

AVERAGE SALARY OF FULL-TIME ACADEMIC STAFF, 2007-08

Rank	07-08	06-07	Institution	Professors (£)			Senior lecturers/researchers (£)			Lecturers (£)			Researchers (£)			Other grades (£)			All grades (£)		
				Female	Male	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male	All
1	(1)	London Business School	..	176,993	177,522	..	146,652	145,515	110,596	112,495	111,695	..	..	..	..	..	..	105,149	149,879	138,574
2	(3)	Royal College of Music	..	..	..	..	..	51,599	..	..	..	..	..	..	..	..	..	49,467	58,724	55,246
3	(5)	London School of Economics	80,665	86,510	85,305	52,624	52,738	52,706	44,451	44,963	44,777	34,812	40,208	37,314	43,483	46,376	45,369	47,703	58,152	54,562	
4	(6)	City University London	72,912	82,007	79,908	49,980	51,301	50,694	41,804	40,184	41,091	32,638	34,056	33,474	..	..	..	47,731	55,758	52,252
5	(8)	Queen Mary, Uni of London	72,498	74,542	74,102	51,544	52,923	52,499	40,018	38,419	39,024	33,664	34,792	34,198	39,602	41,450	40,490	43,899	52,010	48,947	
6	(14)	Institute of Education	70,616	73,044	72,045	48,157	47,374	47,828	41,744	40,914	41,428	36,232	36,860	36,441	..	..	..	45,360	53,546	48,818
7	(7)	Cranfield University	..	78,744	78,908	54,205	53,805	53,864	40,425	43,253	42,795	32,648	37,933	36,601	..	..	..	40,989	49,623	48,031
8	(9)	London Sch of Hygiene Trop Med	75,848	82,367	80,236	56,151	57,186	56,795	43,489	43,401	43,448	34,060	34,433	34,155	56,976	58,554	57,820	43,227	53,803	47,847	
9	(n/a)	Royal College of Art	..	65,705	61,315	..	..	48,969	..	..	..	..	..	..	..	..	..	41,456	51,760	47,753
10	(11)	St George's, Uni of London	..	82,109	81,340	52,304	59,389	55,996	39,767	40,441	40,148	31,209	33,528	32,132	37,561	45,915	42,782	40,155	54,072	47,548	
11	(n/a)	Ravensbourne College	..	..	..	..	42,958	46,267	..	..	..	..	..	..	..	..	..	..	45,814	47,401
12	(15)	University of Warwick	69,593	76,949	75,659	46,914	49,494	48,598	37,777	38,477	38,277	32,956	35,845	34,747	32,733	35,529	34,394	41,659	50,088	47,401	
13	(12)	Royal Holloway, Uni of London	60,397	67,593	66,316	47,421	48,262	47,968	38,019	37,387	37,623	27,513	29,589	28,705	32,850	42,352	38,054	41,203	49,789	46,985	
14	(13)	Imperial College London	78,768	81,952	81,590	61,368	60,278	60,511	42,321	43,057	42,804	32,610	33,917	33,445	..	..	..	40,284	49,436	46,726
15	(n/a)	Royal Northern College of Music	..	..	..	..	..	..	..	..	..	..	..	..	..	54,431	49,425	40,022	50,213	46,710
16	(21)	University of the Arts London	62,582	..	64,456	44,758	44,983	44,887	38,193	39,392	38,902	37,993	44,065	40,902	75,411	76,887	76,259	46,667	46,669	46,668	
17	(24)	University of Glasgow	75,256	77,566	77,172	45,807	46,959	46,592	37,320	37,724	37,557	30,251	31,767	31,088	..	..	..	40,339	49,947	46,611
18	(10)	The Open University	70,175	68,632	69,196	47,851	48,181	48,030	39,228	40,254	39,724	31,885	34,496	33,413	..	..	..	45,352	47,539	46,543
19	(26)	Goldsmiths, Uni of London	61,083	62,821	62,329	50,156	49,178	49,625	39,937	41,002	40,460	30,127	32,782	31,994	..	..	..	44,818	47,430	46,328
20	(18)	University of Liverpool	74,434	77,430	77,018	56,490	56,168	56,253	38,816	40,114	39,607	30,834	30,149	30,421	30,678	31,647	30,995	40,555	49,015	46,218	
21	(35)	University of Strathclyde	67,981	71,845	71,371	49,186	49,384	49,335	39,990	40,018	40,006	29,692	30,303	30,123	..	..	..	41,740	47,714	46,029
22	(19)	Keele University	75,593	65,961	67,823	47,390	50,089	49,171	37,689	37,911	37,799	30,523	32,322	31,387	36,335	..	35,723	42,142	48,619	45,977	
23	(16)	King's College London	68,977	74,016	72,928	48,910	49,335	49,172	39,414	39,789	39,622	29,144	31,555	30,089	52,153	72,432	65,391	39,110	51,535	45,964	
24	(49)	University of London	..	66,381	66,721	..	..	44,401	..	38,017	39,029	34,113	32,153	32,865	..	..	..	44,484	46,328	45,662
25	(17)	Cardiff University	77,998	79,033	78,917	51,897	56,738	55,364	38,327	38,488	38,411	29,313	31,222	30,458	24,441	24,802	24,607	38,697	49,377	45,630	
26	(n/a)	Royal Veterinary College	..	80,714	80,143	51,199	51,224	51,217	41,045	42,005	41,541	29,974	31,732	30,560	..	..	..	38,740	51,247	45,502
27	(n/a)	UHI Millennium Institute	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	45,428
28	(25)	University of Essex	64,635	67,129	66,549	46,284	47,672	47,319	37,539	38,218	37,971	31,144	33,599	32,796	35,560	40,520	38,130	41,668	47,064	45,319	
29	(22)	University of Sussex	65,211	66,371	66,134	50,194	49,531	49,769	36,669	37,708	37,263	30,379	34,470	32,648	37,085	48,047	43,831	41,430	47,462	45,229	
30	(23)	University of Leicester	65,230	72,791	71,659	51,646	51,354	51,419	37,772	38,347	38,123	30,049	33,037	31,766	31,743	48,377	38,620	38,685	48,257	45,076	
31	(38)	University of Hull	65,144	70,010	69,148	51,759	53,002	52,650	39,292	39,019	39,126	29,576	29,291	29,394	42,160	54,387	50,566	42,281	46,369	44,984	
32	(n/a)	Royal Agricultural College	..	..	..	..	48,005	48,005	..	39,872	38,910	..	..	..	..	..	..	..	46,841	44,757
33	(20)	Aston University	81,196	85,947	84,760	49,515	48,184	48,609	37,383	39,462	38,802	29,062	29,517	29,355	33,521	39,425	36,977	41,779	46,150	44,723	
34	(n/a)	Glasgow School of Art	..	..	..	..	48,476	48,657	38,740	41,428	40,394	..	32,242	33,835	..	..	..	41,120	45,761	44,669
35	(31)	University of Bradford	60,828	62,538	62,116	47,650	47,467	47,528	38,997	38,181	38,537	31,386	37,042	35,499	39,746	66,372	53,201	42,430	45,822	44,638	
36	(29)	University College London	69,109	76,671	75,308	57,048	55,594	56,035	38,845	40,168	39,646	30,868	32,972	31,982	32,622	33,561	33,128	38,556	48,298	44,576	
37	(27)	University of Aberdeen	72,656	75,493	75,096	53,409	53,115	53,200	39,240	40,025	39,732	29,450	30,423	29,965	37,040	42,543	39,996	38,375	48,064	44,566	
38	(33)	University of Kent	68,700	68,328	68,379	46,463	48,454	47,908	36,341	37,862	37,251	29,908	29,988	29,954	..	..	..	40,123	46,667	44,535
39	(n/a)	Norwich Uni College of the Arts	..	..	..	..	37,911	38,108	..	..	..	..	..	..	..	..	..	..	41,264	44,436
40	(47)	Heriot-Watt University	66,757	70,321	70,038	51,387	49,748	49,904	38,591	39,610	39,309	30,935	31,291	31,213	37,195	39,447	38,812	39,377	45,721	44,431	
41	(46)	Brunel University	61,248	66,133	65,003	47,364	46,825	46,947	37,183	37,452	37,335	28,833	28,556	28,622	..	..	..	41,706	45,672	44,411
42	(n/a)	Edinburgh College of Art	..	..	..	..	46,678	46,192	36,169	36,797	36,534	..	..	..	..	..	..	40,613	46,941	44,373
43	(90)	Queen Margaret University	..	..	..	53,597	52,167	53,006	42,759	39,626	41,700	..	..	36,361	..	..	46,347	43,770	45,205	44,285
44	(68)	University of Salford	61,225	64,617	63,967	47,205	47,073	47,126	38,711	38,585	38,645	32,119	32,519	32,365	..	..	..	42,325	45,567	44,271
45	(41)	University of Edinburgh	68,539	71,559	71,038	51,005	52,599	52,191	37,967	39,128	38,694	32,231	33,111	32,756	30,794	36,766	33,276	39,382	46,663	44,223	
46	(28)	Newcastle University	65,817	70,724	69,913	52,842	53,889	53,644	36,959	37,894	37,522	29,116	30,631	29,981	..	..	30,596	37,993	47,217	44,146
47	(43)	University of St Andrews	62,211	69,304	68,386	45,648	47,819	47,525	37,577	38,164	37,966	29,488	31,391	30,830	32,031	35,289	33,863	37,316	46,511	44,126	
48	(32)	University of Dundee	72,884	73,752	73,561	49,673	54,417	53,138	38,862	38,785	38,821	30,175	31,301	30,803	37,189	46,691	41,555	39,246	47,136	44,040	
49	(34)	University of Westminster	65,557	64,332	64,724	46,287	46,089	46,162	36,967	38,121	37,699	30,822	34,859	32,784	..	..	64,622	42,226	45,053	43,991
50	(n/a)	St Mary's, Belfast	..	..	..	42,000	44,128	43,157	..	..	..	..	..	..	..	..	..	42,000	45,374	43,912
51	(30)	Oxford Brookes University	59,023	61,280	60,703	40,680	41,792	41,241	..	30,599	30,484	26,670	27,856	27,317	68,728	63,567	65,580	42,512	45,083	43,904	
52	(37)	University of Birmingham	69,048	74,347	73,529	50,036	51,974	51,444	36,860	37,941	37,529	30,824	32,472	31,812	..	..	..	38,518	46,450	43,824
53	(44)	University of Nottingham	68,982	76,668	75,399	51,276	53,842	53,295	36,499	37,781	37,294	28,161	29,013	28,705	35,499	37,818	36,473	37,756	46,740	43,803	
54	(n/a)	Courtauld Institute of Art	..	..	..	45,458	..	45,737	..	..	31,582	..	..	..	..	..	..	41,181	47,586	43,743
55	(55)	The Robert Gordon University	62,332	61,928	62,039	47,836	48,390	48,184	38,942	39,737	39,350	33,291	27,485	30,915	..	35,707	34,611	41,959	45,118	43,742	
56	(64)	University of Brighton	54,995	55,595	55,390	45,387	46,338	45,948	39,475	39,749	39,620	29,955	28,821	29,371	65,012	83,893	76,970	42,239	44,771	43,660	
57	(42)	University of Leeds	66,208	70,165	69,576	49,125	51,350	50,739	36,658	37,158	36,969	30,579	31,951	31,401	34,003	36,393	35,182	38,258	46,337	43,599	
58	(59)	Liverpool John Moores University	63,273	67,625	66,824	47,167	47,837	47,628	40,404	40,434	40,421	26,842	28,224	27,539	59,559	58,016	58,641				

Average Salary of Full-time Academic Staff, 2007-08																				
Rank		Institution	Professors (£)			Senior lecturers/researchers (£)			Lecturers (£)			Researchers (£)			Other grades (£)			All grades (£)		
07-08	06-07		Female	Male	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male	All
68	(45)	Glasgow Caledonian University	60,735	56,888	57,975	47,186	48,070	47,732	38,664	39,174	38,895	29,373	32,484	30,689	56,398	59,051	57,936	41,504	44,981	43,314
69	(58)	Loughborough University	63,759	69,335	68,606	47,034	47,929	47,736	36,911	36,893	36,898	31,005	30,947	30,966	..	..	..	38,865	44,876	43,306
70	(54)	Lancaster University	64,222	67,241	66,628	46,190	47,351	47,049	35,530	37,228	36,624	29,206	30,822	30,339	38,477	39,896	39,477	39,916	44,577	43,241
71	(2)	Kingston University	56,875	60,565	59,386	42,613	43,107	42,897	35,883	35,747	35,810	37,829	35,490	36,282	49,594	47,364	48,162	42,869	43,279	43,113
72	(82)	London South Bank University	67,483	63,084	64,466	39,916	41,186	40,591	..	..	..	31,929	31,504	31,710	47,084	59,044	54,647	41,230	44,555	43,060
73	(63)	University of Huddersfield	..	..	..	..	..	..	..	..	..	..	..	..	41,729	43,943	43,055	41,729	43,943	43,055
74	(57)	University of Sheffield	61,826	67,892	67,002	49,450	52,700	51,812	38,377	38,816	38,645	29,641	30,406	30,151	33,177	45,206	40,237	37,866	45,318	43,030
75	(74)	University of Greenwich	..	61,169	60,952	39,637	40,381	40,064	37,903	33,035	35,408	32,666	40,372	38,484	66,760	61,897	63,543	41,736	43,721	42,964
76	(n/a)	Stranmillis University College	..	..	..	..	..	46,482	39,836	41,209	40,324	..	..	..	..	..	..	40,739	46,338	42,961
77	(n/a)	Guildhall Sch Music and Drama	..	..	..	..	..	..	37,079	39,999	38,973	..	..	..	..	..	..	39,215	44,810	42,945
78	(78)	University of York	64,976	67,882	67,245	46,548	47,369	47,155	37,156	37,012	37,073	32,162	32,333	32,258	..	58,614	54,057	39,255	44,867	42,829
79	(75)	University of Portsmouth	..	60,282	60,058	46,886	47,489	47,317	37,328	38,234	37,869	26,774	30,617	29,334	62,640	67,802	66,300	40,478	43,979	42,790
80	(n/a)	Dartington College of Arts	..	..	..	..	..	..	..	37,911	36,535	..	..	..	..	..	..	40,311	44,013	42,732
81	(77)	University of Exeter	64,831	69,806	69,016	44,533	44,351	44,409	31,642	31,953	31,822	27,339	28,428	27,975	32,812	37,242	35,228	37,347	45,395	42,717
82	(61)	De Montfort University	54,029	55,411	55,159	40,248	41,817	41,199	29,229	29,705	29,450	26,828	28,697	27,863	60,355	72,540	69,189	39,926	44,290	42,651
83	(99)	University of Plymouth	76,841	64,995	67,099	38,645	41,022	40,047	..	..	..	27,792	27,264	27,547	48,491	52,053	50,990	39,404	44,566	42,550
84	(100)	Soas, Uni of London	53,296	57,722	57,209	44,625	45,796	45,333	35,025	35,683	35,357	26,711	32,938	30,674	..	..	..	38,529	44,956	42,535
85	(107)	Staffordshire University	54,768	53,055	53,805	40,353	40,583	40,497	32,329	31,379	31,842	..	..	26,778	73,382	62,003	65,596	42,465	42,543	42,512
86	(93)	Southampton Solent University	..	74,693	70,413	41,363	42,405	42,170	35,278	36,820	36,115	..	..	..	46,654	40,771	42,621	41,323	42,932	42,506
87	(51)	University of Chichester	..	..	54,170	41,009	41,362	41,212	..	..	..	..	..	..	..	..	..	42,589	42,403	42,483
88	(n/a)	Bishop Grosseteste Lincoln	..	..	..	49,220	..	49,400	39,427	39,539	39,471	..	..	..	..	..	..	42,519	42,414	42,480
89	(n/a)	St Mary's, Twickenham	..	..	..	..	..	..	39,387	39,125	39,254	..	..	..	..	..	61,183	40,836	43,783	42,443
90	(70)	Nottingham Trent University	56,047	57,871	57,239	39,832	41,150	40,608	30,292	31,730	31,159	25,719	27,811	26,961	..	99,267	88,869	40,760	43,500	42,407
91	(79)	Anglia Ruskin University	..	..	..	40,583	41,906	41,274	30,618	..	30,754	..	..	29,063	58,750	58,726	58,737	41,499	43,237	42,402
92	(114)	Roehampton University	58,144	58,828	58,593	45,267	44,950	45,129	36,432	37,547	36,916	24,636	24,023	24,330	62,724	63,397	63,104	41,073	43,775	42,345
93	(71)	University of Surrey	64,503	70,980	69,816	48,550	48,442	48,487	36,947	37,887	37,407	29,135	30,828	30,200	..	..	..	38,987	44,435	42,316
94	(53)	Edinburgh Napier University	61,953	63,188	62,899	47,125	47,725	47,498	38,528	39,090	38,864	26,965	30,926	29,694	..	47,325	47,036	40,971	43,053	42,289
95	(80)	University of Reading	62,813	64,396	64,130	46,948	47,307	47,179	37,536	38,462	38,067	29,155	30,551	30,012	37,606	45,357	42,982	38,557	44,265	42,282
96	(83)	University of Cambridge	74,441	75,626	75,476	51,562	52,288	52,120	41,653	44,112	43,300	31,155	33,852	32,808	31,552	39,837	35,420	36,494	45,098	42,279
97	(n/a)	Uni of Wales Inst, Cardiff	..	61,317	61,251	..	..	..	..	..	..	..	..	..	40,118	42,071	41,267	40,384	43,463	42,242
98	(81)	School of Pharmacy	..	74,350	74,639	..	..	48,128	..	42,903	42,563	28,351	33,041	30,361	..	..	..	36,333	47,016	42,177
99	(105)	University of the West of England	51,095	51,039	51,056	46,915	47,540	47,314	38,513	38,862	38,692	29,743	30,361	30,136	56,848	75,913	70,912	40,364	43,491	42,161
100	(91)	University of Sunderland	..	53,638	53,225	48,178	48,606	48,430	38,282	39,046	38,773	..	..	..	36,104	53,009	46,652	40,401	43,139	42,158
101	(67)	Northumbria University	59,663	59,563	59,593	41,898	42,365	42,165	31,345	32,087	31,687	28,963	37,324	33,179	50,841	52,942	52,298	40,493	43,327	42,121
102	(4)	Royal Academy of Music	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	43,026	42,109
103	(76)	University of Hertfordshire	..	61,922	62,318	41,746	41,920	41,842	30,752	30,413	30,611	23,575	23,377	23,465	59,503	63,507	62,245	40,395	43,388	42,104
104	(48)	Swansea University	57,627	64,546	63,734	47,396	48,584	48,298	36,730	37,184	36,994	29,067	29,265	29,194	33,772	33,736	33,758	37,205	44,476	42,045
105	(60)	University of Bolton	..	51,928	51,470	46,613	46,677	46,653	38,629	40,077	39,537	..	28,437	27,777	..	67,770	64,690	40,092	42,975	41,953
106	(87)	York St John University	..	..	..	41,421	40,739	41,082	29,277	30,586	30,131	..	..	..	..	..	78,503	42,614	41,272	41,901
107	(86)	Durham University	63,429	68,803	68,074	47,110	47,060	47,072	35,453	37,541	36,941	29,063	31,027	30,406	29,721	44,833	37,735	36,475	43,891	41,872
108	(108)	Manchester Metropolitan Uni	58,814	60,016	59,690	45,653	46,520	46,194	38,478	39,404	38,986	30,661	31,734	31,247	..	71,576	69,076	40,221	42,978	41,818
109	(109)	University of Winchester	..	56,145	59,728	40,661	41,308	41,000	30,849	31,019	30,926	..	..	..	..	..	..	41,489	42,028	41,768
110	(39)	University of Southampton	65,508	69,166	68,534	46,775	48,707	48,085	35,139	36,573	35,931	31,249	33,236	32,575	40,466	42,287	41,665	37,805	43,752	41,739
111	(69)	University of the West of Scotland	..	54,650	54,641	46,936	46,765	46,832	39,092	39,254	39,179	..	30,057	30,127	47,645	49,328	48,845	40,953	42,286	41,723
112	(94)	Birmingham City University	57,098	61,042	59,895	41,301	40,053	40,547	33,838	32,992	33,330	28,610	..	28,122	43,002	39,945	40,870	41,709	41,579	41,627
113	(117)	University of Glamorgan	55,770	58,951	58,447	40,913	42,637	42,012	35,052	33,452	34,262	28,630	29,846	29,345	30,386	27,968	29,139	39,182	42,931	41,591
114	(88)	University of Lincoln	54,892	66,707	63,360	38,964	39,377	39,226	29,828	29,360	29,580	27,182	..	27,612	..	..	..	38,874	43,174	41,555
115	(119)	University of Ulster	58,800	59,396	59,255	47,388	48,187	47,962	36,975	38,624	37,879	27,557	30,014	28,955	..	35,592	30,416	38,677	43,324	41,535
116	(103)	Uni of Wales, Newport	..	..	..	40,369	41,299	40,911	32,405	34,517	33,461	20,028	21,241	20,599	..	62,834	62,114	38,755	43,290	41,463
117	(52)	University of Stirling	61,872	63,126	62,878	..	..	46,794	39,656	41,744	40,853	29,764	30,268	30,010	18,669	15,598	17,366	37,734	44,064	41,455
118	(n/a)	St Mark and St John Plymouth	..	..	..	41,681	42,321	42,032	30,708	31,776	31,242	..	..	..	..	..	..	39,993	42,647	41,452
119	(n/a)	Royal Scot Acad Music Drama	..	45,340	46,343	..	..	..	..	34,622	34,949	..	..	..	..	..	..	43,067	40,770	41,308
120	(101)	University of Teesside	..	58,524	58,504	39,982	41,587	40,847	28,762	28,632	28,702	21,676	22,887	22,462	65,164	74,152	70,757	39,945	42,389	41,307
121	(n/a)	Newman University College	..	..	..	42,809	45,448	44,238	37,954	37,966	37,958	..	..	..	42,972	..	42,260	40,385	42,339	41,212
122	(72)	Sheffield Hallam University	56,522	55,906	56,035	41,010	42,190	41,677	30,259	30,592	30,454	29,196	30,189	29,776	47,205	45,121	45,908	40,061	41,978	41,192
123	(92)	Leeds Metropolitan University	57,987	55,194	56,011	42,146	41,989	42,057	30,932	31,158	31,027	33,509	42,897	39,267	39,668	42,080	41,347	40,048	42,015	41,190
124	(118)	University of Chester	49,237	51,621	50,673	39,245	39,870	39,551	30,916	30,807	30,855	23,130	..	26,193	..	..	..	39,889	42,304	41,140
125	(102)	University of East Anglia	59,511	62,173	61,720	47,757	46,550	46,897	38,015	37,792	37,913	29,751	32,278	31,128	..	..	..	37,664	43,420	41,094
126	(111)	Edge Hill University	52,929	55,694	54,394	41,282	42,391	41,736												

AVERAGE SALARY OF FULL-TIME ACADEMIC STAFF, 2007-08

Rank		Institution	Professors (£)			Senior lecturers/researchers (£)			Lecturers (£)			Researchers (£)			Other grades (£)			All grades (£)		
07-08	06-07		Female	Male	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male	All
135	(116)	University of Wolverhampton	59,452	52,051	54,157	46,516	46,960	46,766	39,810	39,856	39,834	27,313	27,816	27,560	29,353	34,055	32,932	40,211	40,603	40,430
136	(97)	University of Central Lancashire	53,430	56,727	55,799	46,651	47,408	47,083	37,608	37,877	37,753	24,207	24,963	24,558	..	42,371	41,400	39,000	41,442	40,363
137	(84)	University of Northampton	..	55,279	55,230	40,788	40,882	40,841	33,333	33,959	33,595	26,514	..	26,958	..	..	..	38,885	41,545	40,338
138	(115)	Bournemouth University	..	59,499	59,717	..	..	..	36,032	36,530	36,294	21,867	24,021	23,041	53,534	59,823	57,726	37,608	42,354	40,335
139	(73)	Coventry University	69,155	66,409	67,216	47,005	47,723	47,448	34,985	35,777	35,404	21,389	21,480	21,447	36,708	41,201	39,749	38,603	41,508	40,332
140	(98)	University of Buckingham	..	50,820	50,131	41,101	42,738	41,963	31,331	34,510	33,165	..	..	..	..	..	..	36,097	43,018	40,291
141	(n/a)	University of Cumbria	..	..	47,929	40,766	41,190	40,978	30,503	29,916	30,174	..	..	..	44,845	39,837	41,741	40,542	40,004	40,259
142	(113)	Bangor University	60,332	69,703	68,593	47,095	47,094	47,095	36,075	36,666	36,372	27,750	29,170	28,506	33,157	41,284	37,607	35,044	43,388	40,089
143	(n/a)	Swansea Metropolitan University	..	..	..	38,148	40,354	39,704	..	..	..	..	..	..	..	..	..	38,507	40,629	40,012
144	(n/a)	Institute of Cancer Research	..	91,952	89,030	68,469	67,084	67,596	..	..	..	33,191	35,460	34,224	28,339	..	28,200	35,887	44,284	39,946
145	(104)	Canterbury Christ Church Uni	50,390	50,213	50,272	43,583	44,831	44,232	35,825	36,939	36,319	..	..	27,917	62,503	56,928	59,275	38,825	41,131	39,936
146	(n/a)	Trinity Laban	..	..	..	..	41,311	40,774	..	..	35,773	..	..	..	..	..	..	39,778	39,881	39,840
147	(n/a)	Rose Bruford College	..	..	..	37,636	40,878	39,552	..	..	..	..	..	..	..	..	..	36,325	40,040	38,325
148	(106)	University of Worcester	..	..	..	38,644	42,105	40,521	36,560	37,565	37,002	..	..	..	..	..	..	37,514	39,077	38,256
149	(n/a)	Central School Speech & Drama	..	..	..	39,371	39,006	39,196	..	..	32,736	..	..	..	..	..	..	37,208	38,772	37,980
150	(123)	University of Wales, Lampeter	..	..	51,691	..	45,501	46,680	33,556	35,609	34,647	..	..	..	..	..	..	35,666	39,685	37,950
151	(120)	University of Derby	..	60,840	60,661	36,988	37,705	37,378	28,968	29,065	29,003	..	..	..	41,397	37,840	39,477	36,542	39,025	37,881
152	(n/a)	Glyndwr University	..	..	..	43,601	43,640	43,627	35,123	35,044	35,082	..	..	..	..	37,127	39,571	37,352	37,727	37,585
153	(n/a)	Trinity College Carmarthen	..	..	46,576	..	..	..	35,898	36,275	36,063	..	..	..	..	..	..	36,750	38,058	37,359
154	(n/a)	University College Birmingham	..	..	..	44,216	44,499	44,367	34,468	35,984	35,141	..	..	..	..	..	..	36,027	38,759	37,305
155	(122)	Thames Valley University	..	57,599	55,612	46,865	47,732	47,401	34,746	35,022	34,887	..	..	..	38,644	42,845	40,754	36,409	37,982	37,229
156	(95)	Middlesex University	..	47,922	48,032	39,166	40,128	39,636	34,171	34,084	34,127	27,080	25,653	26,319	41,432	52,571	46,537	35,971	37,561	36,806
157	(n/a)	Arts Institute Bournemouth	..	..	..	35,027	35,704	35,476	26,856	..	26,315	..	..	..	..	..	..	34,159	38,262	36,773
158	(n/a)	Liverpool Inst Performing Arts	..	..	..	..	42,128	41,889	..	33,234	32,519	..	..	..	..	..	..	33,222	37,516	36,535
159	(n/a)	University of Wales	..	..	..	..	..	..	..	..	..	32,193	..	32,857	..	..	..	32,248	..	36,516
160	(n/a)	Scottish Agricultural College	..	..	..	..	43,243	42,975	28,769	30,345	29,714	32,444	40,605	37,701	29,369	40,856	35,902	30,727	37,865	35,248
161	(n/a)	Writtle College	..	..	..	..	52,306	51,422	30,656	34,376	32,674	..	..	..	..	..	..	31,056	37,002	34,441
162	(n/a)	Leeds College of Music	..	..	..	..	33,335	33,355	..	..	..	..	..	..	..	..	..	..	31,867	32,331
163	(n/a)	Conservatoire for Dance and Drama	..	..	..	..	..	..	33,093	32,656	32,948	..	..	..	30,825	28,920	29,555	32,199	30,962	31,563
164	(n/a)	Heythrop College	..	..	..	..	..	..	..	..	34,622	..	..	..	..	8,781	9,526	29,422	20,287	22,789
165	(n/a)	Liverpool Hope University ¹	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
166	(n/a)	London Metropolitan University ¹	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total England			65,261	70,857	69,776	44,405	46,736	45,890	37,546	38,464	38,072	30,981	32,962	32,133	41,714	49,210	46,112	39,639	45,741	43,459
Total Scotland			68,328	71,642	71,078	48,694	50,032	49,647	38,661	39,111	38,919	30,697	31,988	31,463	37,197	44,494	41,280	39,795	46,624	44,210
Total Wales			66,106	70,745	70,192	44,367	47,474	46,502	36,563	36,964	36,779	29,005	30,744	30,035	37,064	40,376	38,955	37,857	45,413	42,702
Total Northern Ireland			61,547	66,674	65,727	49,959	51,863	51,302	37,288	38,162	37,765	29,000	30,300	29,750	32,736	42,354	38,625	38,844	45,042	42,723
Total UK			65,568	70,854	69,870	44,764	47,167	46,319	37,628	38,466	38,105	30,824	32,695	31,915	40,726	47,916	44,914	39,547	45,809	43,486

1 London Metropolitan University and Liverpool Hope University have asked that their individual-level data not be released at this time. England and UK totals include both institutions.
2 The particular characteristics of joint academic appointments at the University of Oxford mean that the combined salaries of members of academic staff are split in various ways between the university and colleges. Only the university element of the salary is supplied in the Hesa staff record. Therefore, this gives a false impression of the overall pay of individuals and, potentially, the level of overall pay by grade or gender.
Tables compiled and audited by Grant Thornton on behalf of *Times Higher Education*.