

THE COST OF LEADERSHIP: VICE-CHANCELLORS' REMUNERATION, 2010-11								
	Vice-chancellor/ chief executive 2010-11		Salary 2010-11 (£)	Other benefits (£)	Salary and benefits (excl pension)	% change from 2009-10	Pension 2010-11 (£)	% change including pension from 2009-10
Institution		Notes						
University of Aberdeen	I. Diamond		271,000	0	271,000	14.35	64,000	17.54
University of Abertay Dundee	N. Terry	1	*323,000	-	323,000	46.15	44,000	44.49
Aberystwyth University	N. Lloyd	2	195,000	0	195,000	8.33	31,000	8.65
Anglia Ruskin University	M. Thorne		243,000	10,000	253,000	0.00	34,000	0.00
Arts University College Bournemouth	S. Bartholomew		155,000	4,379	159,379	0.20	21,855	0.18
Aston University	J. King		261,000	1,000	262,000	-0.38	56,191	0.02
Bangor University	J. Hughes	1, 3	214,000	-	214,000	3.88	34,000	18.10
University of Bath	G. Breakwell		*284,000	-	284,000	2.16	65,000	2.05
Bath Spa University	F. Morgan	2	185,000	19,000	204,000	8.51	28,000	7.91
University of Bedfordshire	L. Ebdon		244,000	4,000	248,000	0.81	31,000	0.72
Birkbeck, University of London	D. Latchman		301,000	-	301,000	0.67	44,882	0.91
University of Birmingham	D. Eastwood		*368,000	-	368,000	7.92	51,000	6.89
Birmingham City University	D. Tidmarsh		*234,142	-	234,142	0.85	32,896	0.83
Bishop Grosseteste								
University College Lincoln	M. Robinson		122,133	5,677	127,810	0.56	17,221	0.54
University of Bolton	G. Holmes		181,600	2,600	184,200	0.00	25,600	0.05
Bournemouth University	J. Vinney		174,000	2,000	176,000	-14.56	24,000	-15.97
University of Bradford	M. Cleary		179,000	0	179,000	-13.94	28,631	-13.42
University of Brighton	J. Crampton		200,000	2,271	202,271	0.00	32,000	0.29
University of Bristol	E. Thomas		252,700	1,300	254,000	0.00	60,000	0.32
Brunel University	C. Jenks		243,000	1,000	244,000	0.41	36,000	0.00
Bucks New University	R. Farwell		168,000	-	168,000	0.00	22,000	0.00
University of Cambridge	L. Borysiewicz	1	277,000	0	277,000	11.24	35,000	25.30
Canterbury Christ Church University	R. Baker	1	189,000	0	189,000	-6.44	29,000	-5.22
Cardiff University	D. Grant		246,000	0	246,000	0.41	39,000	0.71
Cardiff Metropolitan University	A. Chapman		175,625	42,648	218,273	-3.69	0	-3.69
University of Central Lancashire	M. McVicar		241,000	0	241,000	0.42	30,000	-1.09
Central School of Speech and Drama	G. Henderson		163,000	1,000	164,000	-11.83	23,000	-11.37
University of Chester	T. Wheeler		190,000	-	190,000	0.00	26,790	0.00
University of Chichester	C. Behagg	1	145,000	0	145,000	-10.77	19,975	-12.23
City University London	P. Curran	1	278,000	0	278,000	34.30	44,000	34.73
Conservatoire for Dance and Drama	V. Lewis & E. Kemp	6	42,000	0	42,000	0.00	-	0.00
Courtauld Institute of Art	D. Swallow		174,000	0	174,000	0.58	28,000	1.00
Coventry University	M. Atkins		200,502	0	200,502	0.00	32,080	0.29
Cranfield University	J. O'Reilly		275,000	-	275,000	0.00	35,000	0.32
University of Cumbria	G. Upton	1	258,938	0	258,938	44.73	0	31.75
De Montfort University	D. Shellard		207,000	-	207,000	-5.91	30,000	-0.84
University of Derby	J. Coyne	3	222,233	-	222,233	1.58	29,438	1.75
University of Dundee	P. Downes		212,000	-	212,000	0.47	33,903	0.75
Durham University	C. Higgins		211,000	0	211,000	0.00	33,000	0.00
University of East Anglia	E. Acton		*196,000	-	196,000	-2.00	45,000	-1.63
University of East London	P. McGhee		214,000	0	214,000	7.54	30,000	8.44
Edge Hill University	J. Cater		216,000	5,000	221,000	0.91	30,000	1.21
University of Edinburgh	T. O'Shea		229,000	2,000	231,000	0.00	55,000	0.35
Edinburgh Napier University	J. Stringer		202,000	2,000	204,000	0.00	30,000	0.00
University of Essex	C. Riordan		182,000	0	182,000	0.00	31,840	0.31
University of Exeter	S. Smith		*318,000	0	318,000	8.90	51,000	8.21
University of Glamorgan	J. Lydon		191,000	-	191,000	-4.50	26,799	-4.48
University of Glasgow	A. Muscatelli		250,000	0	250,000	0.40	40,000	0.69
Glasgow Caledonian University	P. Gillies		211,000	2,000	213,000	16.39	34,000	16.51
Glasgow School of Art	S. Reid		127,000	0	127,000	0.00	24,000	1.34
University of Gloucestershire	P. Hartley	2	166,000	0	166,000	-58.40	23,000	-61.74
Glyndwr University	M. Scott		176,579	11,424	188,003	0.39	24,898	0.39
Goldsmiths, University of London	P. Loughrey		229,000	0	229,000	-24.92	33,000	-24.50
University of Greenwich	T. Blackstone	1	224,652	0	224,652	8.58	31,507	8.63
Guildhall School Music and Drama	B. Ife		146,000	18,000	164,000	0.61	24,000	0.53
Harper Adams University College	D. Llewellyn		116,737	11,280	128,017	1.63	15,713	0.60
Heriot-Watt University	S. Chapman		162,000	13,000	175,000	-20.81	36,000	-18.85
University of Hertfordshire	Q. McKellar	1	228,000	2,000	230,000	-9.09	24,000	-11.81
Heythrop College, University of London	J. Sweeney		10,500	0	10,500	0	0	0.00
University of the Highlands and Islands	J. Fraser		155,000	4,000	159,000	-20.90	37,000	-18.67
Huddersfield University	R. Cryan		189,000	0	189,000	0.00	30,000	0.00
University of Hull	C. Pistorius		225,000	-	225,000	0.45	36,000	-4.14
Imperial College London	K. O'Nions		*296,000	58,000	354,000	1.72	0	-3.54
Institute of Cancer Research	A. Ashworth	1	222,000	-	222,000	4.72	42,000	8.64
Institute of Education	C. Husbands	1	217,000	0	217,000	-14.23	35,000	-13.99

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Institution	Vice-chancellor/ chief executive 2010-11	Notes	Salary	Other benefits	Salary and	% change	Pension	% change
			2010-11 (£)	(£)	benefits (excl pension)	from 2009-10	2010-11 (£)	including pension from 2009-10
Keele University	N. Foskett		*234,000	-	234,000	-1.27	30,000	-3.30
University of Kent	J. Goodfellow		209,000	0	209,000	2.96	33,000	2.98
King's College London	R. Trainor		267,000	5,000	272,000	0.00	49,000	0.31
Kingston University	J. Weinburg	1	149,000	-	149,000	-25.50	22,000	-25.00
Lancaster University	P. Wellings		214,000	-	214,000	-0.47	31,000	-0.41
University of Leeds	M. Arthur		253,000	7,000	260,000	0.00	60,000	0.31
Leeds College of Art	S. Wonnacott	5	115,000	0	115,000	-	14,000	
Leeds Metropolitan	S. Price	8	215,000	0	215,000	44.30	30,000	44.12
Leeds Trinity University College	F. Bridge		130,000	-	130,000	-31.52	18,330	-28.74
University of Leicester	R. Burgess		265,000	-	265,000	0.38	39,000	0.66
University of Lincoln	M. Stuart		182,000	2,000	184,000	-13.62	29,000	-9.75
University of Liverpool	H. Newby		*303,000	-	303,000	-6.77	48,000	-5.65
Liverpool Hope University	G. Pillay		214,866	-	214,866	7.93	29,366	9.08
Liverpool Institute for Performing Arts	M. Featherstone-Witty		125,500	0	125,500	0.40	17,695	0.40
Liverpool John Moores University	M. Brown	2	229,626	1,788	231,414	-14.52	25,380	-16.84
Liverpool School of Tropical Medicine	J. Hemingway	4	198,000	0	198,000	5.32	32,000	5.99
University of London	G. Crossick	1	138,000	1,000	139,000	-20.11	-	-20.11
London Business School	A. Likierman		330,000	1,000	331,000	-3.22	53,000	-2.29
London Metropolitan University	M. Gillies	8	254,000	0	254,000	90.98	41,000	90.32
London School of Economics	J. Rees	1	226,000	5,000	231,000	-6.48	29,000	-8.77
London Sch Hygiene Tropical Medicine	P. Piot	1,4	*329,000	-	329,000	80.77	36,000	67.43
London South Bank University	M. Earwicker		204,000	-	204,000	0.99	22,000	-1.74
Loughborough University	S. Pearce		240,000	0	240,000	0.00	38,400	1.10
University of Manchester	N. Rothwell		245,000	3,000	248,000	-15.36	39,000	-13.55
Manchester Metropolitan University	J. Brooks		246,000	1,000	247,000	0.82	30,000	0.73
Middlesex University	M. Driscoll		211,000	19,000	230,000	0.44	48,000	7.34
Newcastle University	C. Brink		199,500	6,700	206,200	0.93	47,100	1.44
Newman University College	P. Lutzeier		130,508	0	130,508	-0.87	18,402	-0.87
University of Northampton	N. Petford	1	127,000	37,000	164,000	-15.90	20,639	-15.17
Northumbria University	A. Wathey		207,000	3,000	210,000	0.48	33,000	0.83
Norwich University College of the Arts	J. Last		121,082	1,198	122,280	0.41	17,073	0.41
University of Nottingham	D. Greenaway		316,000	-	316,000	2.93	43,840	3.25
Nottingham Trent University	N. Gorman		294,000	-	294,000	1.73	42,000	2.13
The Open University	M. Bean		322,000	-	322,000	-5.01	52,000	-4.59
University of Oxford	A. Hamilton		371,000	-	371,000	-14.32	53,000	-12.40
Oxford Brookes University	J. Beer		214,000	0	214,000	0.00	30,000	0.00
Plymouth University	W. Purcell		275,200	723	275,923	11.01	38,803	11.01
University of Portsmouth	J. Craven		196,000	-	196,000	0.00	17,710	0.13
Queen Margaret University	P. Wend		160,000	9,000	169,000	2.42	28,000	7.65
Queen Mary, University of London	S. Gaskell		202,000	45,000	247,000	2.49	32,289	2.49
Queen's University Belfast	P. Gregson		218,000	0	218,000	0.00	35,000	0.40
Ravensbourne	R. Baker		162,170	-	162,170	5.40	-	5.40
University of Reading	G. Marshall	2	250,989	-	250,989	-26.52	40,158	-21.54
Robert Gordon University	F. Von Prondzynski	1	191,701	2,015	193,716	-0.26	28,564	-0.13
University of Roehampton	P. O'Prey		193,000	1,000	194,000	0.52	31,000	0.90
Rose Bruford College	M. Earley		110,000	1,872	111,872	-5.79	15,510	-5.12
Royal Academy of Music	J. Freeman-Attwood	3	138,662	15,352	154,014	-6.10	44,275	0.40
Royal Agricultural College	C. Gaskell		149,000	-	149,000	-0.67	22,000	1.18
Royal College of Art	P. Thompson		175,000	0	175,000	0.00	49,526	12.65
Royal College of Music	C. Lawson		165,000	201	165,201	12.43	26,400	12.87
Royal Conservatoire of Scotland	J. Wallace		122,000	0	122,000	0.00	18,000	0.00
Royal Holloway, University of London	P. Layzell	1	*224,000	-	224,000	0.90	53,000	5.73
Royal Northern College of Music	J. Stockdale		119,000	0	119,000	0.85	16,000	0.75
Royal Veterinary College	S. Reid	1	234,000	8,000	242,000	5.22	33,000	5.36
University of St Andrews	L. Richardson		225,000	1,000	226,000	-7.00	36,000	-5.76
St George's, University of London	P. Kopelman	4	161,000	82,000	243,000	35.75	39,000	30.56
St Mary's University College	P. Esler	1	129,000	0	129,000	-9.79	19,000	-9.20
University of Salford	M. Hall		192,000	12,000	204,000	5.70	31,000	5.38
School of Pharmacy, University of London	A. Smith	7	168,886	-	168,886	5.41	21,652	4.77
Scottish Agricultural College	W. McKelvey	2	215,000	-	215,000	1.42	-	-4.43
University of Sheffield	K. Burnett		267,000	4,000	271,000	6.27	40,000	5.78
Sheffield Hallam University	P. Jones		223,000	2,000	225,000	4.17	25,000	0.00
Soas, University of London	P. Webley		190,363	0	190,363	0.00	30,458	0.30
University of Southampton	D. Nutbeam		251,000	-	251,000	2.87	52,522	3.37
Southampton Solent University	V. Gore		210,650	3,945	214,595	3.58	28,491	3.15

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			2010-11 (£)	(£)	(excl pension)	from 2009-10	2010-11 (£)	including pension from 2009-10
Staffordshire University	M. Gunn	1	303,000	2,000	305,000	48.06	30,000	46.29
University of Stirling	G. McCormac		192,000	1,000	193,000	-8.96	31,000	-8.57
University of Strathclyde	J. McDonald		250,000	0	250,000	0.00	40,000	0.35
University of Sunderland	P. Fidler		192,000	12,000	204,000	0.49	0	0.49
University of Surrey	C. Snowden		289,000		289,000	-7.67	45,000	-6.18
University of Sussex	M. Farthing		227,000	9,000	236,000	3.96	36,000	3.42
Swansea University	R. Davies		179,000	6,000	185,000	0.00	46,000	0.43
Swansea Metropolitan University	D. Warner		140,000	14,000	154,000	2.67	22,000	2.92
Teesside University	G. Henderson		229,067	16,379	245,446	1.92	31,241	2.17
Trinity Laban Conservatoire of Music and Dance	A. Bowne	5	133,000	0	133,000	-	18,753	-
University of Ulster	R. Barnett		183,000	26,000	209,000	-4.13	32,000	-3.98
University Campus Suffolk	M. Saks		143,000	-	143,000	2.88	20,000	4.49
University College Birmingham	R. Linforth		194,000	0	194,000	0.52	27,000	0.45
University College Falmouth	A. Carlisle		*196,875	-	196,875	0.30	24,675	1.21
University College London	M. Grant		276,710	16,664	293,374	-7.68	44,281	-7.52
University College Plymouth St Mark and St John	M. Noble		146,308	-	146,308	9.53	17,709	9.67
University for the Creative Arts	E. Thomas	2	150,152	0	150,152	-5.76	20,167	-5.07
University of the Arts London	N. Carrington		234,600	0	234,600	0.00	0	0.00
University of Wales, Newport	P. Noyes		162,000	1,000	163,000	0.00	23,000	0.00
University of Wales, Trinity Saint David	M. Hughes	7	167,000	14,000	181,000	114.58	26,000	115.08
University of Warwick	N. Thrift		238,000	-	238,000	1.22	36,000	1.23
University of West London	P. John		192,000	2,000	194,000	0.52	27,000	0.45
University of the West of England	S. West		231,030	504	231,534	2.19	33,127	2.40
University of the West of Scotland	S. McDaid		213,000	0	213,000	0.47	31,713	0.44
University of Westminster	G. Petts		207,000	0	207,000	2.99	33,000	3.00
University of Winchester	J. Carter		177,759	0	177,759	4.52	28,104	5.26
University of Wolverhampton	C. Gipps	2	215,808	0	215,808	6.93	34,192	6.39
University of Worcester	D. Green		225,000	-	225,000	0.45	32,000	0.39
Writtle College	D. Butcher		112,000	1,000	113,000	0.89	16,000	0.78
University of York	B. Cantor		204,895	5,079	209,974	1.15	48,499	1.18
York St John University	D. Fleming		170,680	0	170,680	9.53	24,066	9.53
TOTAL			33,285,928	633,999	33,919,927	0.88	4,973,329	1.10
AVERAGE			208,037	3,962	212,000	-	31,083	-
Key for notes	2 V-c has left since the period measured. 3 Figures published last year were incorrect. Percentage increases based on actual figures. 4 Increases affected by accounting artefacts such as external employers and awards (eg, NHS). 5 Figures for 2009-10 unavailable. 6 The joint principals are not directly employed by the		conservatoire. Figures are excluded from totals and averages. 7 Institution has merged since period measured. In the case of Trinity Saint David, a combination of pay packages has led to the size of the increases shown. 8 HEIs say the size of the percentage increase is a result of changes in post in 2009-10. Source of figures: Grant Thornton					
Figures show cost of office for the year 1 August 2010 to 31 July 2011 and may include more than one post holder. Name of v-c/ chief executive given is the last head in the post in that year. * Includes benefits – no breakdown available. 1 V-c changed or left during the period measured, which may have an impact on figures.								