	-	-	-	-
University of Warwick ⁵	N. Thrift	332,000*	Not stated	332,000	15.28	0	5.06	332,000
University of West London	P. John	222,000	3,000	225,000	6.13	30,000	5.81	255,000
University of the West of England	S. West	265,730	583	266,313	11.10	48,319	20.00	314,632
University of the West of Scotland ²	S. McDaid	235,000	Not stated	235,000	8.29	0	-1.44	235,000
University of Westminster	G. Petts	233,000	Not stated	233,000	4.02	37,000	3.85	270,000
University of Winchester	J. Carter	222,761	Not stated	222,761	14.45	0	4.04	222,761
University of Wolverhampton	G. Layer	180,128	Not stated	180,128	-1.14	25,872	-2.37	206,000
University of Worcester	D. Green	273,000	Not stated	273,000	13.28	Not stated	N/A	273,000
Writtle College ¹	S. Waite	111,000	3,000	114,000	0	16,000	0	130,000
University of York ^{2, 5}	B. Cantor	271,783	5,168	276,951	9.95	0	1.36	276,951
York St John University	D. Fleming	196,000	8,000	204,000	11.48	26,000	10.58	230,000
Total		35,205,720	826,447	36,032,167		3,498,528		39,530,695
Overall percentage change					5.47		3.30	
Average (£)		226,789		232,120				254,692

Notes

Figures show cost of office for the year 1 August 2012 to 31 July 2013 and may include more than one post holder. Name of v-c/chief executive given is the last head in post that year.

* Includes benefits

¹ V-c changed or left during period measured, which may affect figures.

² V-c has left since the period measured.

³ Figures for 2012-13 were not available.

⁴ "Other benefits" shows compensation for loss of office.

⁵ Figure given for "salary" includes payments in lieu of pension contributions.

^{5a} Part of payments in lieu of pension contribution paid retrospectively.

⁶ "Other benefits" shows NHS distinction award.

⁷ Not stated because post holder was employed by University of Wales, Trinity Saint David. The university reimbursed Trinity Saint David £50,267.

⁸ University of Glamorgan and University of Wales, Newport merged to become University of South Wales in April 2013.

⁹ The joint principals are not directly employed by the conservatoire.

¹⁰ Swansea Metropolitan University merged with the University of Wales, Trinity Saint David in August 2013. Accounts not available.

¹¹ Source: University's finance director.

¹² Vice-chancellor is a member of the Teachers' Pension Scheme.

¹³ Salary does not include £42,000 in performance payment as the vice-chancellor decided to not accept it.

Averages and overall percentage change exclude the University of Wales, the Conservatoire for Dance and Drama, Heythrop College, Swansea Metropolitan University and the University of Wales, Trinity Saint David.

¹⁴ The director was on reduced pay during 2011-12 as a result of research leave.

Source: Compiled by Grant Thornton from universities' financial statements.