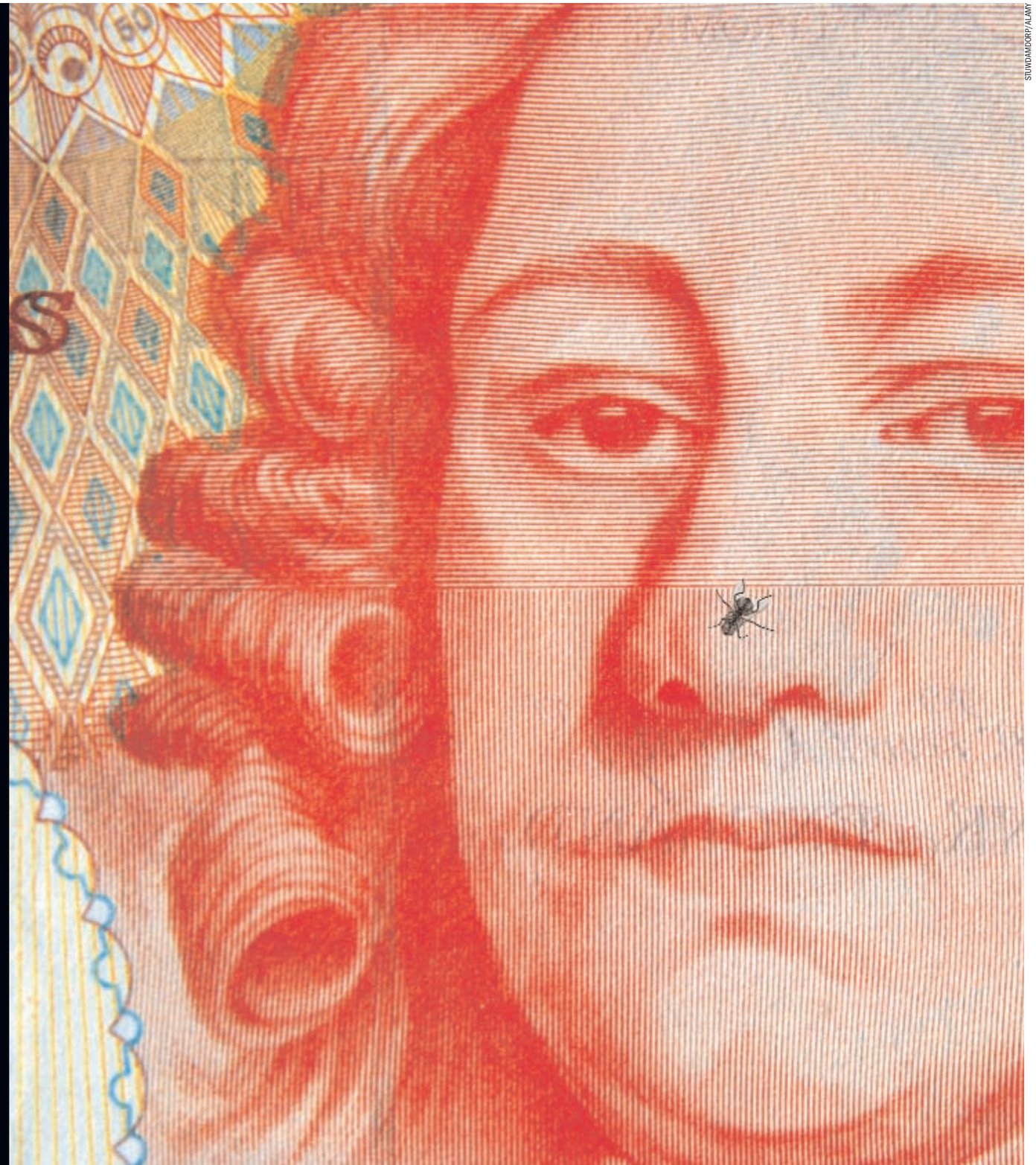
It was fun while it lasted

Both vice-chancellors and academics enjoyed healthy pay rises in 2008-09, although they may seem a distant memory to those now feeling the pinch. Using an exclusive analysis by Grant Thornton, John Morgan and Hannah Fearn look at who got what in the last year of plenty



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VICE-CHAN CELLORS' ANNUAL PAY AND BENEFITS, 2008-09

Rank 08-09	Rank 07-08	Institution	Vice-chancellor/ chief executive (Names listed may not include all post holders over the period)	2008-09 Salary (£)	2008-09 Benefits (£)	2008-09 Total salary excluding pension	2008-09 % increase	2008-09 Pension (£)	2008-09 % increase including pension	2007-08 Salary (£)	2007-08 Benefits (£)	2007-08 Total salary excluding pension	2007-08 Pension (£)
1	32	City University London	J. Weinberg /M. Gillies	258,000	393,000	651,000	186.8	33,000	166.1 [1,3]	227,000		227,000	30,000
2	110	University of East London	M. Everett/S. Price	287,000	250,000	537,000	210.4	41,000	193.4 [1,3]	173,000		173,000	24,000 [1]
3	51	University of East Anglia	B. Macmillan/ E. Acton	224,000	265,000	489,000	129.6	30,000	114.9 [1,3]	213,000		213,000	28,500
4	3	London Business School	A. Likierman	427,000		427,000	17.3	47,000	15.6 [1]	364,000		364,000	46,000
5	112	University College Falmouth	A. Livingston/A. Carlisle	204,118	188,000	392,118	129.5	23,011	114.0 [4]	170,832		170,832	23,163
6	6	University College London	M. Grant	303,492	72,698	376,190	27.3	28,552	21.8	284,265	11,356	295,621	36,808
7	12	Leeds Metropolitan University	S. Lee/G. Hitchins	338,000	23,000	361,000	30.8	29,000	33.6 [1]	257,000	19,000	276,000	16,000
8	10	University of Liverpool	D. Bone/H. Newby	343,000		343,000	20.4	43,000	20.6	285,000		285,000	35,000
9	11	University of Surrey	C. Snowden	327,000	0	327,000	14.7	37,000	14.5	285,000		285,000	33,000
10	7	University of Birmingham	M. Sterling/D. Eastwood	310,000	0	310,000	6.2	42,000	6.0 [1]	292,000		292,000	40,000
11	22	University of Salford	M. Harloe	274,000	33,000	307,000	27.9	0	27.9	239,000	1,000	240,000	0
12	1	University of Nottingham	C. Campbell/D. Greenaway	300,000	0	300,000	–48.7	8,000	–50.6 [1]	585,000		585,000	38,000 [3,4]
13	24	Northumbria University	A. Wathey	206,000	93,251	299,251	25.7	27,000	27.9 [1,3]	236,000	2,000	238,000	17,000
14	2	Imperial College London	R. Anderson	292,000	6,000	298,000	–30.5	41,000	–21.5	370,000	59,000	429,000	3,000 [1]
=15	15	University of Exeter	S. Smith	295,000	0	295,000	13.0	44,000	12.6	261,000		261,000	40,000
=15	9	University of Manchester	A. Gilbert	281,000	14,000	295,000	1.4	39,000	1.8	277,000	14,000	291,000	37,000
17	25	University of Oxford	J. Hood	287,000		287,000	20.6	40,000	20.7	238,000		238,000	33,000
18	14	Nottingham Trent University	N. Gorman	283,000		283,000	8.0	35,000	8.2	262,000		262,000	32,000
19	27	The Open University	B. Gourley	272,000		272,000	15.3	37,000	14.9	236,000		236,000	33,000
20	26	Liverpool John Moores University	M. Brown	270,000	1,360	271,360	14.8	38,070	14.8	235,000	1,326	236,326	33,132
21	17	University of Bristol	E. Thomas	270,000	1,000	271,000	8.0	38,000	8.0	251,000		251,000	35,000
=22	13	University of Bath	G. Breakwell	269,000	0	269,000	2.3	58,000	5.8	256,000	7,000	263,000	46,000
=22	16	King's College London	R. Trainor	264,000	5,000	269,000	6.7	43,000	6.8	247,000	5,000	252,000	40,000
24	20	University of Leeds	M. Arthur	253,000	7,000	260,000	6.6	55,000	12.5	237,000	7,000	244,000	36,000
=25	42	Birkbeck, University of London	D. Latchman	259,000		259,000	18.3	36,281	18.3	219,000		219,000	30,628
=25	18	Aston University	J. E. King	249,000	10,000	259,000	4.0	50,554	8.3	229,000	20,000	249,000	36,931
27	19	London School of Economics	H. Davies	240,000	17,000	257,000	4.0	34,000	4.3	229,000	18,000	247,000	32,000
28	37	University of Aberdeen	D. Rice	238,000	16,000	254,000	13.4	45,000	16.8	212,000	12,000	224,000	32,000
29	90	London South Bank University	D. Hopkin/M. Earwicker	240,000	13,000	253,000	36.0	33,000	41.6 [1]	173,000	13,000	186,000	16,000
30	33	Cranfield University	J. O'Reilly	251,000		251,000	10.6	31,000	10.2	227,000	0	227,000	29,000
31	21	Anglia Ruskin University	M. Thorne	239,000	11,000	250,000	3.7	33,000	3.7	231,000	10,000	241,000	32,000
32	44	University of Hertfordshire	T. Wilson	247,000	2,000	249,000	13.7	35,000	13.6	217,000	2,000	219,000	31,000
33	30	University of Glasgow	M. Russell/A. Muscatelli	248,000	0	248,000	7.8	35,000	8.0	230,000		230,000	32,000
34	40	University of Warwick	N. Thrift	247,084	0	247,084	12.0	33,600	12.1	220,656		220,656	29,621
35*	60	Queen's University Belfast	P. Gregson	216,672	0	216,672	6.9	30,334	6.9	202,650	0	202,650	28,350
36	46	University of Reading	G. Marshall	246,771		246,771	13.5	36,732	13.0	217,513		217,513	33,423
37	34	University of Cambridge	A. Richard	246,000		246,000	8.4	0	8.4	227,000	0	227,000	0
38	49	Institute of Education, University of London	G. Whitty	245,031		245,031	14.6	36,620	15.5	213,898		213,898	29,980
39	35	Newcastle University	C. Brink	244,300		244,300	8.1	41,646	12.8	226,000		226,000	27,396
40	41	Manchester Metropolitan University	J. Brooks	241,000	2,000	243,000	10.5	30,000	10.1	218,000	2,000	220,000	28,000
41	108	University of Chester	T. Wheeler	241,333	0	241,333	43.3	34,028	43.4 [5]	168,425		168,425	23,618
=42	28	Cardiff University	D. Grant	241,000		241,000	3.0	34,000	3.8	234,000	0	234,000	31,000
=42	52	Royal Holloway, University of London	R. Kemp	241,000		241,000	13.7	33,000	13.7	212,000		212,000	29,000
44	36	University of St Andrews	B. Lang/L. Richardson	220,000	20,000	240,000	6.2	32,000	7.9 [1]	214,000	12,000	226,000	26,000
45	45	University of Central Lancashire	M. McVicar	239,000	0	239,000	9.6	34,000	9.6	218,000		218,000	31,000
=46	38	University of Leicester	R. Burgess	238,000		238,000	6.3	47,000	12.2	224,000		224,000	30,000
=46	5	University of Sheffield	K. Burnett	232,000	6,000	238,000	–20.1	35,000	–18.3	290,000	8,000	298,000	36,000 [1]
48	50	Birmingham City University	D. Tidmarsh	237,864		237,864	11.2	32,021	10.7	213,843		213,843	30,033
49	61	University of Teesside	G. Henderson	224,859	12,726	237,585	17.3	29,590	16.5	190,657	11,851	202,508	26,883
50	4	University of the Arts London	M. Bichard/N. Carrington	235,037		235,037	–23.6	3,219	–31.3 [1]	307,603		307,603	39,104
51	64	University of Strathclyde	A. Hamnett/J. McDonald	232,000	0	232,000	16.6	32,000	16.8 [1]	199,000		199,000	27,000
=52	53	University of Dundee	A. Langlands/P. Downes	231,000	0	231,000	9.0	30,138	8.3 [1]	212,000		212,000	29,109
=52	68	University of Bedfordshire	L. Ebdon	227,000	4,000	231,000	17.9	30,000	17.0	192,000	4,000	196,000	27,000
54	39	University of Sussex	M. Farthing	227,000	0	227,000	2.0	31,000	2.7	222,454		222,454	28,836 [1]
55	29	University of the West of England	S. West	224,583	443	225,026	–35.1	30,526	–35.5 [1]	354,597	1,018	355,615	49,818 [1]
56	43	Keele University	J. Finch	225,000		225,000	2.7	29,000	2.4	219,000		219,000	29,000
=57	31	University of Edinburgh	T. O'Shea	222,000	1,000	223,000	–2.6	63,000	6.7	228,000	1,000	229,000	39,000
=57	66	University of Worcester	D. Green	223,000	0	223,000	12.6	31,000	12.6	198,000		198,000	27,506
=59	81	Staffordshire University	C. King	215,000	3,000	218,000	14.7	28,000	14.4	187,000	3,000	190,000	25,000
=59	67	Middlesex University	M. Driscoll	201,000	17,000	218,000	10.7	28,000	10.3	183,000	14,000	197,000	26,000

Pay and benefits packages for vice-chancellors rose by more than 10 per cent last year as the boom times in higher education ended with a bang.

While vice-chancellors' salaries rose in line with those for academics in 2008-09, about half of university heads also received additional benefits packages. Vice-chancellors who retired or stepped down at four institutions – City University London, the University of East London, the University of East Anglia and University College Falmouth – were awarded between £188,000 and £393,000 in one-off payments on top of their salaries.

In 2008-09, the leaders of 152 higher education institutions received a total of £33,311,726 in salaries and benefits, excluding pensions, according to an exclusive analysis of figures conducted by the accountants Grant Thornton on behalf of *Times Higher Education*. That represents a 10.6 per cent rise over the previous year, taking institutions' average spend on their vice-chancellors to £219,156.

The average salary for heads of institutions was £207,318, up 6.8 per cent.

Academics saw their average salaries rise by 7.1 per cent in 2008-09. The average stood at £46,607 at the end of the year, according to figures from the Higher Education Statistics Agency (Hesa).

Although the figures date from 2008-09, they emerge at a time when the consequences of the financial crisis are being keenly felt across higher education, with universities planning for job cuts and strikes looming on some campuses.

The number of institutions spending £300,000 or more on their vice-chancellors in total pay and benefits, excluding pensions, rose from five in 2007-08 to 12 in 2008-09.

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M BRODIE/ALAMY

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Of those that made their accounts available, the institutions that spent the most on their vice-chancellors were City (£651,000), UEL (£537,000), UEA (£489,000), the London Business School (£427,000), Falmouth (£392,118) and University College London (£376,190).

City budgeted to pay Malcolm Gillies £393,000 as part of a "compromise agreement", in addition to his £258,000 salary, when he resigned after a dispute with the board over governance. He was later appointed vice-chancellor of London Metropolitan University.

UEL paid Martin Everett £250,000 after he resigned following a board investigation into his leadership in spring 2009.

UEA spent £265,000 on "additional pensionable service" for Bill Macmillan after he took early retirement following a period of sick leave.

At Falmouth, Alan Livingston benefited from a £188,000 "pension enhancement" in the year of his retirement.

At UCL, Malcolm Grant's £72,698 benefits package – on top of his £303,492 salary – included £12,000 for a service charge on his flat and a £20,000 payment to reflect his "contribution to UCL's outstanding performance".

Across the sector, there were a number of cases where the leader's post was occupied by more than one individual and occasions where one-off payments were made to individuals, including those retiring or stepping down.

The figures listed in the table should be understood as the cost of the office holder or holders, rather than as the basic salary of an individual. Grant Thornton compiled the figures from the accounts made available by 152 institutions.

According to the Hesa data, the highest average salaries for academics were at the London Business School (£146,459), the Royal College of Music (£58,846), City (£57,309) and the London School of Economics (£57,147).

The data also suggest that the pay gap between research-intensive universities and post-1992 institutions is narrowing.

In reading the figures on vice-chancellors' and academics' pay presented here, it's worth bearing in mind that they are from a year that saw a 5 per cent salary increase for those on the national pay spine. Employers also stress that the "majority of HE staff" enjoyed an additional 3 per cent increment as well.

Since then, as everyone knows, the financial climate has soured, a change reflected in the national pay award of 0.5 per cent for 2009-10. Negotiations between unions and employers on next year's settlement are likely to be tense and difficult.

However, vice-chancellors are not on the national pay spine, instead having their pay decided by the remuneration committees of institutions' governing bodies.

Sally Hunt, general secretary of the University and College Union, said: "Hiding behind remuneration committees is not good enough when they are not required to publicly explain their reasoning.

"The salary bump-ups and massive pension

VICE-CHAN CELLORS' ANNUAL PAY AND BENEFITS, 2008-09

Rank 08-09	Rank 07-08	Institution	Vice-chancellor/ chief executive (Names listed may not include all post holders over the period)	2008-09 Salary (£)	2008-09 Benefits (£)	2008-09 Total salary excluding pension	2008-09 % increase	2008-09 Pension (£)	2008-09 % increase including pension	2007-08 Salary (£)	2007-08 Benefits (£)	2007-08 Total salary excluding pension	2007-08 Pension (£)
=61	57	De Montfort University	P. Tasker	216,000		216,000	4.9	29,000	9.9	206,000		206,000	17,000
=61	79	Sheffield Hallam University	P. Jones	215,000	1,000	216,000	13.1	30,000	12.8	190,000	1,000	191,000	27,000
63	78	University of Stirling	C. Hallett	213,000	2,000	215,000	12.0	30,000	11.9	190,000	2,000	192,000	27,000
64	83	Bangor University	R. M. Jones	214,200	0	214,200	13.0	19,800	8.3	189,500		189,500	26,500
=65	69	Lancaster University	P. Wellings	214,000		214,000	9.7	27,000	9.5	195,000		195,000	25,000
=65	65	University of Ulster	R. Barnett	190,000	24,000	214,000	8.1	29,000	8.0	174,000	24,000	198,000	27,000
67	92	University of Hull	D. Drewry/C. Pistorius	213,000	0	213,000	14.5	29,799	14.5	186,000		186,000	26,087
=68	72	Goldsmiths, University of London	G. Crossick	212,000		212,000	9.3	30,000	10.0	194,000		194,000	26,000
=68	55	Royal Veterinary College University of London	Q. McKellar	194,000	18,000	212,000	2.4	27,000	2.6	183,000	24,000	207,000	26,000
=70	80	University of Abertay Dundee	B. King	211,000	0	211,000	10.5	26,000	9.2	191,000		191,000	26,000
=70	23	University of Southampton	B. Wakeham	211,000	0	211,000	–11.7	42,550	–5.9	239,000		239,000	30,379
72	71	University of York	B. Cantor	204,416	6,380	210,796	8.4	37,739	12.3	191,905	2,470	194,375	26,867
73	98	Loughborough University	S. Pearce	210,000		210,000	16.7	29,400	16.7	180,000		180,000	25,200
=74	56	Brunel University	C. Jenks	209,000		209,000	1.5	29,000	2.6	206,000		206,000	26,000
=74	86	University of Bradford	M. Cleary	209,000	0	209,000	11.8	24,569	11.7	187,000		187,000	22,186
=74	59	University of Westminster	G. Petts	209,000	0	209,000	2.0	28,000	2.6	205,000		205,000	26,000
77	63	University of Plymouth	S. Newstead/W. Purcell	207,400	605	208,005	3.8	28,115	6.4	183,000	17,397	200,397	21,507 [1]
=78	95	Durham University	C. Higgins	208,000		208,000	13.0	29,000	12.9	184,000		184,000	26,000
=78	113	Heriot-Watt University	S. Chapman	199,000	9,000	208,000	23.8	40,000	27.8	160,000	8,000	168,000	26,000
80	93	University of Lincoln	D. Chiddick	206,000		206,000	10.8	28,000	10.9	186,000		186,000	25,000
=81	75	Kingston University	P. Scott	205,000		205,000	6.2	24,000	9.6	193,000		193,000	16,000
=81	73	Scottish Agricultural College	W. McKelvey	205,000		205,000	5.7	10,239	6.2	194,000		194,000	8,707
=81	82	University of the West of Scotland	S. McDaid	205,000		205,000	7.9	28,660	8.4	190,000		190,000	25,650
=81	77	Bournemouth University	P. Curran	203,000	2,000	205,000	6.8	28,000	6.4	190,000	2,000	192,000	27,000
=81	100	Edge Hill University	J. Cater	202,000	3,000	205,000	15.2	27,000	14.3	175,000	3,000	178,000	25,000
86	94	University of Brighton	J. Crampton	200,000	4,065	204,065	10.5	28,000	11.0	175,000	9,657	184,657	24,500
87	47	Queen Mary, University of London	A. Smith/P. Ogden	204,000		204,000	–5.6	28,466	–5.6 [1]	208,000	8,000	216,000	30,287
88	54	Institute of Cancer Research	P. Rigby	202,000	0	202,000	–3.3	28,000	–3.0	209,000		209,000	28,000
89	102	Swansea University	R. B. Davies	197,000	4,000	201,000	13.6	27,000	14.0	173,000	4,000	177,000	23,000
90	58	University of Wolverhampton	C. Gipps	200,184	0	200,184	6.9	27,816	7.0	187,281		187,281	25,719
91	76	Oxford Brookes University	G. Upton/J. Beer	200,000		200,000	3.6	28,000	3.6 [1]	193,000		193,000	27,000 [1]
92	74	University of Greenwich	T. Blackstone	196,560	2,888	199,448	3.0	27,539	7.5	190,688	2,888	193,576	17,485
93	88	Coventry University	M. Atkins	198,910		198,910	6.6	27,847	6.6	186,606		186,606	26,125
94	89	University of Derby	J. Coyne	197,792	0	197,792	6.1	22,330	4.3	186,402		186,402	24,675
95	87	University of Portsmouth	J. Craven	196,000		196,000	4.8	16,864	4.8	187,000		187,000	16,118
=96	109	University of Glamorgan	D. Halton	195,000	0	195,000	11.4	27,402	14.5	175,000		175,000	19,157
=96	99	University of Sunderland	P. Fidler	185,000	10,000	195,000	8.9	0	7.7	170,000	9,000	179,000	2,000
=96	70	University of Huddersfield	R. A. Cryan	171,000	24,000	195,000	0.0	24,000	0.0	195,000		195,000	24,000
99	96	University of Wales Institute, Cardiff	A. Chapman	175,625	17,859	193,484	5.6	16,932	1.8	167,741	15,479	183,220	23,484
100	144	University of Wales, Lampeter	R. Pearce	193,033	0	193,033	58.4	3,549	–33.3 [1]	121,901		121,901	172,901 [4]
101	85	University of Kent	D. Melville/J. Goodfellow	193,000	0	193,000	2.7	27,000	2.8	188,000		188,000	26,000
=102	105	Canterbury Christ Church University	M. Wright	192,000		192,000	9.4	27,000	9.5	175,478	0	175,478	24,494
=102	62	Roehampton University	P. O'Prey	191,000	1,000	192,000	–4.5	26,000	-2.7	156,000	45,000	201,000	23,000 [3]
=102	8	Thames Valley University	P. John	190,000	2,000	192,000	–34.0	22,000	–34.2	287,000	4,000	291,000	34,000 [1]
105	117	Southampton Solent University	V. Gore	191,278		191,278	19.5	26,970	24.2	160,021		160,021	15,712
106	101	Edinburgh Napier University	J. Stringer	189,000	2,000	191,000	7.9	26,000	8.0	176,000	1,000	177,000	24,000
107	115	Soas, University of London	P. Webley	190,363		190,363	17.3	26,651	17.3	162,335		162,335	22,727
108	104	Robert Gordon University	M. Pittilo	186,250	1,639	187,889	6.5	20,437	7.8	175,000	1,474	176,474	16,785
109	106	Glyndwr University	M. Scott	175,000	11,183	186,183	6.3	24,975	6.4	165,000	10,133	175,133	23,265
110	107	Bath Spa University	F. Morgan	167,000	19,000	186,000	6.3	26,000	6.5	156,000	19,000	175,000	24,000
111	84	Glasgow Caledonian University	P. Gillies	181,000	1,000	182,000	–3.7	25,000	–2.4	188,000	1,000	189,000	23,000
=112	91	University of Essex	C. Riordan	181,000	0	181,000	–2.7	27,510	–2.1	186,000		186,000	27,091 [1]
=112	114	University of Bolton	G. Holmes	178,500	2,500	181,000	8.2	25,200	8.8	157,500	9,800	167,300	22,200
114	111	University of Northampton	A. Tate	142,000	34,000	176,000	2.9	22,651	3.1 [2]	136,000	35,000	171,000	21,720
=115	126	Liverpool School of Tropical Medicine	J. Hemingway	175,000		175,000	16.7	25,000	17.0	150,000		150,000	21,000
=115	118	Royal College of Art	P. Thompson	175,000		175,000	9.4		–9.8	160,000		160,000	34,000
117	121	University of London	G. Davies	161,000	11,000	172,000	8.2	0	8.2	147,000	12,000	159,000	
=118	116	Courtauld Institute of Art	D. Swallow	171,000		171,000	6.2	24,000	6.6	161,000		161,000	22,000
=118	127	Queen Margaret University	A. Cohen	162,000	9,000	171,000	14.0	23,000	13.5 [3]	150,000		150,000	21,000
120	119	York St John University	D. Willcocks	170,000	0	170,000	6.3	23,970	6.3	160,000		160,000	22,560

benefits for vice-chancellors on the way out make it difficult for anyone to have any confidence in the system…I am sure that the thousands of staff likely to lose their jobs in the coming months will be delighted to learn that six-figure pay-offs are considered the norm by some vice-chancellors. Similar settlements for them and an assurance that there is not one rule for them and one for the rest will soften the crushing blow of redundancy."

Alex Haslam, professor of social and organisational psychology at the University of Exeter, has previously led research showing that institutions with a wide disparity between the pay of vice-chancellors and other staff are likely to drift down the league tables that rank universities.

He says the research showed that "the more unevenly rewards are apportioned, the worse the organisation in question performs in the future. Accordingly, the more that universities treat leaders as superheroes (and reward them accordingly), the more their future performance is compromised. By the same token, the more that leaders display the same restraint that they urge in their staff, the more likely they are to secure the confidence and followership of those staff.

"Given the choppy waters that the sector is now entering, this wisdom seems particularly worth heeding at the present time. Indeed, we would be particularly concerned for the prospects of those institutions that ignore it."

A spokeswoman for the Committee of University Chairs (CUC), which represents the heads of governing bodies, says: "The average increase awarded to vice-chancellors in 2008-09 broadly reflects the high award for all staff at the end of what was a generous three-year settlement."

She adds: "From the CUC's own researches, we can report that considerable restraint was exercised by universities' governing bodies between 2009 and 2010 in setting vice-chancellors' pay, with a substantially lower average increase reported, reflecting the changed economic climate. Our analysis of pay increases shows that the average increase in salary was 1.9 per cent between 2008-09 and 2009-10. This compares with a total pay increase of up to 3.5 per cent for staff generally for 2009-10, comprising a pay settlement of 0.5 per cent plus an incremental rise of 3 per cent."

A spokesman for the Universities and Colleges Employers Association (Ucea) says the rise for vice-chancellors is in line with that for the rest of staff in higher education.

"Ucea's own research looking at the actual salary increases received by heads of institutions in 2008-09 shows a median increase of 8.9 per cent, broadly in line with the more than 8 per cent received by the majority of higher education staff for that same period.

"Ucea's figure is based on a comparison of the reported remuneration increases of the 133 heads of institution who remained in post over the period," he says.

"Nearly two years have passed since these 2008-09 increases, and it is no surprise that the 2009-10 remuneration figures for both staff and heads of institutions reflect

DAVE JEPSON/ALAMY

> "The more that leaders display the same restraint that they urge in their staff, the more likely they are to secure the followership of those staff"

the need for sector sustainability."

The spokesman concludes: "Feedback from institutions where the outcome of 2009-10 pay reviews have been finalised show that 70 per cent of heads of institutions are either receiving no increase at all or 0.5 per cent."

The highest total for spending on a vice-chancellor in 2008-09 was recorded at City, which budgeted to pay Gillies £651,000. That was a rise of 186.8 per cent over City's spending on the vice-chancellor in the previous year.

A City spokesman says: "The salary paid to former vice-chancellor Malcolm Gillies is in line with that of vice-chancellors at similar-sized universities.

"On 23 July 2009, Gillies and the university took the mutual and amicable decision that Gillies should step down, with both parties putting the interests of the university first. For the purposes of the 2008-09 annual accounts, an estimate was made of the sum to be paid to Gillies as part of the compromise agreement, and this is included in the annual accounts figure of £651,000. The agreement included a duty on Gillies to mitigate this payment. The 2009-10 accounts will be adjusted, as a significant part of the provision will not be required as Gillies took up the position of vice-chancellor of London Metropolitan University from 23 January 2010."

The second-largest package for a vice-chancellor was at UEL, where Everett was paid £250,000 after stepping down following an investigation into his leadership in 2009. That was a rise of 210.4 per cent on its spending on the vice-chancellor post in 2007-08.

A spokeswoman for UEL said: "During 2008-09 the substantive vice-chancellor was replaced by an acting vice chancellor. Both

VICE-CHAN CELLORS' ANNUAL PAY AND BENEFITS, 2008-09

Rank 08-09	Rank 07-08	Institution	Vice-chancellor/ chief executive (Names listed may not include all post holders over the period)	2008-09 Salary (£)	2008-09 Benefits (£)	2008-09 Total salary excluding pension	2008-09 % increase	2008-09 Pension (£)	2008-09 % increase including pension	2007-08 Salary (£)	2007-08 Benefits (£)	2007-08 Total salary excluding pension	2007-08 Pension (£)
121	139	Trinity University College, Carmarthen	M. Hughes	155,008	13,850	168,858	29.9	22,097	28.4	116,973	13,051	130,024	18,695
=122	123	Bucks New University	R. Farwell	168,000		168,000	9.8	22,000	9.8	153,000		153,000	20,000
=122	120	St George's, University of London	P. Kopelman	168,000		168,000	5.7	32,000	13.0 [2]	159,000		159,000	18,000 [2]
124	128	UHI Millennium Institute	R. Cormack	164,961	2,880	167,841	12.8	22,783	12.7	145,979	2,799	148,778	20,437
125	124	Liverpool Hope University	G. Pillay	165,097		165,097	9.0	22,396	9.0	151,514		151,514	20,480
126	130	University of Winchester	J. Carter	164,434	0	164,434	11.8	22,020	11.4	147,098		147,098	20,300
127	122	Royal Academy of Music	J. Freeman-Attwood	139,235	24,164	163,399	–12.8	31,375	–26.4	163,214	24,215	187,429	77,322 [2]
128	143	Central School of Speech and Drama	G. Henderson	162,000	1,000	163,000	30.4	23,000	30.1	124,000	1,000	125,000	18,000
129	135	Ravensbourne College	R. Baker	162,500		162,500	18.0	1,984	6.4	137,658		137,658	17,004
130	131	University of Chichester	P. Robinson/R. Baker	161,335	0	161,335	11.3	22,587	11.3	144,921		144,921	20,289
131	125	Aberystwyth University	N. Lloyd	161,000		161,000	6.6	23,000	7.0	151,000	0	151,000	21,000
132	140	London School of Hygiene & Tropical Medicine	A. Haines	158,000		158,000	21.5	32,551	20.3 [2]	130,000		130,000	28,454 [2]
133	146	University for the Creative Arts	E. Thomas	156,818	0	156,818	29.0	19,828	29.2	120,895	649	121,544	15,222
134	133	School of Pharmacy, University of London	A. Smith	154,501		154,501	10.3	18,536	10.2	140,019		140,019	16,937
135	129	University College Plymouth St Mark & St John	D. Baker/M. Noble	153,975	0	153,975	4.4	20,785	5.0	147,461		147,461	19,003
136	136	University of Wales, Newport	P. Noyes	150,000	1,000	151,000	11.0	21,000	11.0	135,000	1,000	136,000	19,000
137	138	Harper Adams University College	W. Jones/D. Llewellyn	137,972	12,474	150,446	12.2	20,819	12.4	122,642	11,448	134,090	18,256
138	132	Swansea Metropolitan University	D. Warner	136,000	13,000	149,000	4.2	21,000	5.6	128,000	15,000	143,000	18,000
139	137	Arts University College, Bournemouth	S. Bartholomew	142,000	6,896	148,896	9.7	20,022	9.7	130,032	5,681	135,713	18,335
140	148	Glasgow School of Art	S. Reid	138,000		138,000	17.9	21,000	16.9 [3]	117,000		117,000	19,000
141	141	St Mary's University College, Twickenham	A. Naylor	132,000	3,000	135,000	4.7	19,000	4.8	126,000	3,000	129,000	18,000
142	145	Newman University College	P. Taylor	130,000		130,000	6.9	18,330	7.5	121,600		121,600	16,441
143	150	Royal Agricultural College	C. Gaskell	126,516		126,516	10.2	16,524	10.7	114,762		114,762	14,460
144	142	Royal College of Music	C. Lawson	124,537	1,609	126,146	0.3	18,721	1.2	124,537	1,212	125,749	17,435
145	153	Bishop Grosseteste University College Lincoln	M. Robinson	114,910	5,304	120,214	9.4	16,202	9.3	105,788	4,068	109,856	14,916
146	151	Norwich University College of the Arts	S. Tuckett/J. Last	119,154	1,045	120,199	6.6	16,801	6.6 [1]	112,000	746	112,746	15,792
147	152	Royal Scottish Academy of Music and Drama	J. Wallace	117,000		117,000	4.5	16,000	4.7	112,000		112,000	15,000
148	154	Writtle College	D. Butcher	111,000	1,000	112,000	6.7	15,000	5.8	104,000	1,000	105,000	15,000
149	155	Leeds Trinity University College	F. Bridge	111,607		111,607	6.5	15,738	6.5	104,810		104,810	14,778
150	156	Liverpool Institute for Performing Arts	M. Featherstone-Witty	110,414		110,414	7.8	15,568	7.8	102,457		102,457	14,446
151	134	Royal Northern College of Music	E. Gregson/J. Stockdale	108,000		108,000	–35.3	14,000	–35.4 [1]	165,000	2,000	167,000	22,000
152	149	Rose Bruford College	A. Pearce	106,423	1,527	107,950	–6.5	15,006	–6.3 [1]	112,000	3,485	115,485	15,792
		Average salary for head of institution		**207,318**		**219,156**							
		Total		**31,512,380**	**1,799,346**	**33,311,726**	**10.6**	**4,177,575**	**10.0**	**29,496,111**	**620,203**	**30,116,314**	**3,976,721**

Accounts were not available for London Metropolitan University, the University of Cumbria and the University of Gloucestershire
Accounts for University College Birmingham and the Edinburgh College of Art were made available too late to be included in the table
Notes
* Ranking based on figures subsequently corrected
1 Includes cost of more than one office holder during the year
2 Excludes payments not funded by institution
3 Includes exceptional payments, eg, compensation for loss of office, early retirement, backdated payments etc
4 Includes payments in respect of pension enhancements
5 The University of Chester's 2008-09 accounts were for a 16-month period, running from 1 April 2008 to 31 July 2009. The vice-chancellor's remuneration for the academic year 2008-09 was £183,000.
Tables compiled and audited by Grant Thornton strictly from the accounts signed off by institutions on behalf of *Times Higher Education*.

post holders were paid on the basis of an annual salary of £182,000. For a period of time the two posts were overlapping.

"For the purpose of your league table the vice-chancellor annual salary for the 2008-09 financial year was £182,000.

"Heads of institutions' pay reflects the skills required and demands involved in leading complex, successful, multimillion-pound organisations. They operate in a global market.

"A sum of £250,000 was paid as compensation for loss of office."

UEA had the third-highest package. Macmillan took early retirement from the vice-chancellorship at the end of the 2008-09 academic year after a period of sick leave. The university spent £489,000 on him, a rise of 129.6 per cent on its spending on the vice-chancellor in the previous year.

A UEA spokeswoman says: "The university purchased, by way of a lump-sum contribution of £265,000, additional pensionable service, recognising his retirement before normal retirement age. This is not a payment of salary to the vice-chancellor, and it would be misleading to use it in any comparison with his salary figure for 2008."

The London Business School had the fourth-highest executive reward package, spending £427,000 on the holders of its dean's office in 2008-09, an increase of 17.3 per cent on the previous year. Sir Andrew Likierman took over from Robin Buchanan, who became president, during that year.

A spokeswoman says the changeover in leadership "resulted in some additional costs", as "effectively there were two salaries from the dean's office".

The fifth-largest package was paid by University College Falmouth. It spent £392,118 on Alan Livingston in the year he retired as rector after 22 years' service. That represented a rise of 129.5 per cent on executive recompense over the previous year.

> **"Pay reflects what it takes to attract and retain individuals of sufficient calibre and experience to ensure UK universities continue to transform lives and remain world leaders"**

STUWDAMDORP/ALAMY

A Falmouth spokeswoman says: "The final salary and pension entitlement of £392,118 comprises Livingston's annual salary of £164,781; performance-related pay of £18,837 for 2007-08; performance-related pay of £20,500 for 2008-09 (which because of his retirement date are both accounted for in the 2008-09 financial year) and a pension enhancement of £188,000 that was negotiated with the board of governors in 2000 as part of his contract of employment. This £188,000 was budgeted for annually over eight years and the total became payable at his retirement."

University College London laid out the sixth-biggest executive package on its provost, Malcolm Grant. It spent £376,190, including £72,698 in benefits, a rise of 27.3 per cent on the previous year. On the benefits, a UCL spokesman says £40,000 consisted of pension contributions, £12,000 related to a service charge on Grant's flat and £20,000 was "a non-pensionable lump-sum payment (rather than an increase in base salary) to reflect the provost's contribution to UCL's outstanding performance during the year".

The spokesman adds: "The decisions taken around the provost's salary in the period reported reflected a strong period of growth for UCL and pre-dated the current financial crisis. The provost, along with the university's senior management team, has agreed to forgo a discretionary pay rise for the coming year.

"It is important to note also a significant difference in the way the provost's pay is reported in comparison with that of other vice-chancellors. In the period reflected in this table, the provost was outside the Universities Superannuation Scheme (USS), and therefore the pension contributions for the provost formed part of the salary listed for him, which was not the case for vice-chancellors who were in the USS."

The average pension contribution made by institutions for vice-chancellors was £27,484.

The biggest contribution reported, aside from those retiring, was £63,000, which the University of Edinburgh paid for Sir Timothy O'Shea. An Edinburgh spokesman says: "This figure includes a one-off adjustment of £15,000. This brings into line the principal's pensionable salary with his length of service in the sector."

Nicola Dandridge, chief executive of Universities UK, says the pay packages "reflect what it takes to attract, retain and reward individuals of sufficient calibre, experience and talent to ensure that UK universities continue to contribute to our economic recovery, transform lives and remain world leaders".

She adds: "Salaries of university heads in the UK are comparable to those in competitor countries and are also in line with remuneration packages for directors and chief executives of public and private organisations of a similar size."

Comparing the average salaries and benefits packages for the different mission groups shows that vice-chancellors' pay varies widely between different types of institution.

The average total salary and benefits package, excluding pensions, was £270,579

AVERAGE SALARY OF FULL-TIME ACADEMIC STAFF, 2008-09

			Professors (£)			Not professors (£)			All full-time academic staff (£)		
08-09	07-08	Institution	Female	Male	All	Female	Male	All	Female	Male	All
1	1	London Business School	..	192,480	190,409	104,584	122,936	116,919	118,767	155,450	146,459
2	2	Royal College of Music	..	..	..	..	62,718	58,952	..	61,990	58,846
3	4	City University London	73,995	90,552	86,721	49,036	50,418	49,763	51,813	61,366	57,309
4	3	London School of Economics	83,673	87,924	86,834	44,179	50,358	47,926	50,825	60,720	57,147
5	9	Royal College of Art	..	72,796	69,260	42,997	50,292	45,915	46,469	64,612	56,973
6	102	Royal Academy of Music	..	..	..	..	50,381	48,335	..	57,366	54,610
7	16	University of the Arts, London	64,500	..	65,121	53,847	53,981	53,922	54,933	54,280	54,582
8	6	Institute of Education, University of London	77,550	86,293	82,194	43,642	47,146	44,890	49,921	59,585	53,765
9	24	University of London (institutes and activities)	..	70,758	72,495	41,430	46,017	44,085	47,624	53,387	51,188
10	5	Queen Mary, University of London	76,602	78,341	77,952	41,280	45,973	44,048	45,652	54,209	51,028
11	12	University of Warwick	72,984	82,031	80,363	41,954	44,749	43,765	45,449	53,465	50,904
12	54	Courtauld Institute of Art	..	..	..	46,819	..	46,123	49,046	53,385	50,692
13	49	University of Westminster	61,968	62,077	62,049	47,937	50,197	49,267	48,611	51,282	50,212
14	18	The Open University	73,815	71,367	72,248	45,472	45,980	45,735	49,149	50,996	50,143
15	19	Goldsmiths, University of London	64,163	66,052	65,502	46,046	45,967	46,004	48,602	51,263	50,107
16	36	University College London	76,346	82,720	81,588	41,225	44,888	43,308	44,085	53,871	50,088
17	23	King's College London	74,818	81,268	79,894	40,981	48,391	44,613	43,300	55,636	49,893
18	7	Cranfield University	..	81,741	81,542	39,664	43,835	43,014	42,328	51,167	49,621
19	10	St George's, University of London	..	84,743	84,112	42,830	47,909	44,929	43,621	56,197	49,539
20	42	Edinburgh College of Art	..	..	55,317	41,544	52,706	48,590	43,374	52,953	49,465
21	20	University of Liverpool	77,872	81,747	81,227	40,662	43,991	42,720	43,231	52,604	49,429
22	11	Ravensbourne College	..	..	..	..	43,208	45,616	..	48,359	49,392
23	33	Aston University	86,662	85,302	85,587	40,344	42,507	41,742	45,222	50,892	49,023
24	56	University of Brighton	60,146	69,036	66,171	46,145	48,462	47,407	47,013	50,604	49,010
25	39	Norwich University College of the Arts	..	..	..	..	45,683	48,971	..	45,683	48,971
26	84	Soas, University of London	63,485	65,183	64,909	43,222	46,430	44,994	44,871	51,526	48,923
27	132	University for the Creative Arts	..	..	68,306	46,604	47,875	47,427	48,883	48,850	48,862
28	14	Imperial College London	83,226	86,526	86,131	39,610	42,733	41,705	42,416	51,450	48,779
29	13	Royal Holloway, University of London	64,108	70,331	68,992	40,360	42,330	41,567	44,284	51,104	48,771
30	25	Cardiff University	79,001	82,492	82,071	39,658	43,530	41,956	41,892	52,536	48,722
31	8	London School of Hygiene & Tropical Medicine	74,623	80,971	78,672	41,923	46,662	43,835	44,857	53,676	48,703
32	29	University of Sussex	69,914	69,207	69,360	42,743	45,389	44,391	45,554	50,212	48,580
33	17	University of Glasgow	70,477	74,326	73,683	39,946	43,423	42,065	42,983	51,482	48,553
=34	35	University of Bradford	63,847	65,486	65,028	44,106	45,939	45,273	46,681	49,483	48,503
=34	38	University of Kent	79,838	71,550	72,810	40,699	44,218	42,905	44,056	50,712	48,503
36	28	University of Essex	68,618	72,451	71,599	40,653	43,240	42,271	44,482	50,529	48,459
37	44	University of Salford	67,590	67,270	67,336	45,328	45,792	45,588	46,792	49,558	48,428
38	50	St Mary's University College, Belfast	..	..	..	46,502	49,714	48,254	46,502	49,714	48,254
39	41	Brunel University	68,380	70,364	69,973	42,199	44,152	43,487	44,966	49,374	47,980
40	30	University of Leicester	68,269	78,455	77,023	39,133	43,645	41,893	41,161	51,479	47,910
41	26	Royal Veterinary College, University of London	..	85,797	84,210	39,469	45,153	41,956	41,098	54,475	47,666
42	22	Keele University	71,549	67,203	68,095	40,984	45,363	43,180	43,459	50,899	47,575
43	15	Royal Northern College of Music	..	..	..	41,972	49,156	46,282	44,170	49,573	47,372
44	34	Glasgow School of Art	..	..	..	42,111	46,498	45,283	43,752	48,596	47,318
45	52	University of Birmingham	73,726	77,795	77,138	39,609	43,115	41,856	42,205	49,813	47,314
46	87	University of Chichester	..	..	..	46,378	46,486	46,440	46,378	47,935	47,287
47	70	Lancaster University	70,488	73,358	72,732	39,810	40,800	40,497	44,703	48,299	47,266
48	21	University of Strathclyde	72,836	74,673	74,445	40,594	41,906	41,459	42,828	48,886	47,045
49	57	University of Leeds	71,189	75,233	74,600	39,108	42,593	41,262	41,648	49,852	47,039
50	51	Oxford Brookes University	62,814	65,417	64,658	44,498	46,146	45,367	45,477	48,256	46,985
51	69	Loughborough University	67,336	74,329	73,235	38,721	41,555	40,682	41,833	48,974	46,984
52	40	Heriot-Watt University	70,147	70,424	70,399	39,897	41,357	41,017	42,550	48,070	46,946
53	46	Newcastle University	69,830	74,434	73,568	37,572	42,022	40,335	41,095	49,939	46,921
54	48	University of Dundee	78,699	78,396	78,463	38,988	43,517	41,595	42,197	49,963	46,893
55	53	University of Nottingham	73,149	80,551	79,317	37,029	41,901	40,037	40,072	50,478	46,887
56	37	University of Aberdeen	76,366	78,874	78,541	38,391	41,606	40,212	40,693	50,700	46,885
57	75	University of Greenwich	78,205	69,728	71,671	44,073	45,288	44,803	45,606	47,615	46,838
58	62	Bath Spa University	..	63,684	63,640	43,887	45,413	44,758	44,166	48,489	46,811
59	66	University of Bristol	69,246	73,896	73,159	38,703	42,759	41,140	41,104	49,960	46,802
60	93	University of Surrey	70,762	75,991	75,037	40,402	42,296	41,480	42,629	49,433	46,767
61	116	University of Wales, Newport	..	..	..	43,430	49,073	46,680	43,430	49,154	46,751
=62	97	University of Wales Institute, Cardiff	..	64,929	63,542	44,289	46,649	45,659	44,594	47,919	46,564
=62	47	University of St Andrews	71,377	79,427	78,263	37,081	39,550	38,819	40,739	48,677	46,564
64	71	Kingston University	65,456	61,085	62,413	45,291	44,946	45,092	46,353	46,323	46,336
65	45	University of Edinburgh	71,005	75,401	74,618	38,599	41,807	40,614	41,452	48,814	46,316
66	135	University of Wolverhampton	..	60,002	60,010	44,716	46,547	45,699	44,798	47,504	46,298
67	64	University of Gloucestershire	..	62,884	63,832	44,646	46,290	45,562	44,874	47,347	46,287

AVERAGE SALARY OF FULL-TIME ACADEMIC STAFF, 2008-09

			Professors (£)			Not professors (£)			All full-time academic staff (£)		
08-09	07-08	Institution	Female	Male	All	Female	Male	All	Female	Male	All
68	92	Roehampton University	..	..	..	46,000	46,665	46,274	46,000	46,665	46,274
69	113	University of Glamorgan	58,213	58,509	58,464	43,877	45,651	45,034	44,493	47,150	46,273
70	110	University of Southampton	68,373	71,826	71,196	39,060	41,751	40,809	42,056	48,236	46,257
71	60	Bucks New University	..	72,652	75,109	45,320	44,425	44,815	46,352	46,177	46,252
72	68	Glasgow Caledonian University	62,154	60,622	60,958	44,062	46,499	45,306	44,544	47,704	46,206
73	78	University of York	69,915	72,633	72,035	38,711	41,160	40,185	42,235	48,390	46,145
74	55	Robert Gordon University	64,031	69,064	67,806	42,936	44,840	43,928	44,001	47,938	46,135
75	59	Queen's University Belfast	67,300	73,957	72,984	40,043	42,899	41,785	41,601	48,632	46,129
76	117	University of Stirling	68,007	66,415	66,741	40,731	41,438	41,134	43,547	47,748	46,127
77	105	University of Bolton	..	61,331	59,762	43,844	45,803	45,048	44,104	47,105	45,988
=78	58	Liverpool John Moores University	57,706	62,813	61,934	42,764	45,930	44,694	43,277	47,598	45,982
=78	104	Swansea University	63,544	71,051	70,207	39,203	41,194	40,395	40,681	48,800	45,982
80	82	De Montfort University	59,104	59,981	59,798	42,843	45,247	44,259	43,793	47,315	45,945
81	32	Royal Agricultural College	..	..	..	..	46,310	43,680	..	48,910	45,934
82	74	University of Sheffield	66,646	71,997	71,101	38,423	40,731	39,934	41,337	47,982	45,914
83	61	Birkbeck, University of London	63,534	68,158	66,397	40,442	42,270	41,412	43,930	47,544	45,905
84	63	University of Manchester	71,682	75,913	75,064	37,917	41,566	40,129	40,988	48,629	45,862
85	65	University of Bath	68,654	69,843	69,711	39,637	42,265	41,420	41,365	47,643	45,830
86	79	University of Portsmouth	..	61,055	61,009	43,442	46,156	45,217	43,756	46,741	45,723
87	91	Anglia Ruskin University	70,438	80,978	76,616	42,922	44,922	43,951	44,161	47,061	45,663
88	67	Harper Adams University College	..	..	..	42,639	45,988	45,031	42,639	46,801	45,638
89	99	University of the West of England	55,073	55,228	55,176	43,555	45,831	44,811	44,222	46,684	45,602
90	108	Manchester Metropolitan University	63,498	63,098	63,209	43,174	44,757	44,077	44,219	46,521	45,560
=91	149	Central School of Speech and Drama	..	..	..	43,922	45,010	44,409	43,922	47,468	45,558
=91	95	University of Reading	63,880	68,397	67,568	40,049	41,797	41,118	42,121	47,444	45,558
93	72	London South Bank University	68,978	66,465	67,303	43,404	45,337	44,479	44,321	46,520	45,555
94	98	School of Pharmacy, University of London	..	79,300	79,310	34,160	42,176	37,990	38,504	51,777	45,503
95	106	York St John University	..	71,261	77,478	43,944	42,887	43,413	45,634	45,277	45,449
96	73	University of Huddersfield	..	78,375	77,129	43,644	43,494	43,554	44,275	46,196	45,445
97	90	Nottingham Trent University	59,043	59,866	59,671	43,112	45,369	44,398	43,715	46,633	45,416
98	76	Stranmillis University College	..	..	..	44,684	46,392	45,408	44,684	46,392	45,408
99	119	Royal Scottish Academy of Music and Drama	..	..	..	44,211	44,439	44,380	47,418	44,611	45,370
100	115	University of Ulster	61,797	64,329	63,737	40,322	43,425	42,093	42,207	47,428	45,339
101	148	University of Worcester	..	..	89,008	42,613	44,171	43,326	44,067	46,829	45,337
102	125	University of East Anglia	64,167	68,030	67,335	39,917	41,678	40,910	41,731	47,520	45,240
103	145	Canterbury Christ Church University	..	68,717	67,374	42,750	45,654	44,076	43,314	47,383	45,225
104	156	Middlesex University	56,785	60,497	59,590	43,181	44,859	44,017	43,708	46,602	45,207
105	123	Leeds Metropolitan University	61,417	59,152	59,743	43,779	44,692	44,309	44,430	45,743	45,205
106	31	University of Hull	62,609	62,858	62,808	42,343	43,167	42,863	43,690	45,971	45,174
107	83	University of Plymouth	74,085	62,140	63,831	41,088	43,674	42,571	42,515	46,800	45,119
108	111	University of the West of Scotland	..	58,304	58,403	43,989	45,121	44,622	44,176	45,749	45,070
109	142	Bangor University	63,419	71,296	70,062	38,492	42,247	40,647	39,999	48,192	45,030
110	107	University of Durham	65,390	71,872	70,942	36,928	40,295	39,228	39,500	47,112	44,936
111	88	Bishop Grosseteste University College Lincoln	..	..	..	44,869	44,508	44,737	44,869	45,025	44,927
112	81	University of Exeter	68,552	73,861	73,051	36,594	39,417	38,286	39,221	48,015	44,907
113	121	Newman University College	..	..	..	44,102	45,901	44,869	44,102	45,901	44,869
114	146	Trinity Laban Conservatoire of Music and Dance	..	..	..	44,131	45,310	44,854	44,131	45,310	44,854
115	114	University of Lincoln	63,169	73,937	71,117	40,780	42,484	41,828	42,403	46,294	44,845
116	122	Sheffield Hallam University	68,785	64,055	65,155	42,100	43,974	43,163	43,189	45,917	44,777
117	101	Northumbria University	61,843	62,200	62,110	42,890	45,116	44,120	43,282	45,951	44,775
118	94	Edinburgh Napier University	..	62,295	61,820	43,915	43,302	43,539	44,332	44,885	44,679
119	86	Southampton Solent University	..	66,017	66,221	41,896	44,469	43,832	42,652	45,175	44,552
120	126	Edge Hill University	..	54,633	55,038	43,474	45,085	44,118	43,593	45,798	44,510
121	131	University of East London	60,710	59,647	60,001	41,482	44,896	43,426	42,448	45,989	44,486
122	89	St Mary's University College, Twickenham	..	..	..	43,493	45,263	44,475	43,683	45,084	44,459
123	120	Teesside University	..	61,619	62,088	43,086	44,785	44,011	43,302	45,395	44,456
124	103	University of Hertfordshire	68,753	70,610	70,206	41,197	43,112	42,226	42,188	45,961	44,283
125	96	University of Cambridge	76,855	79,006	78,714	36,243	40,387	38,886	38,438	46,986	44,146
126	43	Queen Margaret University	..	65,577	65,827	41,535	42,991	42,060	42,683	46,313	44,085
127	100	University of Sunderland	..	56,420	55,809	41,904	44,051	43,215	42,421	45,076	44,068
128	127	University College Falmouth	..	..	..	41,571	44,186	43,238	41,571	45,452	44,062
129	118	University College Plymouth St Mark and St John	..	..	..	42,639	42,961	42,795	42,811	45,045	43,923
130	136	University of Central Lancashire	60,672	60,853	60,806	41,374	43,867	42,757	42,073	45,220	43,854
131	85	Staffordshire University	70,111	60,720	63,020	42,608	41,638	42,041	44,015	43,653	43,799
132	77	Guildhall School of Music and Drama	..	..	..	41,592	45,023	43,782	41,592	45,023	43,782
133	137	University of Northampton	..	55,263	55,517	42,121	44,234	43,264	42,295	44,815	43,685
134	109	University of Winchester	..	60,238	66,255	41,275	41,639	41,455	43,712	43,613	43,662

AVERAGE SALARY OF FULL-TIME ACADEMIC STAFF, 2008-09

			Professors (£)			Not professors (£)			All full-time academic staff (£)		
08-09	07-08	Institution	Female	Male	All	Female	Male	All	Female	Male	All
135	112	**Birmingham City University**	50,383	51,144	50,883	42,734	43,469	43,194	43,045	43,824	43,533
136	133	**University of Bedfordshire**	..	72,857	71,793	39,390	43,002	41,238	40,284	46,082	43,362
137	138	**Bournemouth University**	..	62,342	63,345	40,014	43,815	42,146	40,367	45,333	43,244
138	124	**University of Chester**	..	..	49,583	41,645	44,138	42,902	41,858	44,342	43,117
139	134	**Leeds Trinity University College**	..	..	..	41,700	42,359	42,025	43,761	42,359	43,085
140	143	**Swansea Metropolitan University**	..	..	..	41,730	43,000	42,617	41,995	43,395	42,975
141	150	**University of Wales, Lampeter**	..	..	..	41,067	42,499	41,894	41,550	43,954	42,974
142	152	**Glyndwr University**	..	75,820	72,021	40,964	41,810	41,435	41,328	44,179	42,951
143	139	**Coventry University**	83,218	75,104	77,422	39,845	43,234	41,690	40,803	44,673	42,932
144	155	**Thames Valley University**	..	78,246	75,004	41,658	41,971	41,820	42,013	42,993	42,524
145	128	**University of Oxford**	87,503	87,090	87,130	36,780	41,980	39,991	37,491	45,396	42,493
146	147	**Rose Bruford College**	..	..	..	40,955	43,614	42,442	40,955	43,614	42,442
147	129	**University of Abertay Dundee**	..	..	..	40,043	43,517	42,210	40,043	43,618	42,279
148	141	**University of Cumbria**	..	..	..	42,379	41,792	42,079	42,509	41,981	42,239
149	130	**Aberystwyth University**	..	68,531	68,230	35,748	39,046	37,831	36,819	44,383	41,877
150	153	**Trinity University College, Carmarthen**	..	..	..	40,012	42,802	41,287	40,012	42,802	41,287
151	140	**University of Buckingham**	..	53,479	53,275	36,631	40,867	38,977	37,646	43,390	41,047
152	(n/a)	**University Campus Suffolk**	..	..	..	40,883	40,158	40,534	40,883	40,158	40,534
153	151	**University of Derby**	..	65,736	65,057	38,570	39,876	39,278	38,749	41,629	40,354
154	159	**University of Wales** (central functions)	..	..	..	35,227	..	38,924	35,227	..	40,217
155	144	**Institute of Cancer Research**	..	96,258	91,931	34,730	39,348	36,823	35,785	44,785	40,033
156	27	**UHI Millennium Institute**	..	..	..	..	37,207	35,246	..	41,885	39,748
157	158	**Liverpool Institute for Performing Arts**	..	..	..	36,392	40,829	39,654	36,392	40,829	39,654
158	157	**The Arts University College at Bournemouth**	..	..	..	36,094	39,288	38,160	36,094	39,288	38,160
159	161	**Writtle College**	..	..	..	32,863	39,423	36,520	32,863	39,423	36,520
160	160	**Scottish Agricultural College**	..	..	..	31,678	38,375	35,805	31,678	38,375	35,805
161	162	**Leeds College of Music**	..	..	..	..	35,122	35,176	..	35,122	35,176
162	163	**Conservatoire for Dance and Drama**	..	..	..	32,600	33,765	33,168	32,600	33,765	33,168
163	164	**Heythrop College**	..	..	..	35,775	23,916	27,165	35,775	23,916	27,165
		Did not share data									
	154	**University College Birmingham**									
		Liverpool Hope University									
		London Metropolitan University									
		Total England	70,841	75,488	74,597	40,916	43,628	42,519	42,862	48,997	46,660
		Total Scotland	71,209	74,383	73,853	40,143	42,607	41,641	42,335	48,845	46,515
		Total Wales	69,462	74,949	74,260	40,155	43,220	41,994	41,511	49,053	46,313
		Total Northern Ireland	64,241	69,991	68,929	40,477	43,305	42,141	42,070	48,148	45,837
		Total UK	70,670	75,174	74,341	40,786	43,484	42,387	42,721	48,962	46,607

.. represents a percentage calculated on a population of 52 or fewer individuals or an average based on a population of seven or fewer.
University College Birmingham, Liverpool Hope University and London Metropolitan University would not allow Hesa to share their data publicly. (Liverpool Hope and London Met were the only omissions from last year's table.) Totals are based on all institutions.
Source: Hesa Staff Record 2008-09, Higher Education Statistics Agency
Tables compiled and audited by Grant Thornton on behalf of *Times Higher Education*.

THE DIFFERENCE BETWEEN MEN AND WOMEN? 14 PER CENT

The pay data reveal that a gender gap still exists in higher education.

According to figures from the Higher Education Statistics Agency, male academics still earn more on average than their female counterparts. In 2008-09, men took home an average salary of £48,962 across all academic grades, while women had to settle for just £42,721 – a gap of 14 per cent.

But there is some good news. The pay gap is narrowing slightly year on year. In 2007-08, women collected £39,547 while men pocketed £45,809, which meant a pay gap of 16 per cent. More notable is the fact that the difference at the top of the salary range is less marked. In 2008-09, female professors earned an average of £70,670, male professors an average of £75,174, a pay gap of 6 per cent.

Some peculiarities remain. At the London Business School, there is a £36,683 gulf between the average salary for men and that for women. A spokeswoman attributes this to the small number of woman in senior posts.

"While the London Business School continues to be successful in increasing the number of female faculty, many are recruited at junior levels, which accounts for the disparity between male and female salaries. We actively work to narrow the gap. We routinely scrutinise faculty salaries to ensure the school does not discriminate on the basis of gender."

At the Royal College of Art, men earn almost £20,000 more than their female colleagues. A spokeswoman for the RCA explains that the college has a total of 38 full-time staff and that it works primarily with practising artists and designers.

"As all academic staff are included in Hesa's figures, both the rector and pro-rector are also included. This completely skews gender comparison statistics because they are both male," she says.

Ceri Goddard is chief executive of the Fawcett Society, which fights for equality in the workplace. She says the figures for higher education reflect a wider pattern in society.

"It's shocking that 40 years after the Equal Pay Act this is still the case. Young women may be leaving college with higher qualifications than men, but after only four years the men's salaries take over. A large part of this is nothing to do with time out for childcare but straightforward discrimination.

"The current equality bill going through Parliament is a step in the right direction, but we need a whole package of measures including tougher requirements on employers, more flexible working and better paid and more part-time working options."

for the Russell Group, £247,798 for the 1994 Group, £222,460 for the University Alliance, £214,965 for Million+, £205,411 for non-aligned institutions and £156,005 for GuildHE.

Wendy Piatt, director-general of the Russell Group, says: "Russell Group universities are world-class, multimillion-pound organisations that need to attract vice-chancellors of the highest calibre and experience if they are to weather these troubled economic times. The leadership of a university is crucial for its success."

The 7.1 per cent rise in average salaries enjoyed by academics across all grades may be the last fruit of the good times for a while. The atmosphere of the 2010-11 pay negotiations is likely to be fraught. Unions will aim to ensure that this year's settlement reflects rising inflation, while employers will say government funding cuts tie their hands.

Academics now earn, on average, as much as senior civil servants in local government, who according to the Office for National Statistics, could expect to take home about £47,000 in 2009. A professor earns as much as a GP, pocketing an average of £74,341 in the past academic year.

Research-intensive universities no longer provide the career academic with a substantial salary premium. The impact of the pay framework means the differential in academic remuneration between the oldest and newest universities is ever shrinking. In 2008-09, academics working in Russell Group institutions received an average salary of £47,780, while their Million+ counterparts earned £44,677.

Three universities – Liverpool Hope, University College Birmingham and London Metropolitan University – refused to allow Hesa to share their staff data publicly (Liverpool Hope and London Met were the only omissions from the table last year). And for the first time, Hesa has collected information about average salaries only at professorial level and all other grades. It is no longer possible to make comparisons on the disparity in pay between senior professors and post-doctoral researchers in their first academic post.

Nevertheless, the bald averages conceal a diverse picture. London Business School pays its staff an enviable average salary of £146,459, and its professors – at the very pinnacle of their business career – are rewarded for their success with a healthy £190,409.

A spokeswoman for LBS says: "It is common practice for professors at many of the world's top-ranked business schools to receive generous remuneration packages; and to compete in this global market, we have to apply worldwide conditions of service and remuneration if we are to attract and retain the best thinkers."

City University, which includes Cass Business School, also paid a high average salary, with its academics pocketing £57,309. A spokeswoman for the university says it "aims to provide the highest standards of education, research and knowledge transfer, by attracting and retaining the best academic staff".

At the London School of Economics, academics are also comparatively well off, taking home an average salary of £57,147 across all grades. A spokesman says the institution is "prepared to pay well to help attract the best staff in a competitive market". The figure also reflects the added cost of living and working in central London, he explains.

But at the bottom end of the scale, academic bank balances are less well nourished. At Heythrop College, the specialist philosophy and theology college of the University of London, staff are paid an average of £27,165 year – almost half the national average. But the Jesuit-founded college is unique. Many of the 35 staff are deeply religious people, working out of a sense of duty and commitment to education. A stipend, in some cases just £9,000 per annum, is given directly to charity. As Peter Brook, development and communications manager at Heythrop, explains, it is part of the special culture of the college. "If they are Jesuit or a nun, they are 'covenanted'," he says. "It goes to charity. We never see it."

The University of Derby pays an average of £40,354 to its academic staff. Martyn Holden, director of human resources, says the Hesa figures reflect the amount of further education offered by the university at its Buxton campus.

"The requirements of staff teaching in further education, which has a reliance on hourly paid staff, are different from those employed within higher education – and these are reflected in the different pay scales that apply," he says. The university estimates that academics working in higher education at the university earn an average of £41,338. "We recognise that is below the median for the sector, but it does reflect the different demographics of this institution."

STUMDAMDORF/ALAMY

> "To compete in this global market, we have to apply worldwide conditions of service and remuneration if we are to attract and retain the best thinkers"

At first glance, the Hesa statistics appear to produce some unexpected results – the University of Worcester, for example, pays its professors a staggering average salary of £89,008, more than the University of Oxford and Imperial College London. But a spokeswoman says it had been advised by Hesa to include the salaries of its vice-chancellor and its deputy vice-chancellor, both professors, in the calculation. "If these two posts are removed, the university's average salary for its professors is £64,613.92," she says.

The University of Chester says it "does not recognise" Hesa figures that reveal an average salary of £49,583 for its professorial staff. Tim Wheeler, the vice-chancellor, says: "According to the basic scale adopted in the summer of 2006, updated periodically, reflecting the pay scales in 2008-09, the basic professorial salary range is between £49,096 and £52,086, with the average at this level of £51,840." Wheeler adds that Chester has no clinical staff and many professors are working on "fractional appointments" with industry and the public sector, factors that drive down the average salary.

For academics in the springtime of their career, the University of the Arts London is the place to start job hunting. It pays an average of £53,922 across all non-professorial grades. "University of the Arts London has worked hard over the past few years to put in place a pay structure that suitably rewards our high-quality staff and ensures that our students have access to leading practitioners and teachers," a spokeswoman says. "Many of those staff have specialisms that are much in demand in the creative industries, and therefore we need to offer competitive pay rates to attract and retain them."

Non-professorial academics working at Aberystwyth University, however, draw £37,831. A spokesman for the university questions the figure. "We will be looking closely at the data and at the basis on which the returns were made, so as to ensure that there are no inconsistencies," he says.

Negotiations on the national pay award for 2010-11 are already under way, with the five higher education unions submitting a jointly agreed claim for a minimum 4 per cent increase. This is needed not just to keep wages in line with inflation next year, but to cover the gap between cost of living rises and this year's 0.5 per cent settlement, the unions say.

In their formal claim, the unions argue that this year the employers "were calling for pay restraint in the full knowledge that over recent years the mean average of vice-chancellor and principal pay had increased by much greater rates than the vast majority of those employed by the sector". The unions say they will be "studying the forthcoming *THE* survey closely as it appears that senior management have not been practising what they preached".

Ucea will repeat its argument that heads of institutions who stayed in post in 2008-09 had a rise "broadly in line" with the rest of staff.

An interesting element of the unions' claim is for vice-chancellors and professors to be brought on to the national pay spine, so they receive the same pay increases as the rest of staff. The desire to know just how much is in each other's pay packets continues to be a powerful force in higher education. ●