

# GETTING BY: UK VICE-CHANCELLORS' REMUNERATION 2014-15

Institution	Vice-chancellor/ chief executive in post on 31 July 2015	V-c salary 2014-15 (£)	Other v-c benefits (£)	Total excluding pension (£)	% change from 2013-14	Pension 2014-15 (£)	% change including pension from 2013-14	Total incl pension (£)
University of Aberdeen	I. Diamond	272,000	Not stated	272,000	2.3	44,000	2.3	316,000
Abertay University	N. Seaton	169,000 <sup>†</sup>	Not stated	169,000	2.4	27,000	2.6	196,000
Aberystwyth University	A. McMahon	223,000	Not stated	223,000	1.8	24,000	1.6	247,000
Anglia Ruskin University <sup>2</sup>	M. Thorne	284,000	12,000	296,000	2.4	0	2.4	296,000
Arts University Bournemouth	S. Bartholomew	203,482	4,842	208,324	1.9	Not stated	1.9	208,324
Aston University <sup>5</sup>	J. King	306,000	1,000	307,000	0.0	50,797	0.0	357,797
Bangor University	J. Hughes	228,000	Not stated	228,000	2.2	Not stated	2.2	228,000
University of Bath	G. Breakwell	389,000 <sup>†</sup>	17,000	406,000	2.8	0	2.8	406,000
Bath Spa University <sup>6</sup>	C. Slade	263,000	31,000	294,000	10.5	49,000	11.0	343,000
University of Bedfordshire	B. Rammell	228,000	0	228,000	2.2	32,000	3.6	260,000
Birkbeck, University of London	D. Latchman	343,000	Not stated	343,000	1.8	52,000	1.8	395,000
University of Birmingham <sup>7</sup>	D. Eastwood	412,000	4,000	416,000	1.5	Not stated	1.5	416,000
Birmingham City University	C. Allan	233,632	459	234,091	-8.2	24,000	-9.5	258,091
Bishop Grosseteste University	P. Neil	133,885	5,074	138,959	5.9	21,422	2.5	160,381
University of Bolton	G. Holmes	202,500	2,600	205,100	1.9	28,500	1.8	233,600
Bournemouth University	J. Vinney	221,000	3,000	224,000	1.8	31,000	1.6	255,000
University of Bradford	B. Cantor	239,000	Not stated	239,000	23.8	Not stated	23.8	239,000
University of Brighton <sup>2</sup>	J. Crompton	220,522	2,786	223,308	4.1	0	4.1	223,308
University of Bristol <sup>2,4</sup>	E. Thomas	344,000	Not stated	344,000	7.2	Not stated	7.2	344,000
Brunel University London	J. Buckingham	250,000	0	250,000	11.1	40,000	11.1	290,000
Bucks New University <sup>3</sup>	R. Bunting	196,000*	17,000	213,000	10.9	26,000	10.6	239,000
University of Cambridge	L. Borysiewicz	294,000	8,000	302,000	1.3	23,000	-5.5	325,000
Canterbury Christ Church University	R. Thirunamachandran	224,000	Not stated	224,000	-8.6	17,000	-9.4	241,000
Cardiff Metropolitan University	A. Chapman	223,813	15,999	239,812	4.7	0	4.7	239,812
Cardiff University	C. Riordan	248,000	1,000	249,000	3.8	39,000	6.3	288,000
University of Central Lancashire <sup>1,3,30</sup>	M. Thomas	292,000	Not stated	292,000	133.6	Not stated	133.6	292,000
University of Chester	T. Wheeler	255,000	0	255,000	13.3	0	-0.7	255,000
University of Chichester	C. Behagg	168,300	Not stated	168,300	-2.0	23,730	-2.0	192,030
City University London <sup>8</sup>	P. Curran	310,000	1,000	311,000	3.3	47,000	3.5	358,000
Conservatoire for Dance and Drama <sup>8</sup>	E. Kemp	36,000	Not stated	36,000	-16.3	Not stated	-16.3	36,000
Courtauld Institute of Art	D. Swallow	187,000	Not stated	187,000	4.5	30,000	4.3	217,000
Coventry University	J. Latham	267,272	Not stated	267,272	3.6	35,955	10.5	303,227
Cranfield University <sup>9</sup>	P. Gregson	361,000	Not stated	361,000	16.5	0	16.5	361,000
University of Cumbria	P. Strike	176,866	0	176,866	2.5	0	-6.3	176,866
De Montfort University <sup>10</sup>	D. Shellard	310,000	1,000	311,000	10.7	0	7.6	311,000
University of Derby <sup>2</sup>	J. Coyne	265,310	4,291	269,601	-1.0	0	-1.0	269,601
University of Dundee <sup>4</sup>	P. Downes	261,000	Not stated	261,000	15.0	0	15.0	261,000
Durham University <sup>1,2,3,11</sup>	R. Hudson	556,000	Not stated	556,000	125.1	37,000	106.6	593,000
University of East Anglia <sup>3</sup>	D. Richardson	212,000	11,000	223,000	-6.3	31,000	6.7	254,000
University of East London	J. Joughin	227,000	Not stated	227,000	-1.3	32,000	-1.5	259,000
Edge Hill University	J. Cater	311,000	10,000	321,000	5.6	0	5.6	321,000
University of Edinburgh <sup>4</sup>	T. O'Shea	233,000	2,000	235,000	2.6	36,000	1.1	271,000
Edinburgh Napier University <sup>12</sup>	A. Nolan	203,000	0	203,000	6.8	29,000	6.4	232,000
University of Essex	A. Forster	237,000	Not stated	237,000	3.9	40,373	3.9	277,373
University of Exeter <sup>13</sup>	S. Smith	341,000	0	341,000	-2.0	52,000	-1.8	393,000
Falmouth University	A. Carlisle	248,090	2,829	250,919	24.6	34,981	25.1	285,900
University of Glasgow	A. Muscatelli	271,000	0	271,000	3.0	43,000	3.0	314,000
Glasgow Caledonian University <sup>4,8</sup>	P. Gillies	272,000	1,000	273,000	2.6	0	2.6	273,000
Glasgow School of Art	T. Inns	135,000	Not stated	135,000	9.8	20,000	9.2	155,000
University of Gloucestershire	S. Marston	163,000	0	163,000	1.9	25,000	-0.5	188,000
Glyndwr University <sup>1,2,3,14</sup>	G. Upton	482,357	8,626	490,983	116.2	Not stated	116.2	490,983
Goldsmiths, University of London	P. Loughrey	232,000	Not stated	232,000	0.9	37,000	0.7	269,000
University of Greenwich	D. Maguire	230,569	Not stated	230,569	5.2	32,312	5.1	262,881
Guildhall School of Music and Drama	B. Ife	151,000	20,000	171,000	7.5	0	-3.4	171,000
Harper Adams University	D. Llewellyn	149,000	3,000	152,000	2.0	22,000	4.2	174,000
Heriot-Watt University <sup>1,2,3,15</sup>	J. Jones	241,000	4,000	245,000	19.5	36,000	18.6	281,000
University of Hertfordshire <sup>16</sup>	Q. McKellar	285,000	1,000	286,000	5.9	40,000	5.5	326,000
Heythrop College	M. Holman	10,500	0	10,500	0.0	0	0.0	10,500
University of the Highlands and Islands	C. Mulholland	182,000	0	182,000	5.2	19,000	1.5	201,000
University of Huddersfield	R. Cryan	292,000	0	292,000	18.2	45,000	17.4	337,000

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University of Hull	C. Pistorius	247,000	11,000	258,000	1.6	40,000	1.7	298,000
ifs University College	A. Fraser	206,000	0	206,000	-10.0	0	-10.0	206,000
Imperial College London <sup>3</sup>	A. Gast	349,000	25,000	374,000	-3.9	56,000	10.5	430,000
Institute of Cancer Research	P. Workman	253,000	Not stated	253,000	17.7	Not stated	8.1	253,000
Keele University <sup>2</sup>	N. Foskett	272,000 <sup>†</sup>	Not stated	272,000	0.7	0	0.7	272,000
University of Kent	J. Goodfellow	272,000	Not stated	272,000	2.6	0	2.6	272,000
King's College London	E. Byrne	350,000	52,000	402,000	46.2	56,000	41.4	458,000
Kingston University	J. Weinberg	214,000	Not stated	214,000	3.9	34,000	3.8	248,000
Lancaster University	M. Smith	230,000	1,000	231,000	-5.7	37,000	-4.6	268,000
University of Leeds	A. Langlands	278,000	0	278,000	7.3	7,000	7.5	285,000
Leeds Beckett University <sup>2</sup>	S. Price	271,000	0	271,000	8.0	0	8.0	271,000
Leeds College of Art	S. Wonnacott	143,000	Not stated	143,000	3.6	17,000	3.9	160,000
Leeds Trinity University	M. House	153,000	Not stated	153,000	3.5	21,573	3.5	174,573
University of Leicester <sup>3</sup>	P. Boyle	247,000	26,000	273,000	4.2	40,000	3.3	313,000
University of Lincoln	M. Stuart	221,000	2,000	223,000	-1.3	35,000	-1.1	258,000
University of Liverpool <sup>3</sup>	J. Beer	292,000	47,000	339,000	-7.9	Not stated	-7.9	339,000
Liverpool Hope University	G. Pillay	250,986	5,780	256,766	5.0	35,389	5.0	292,155
Liverpool Institute for Performing Arts	M. Featherstone-Witty	130,739	0	130,739	2.0	6,145	-3.4	136,884
Liverpool John Moores University <sup>4</sup>	N. Weatherill	248,178	1,383	249,561	8.0	28,800	3.9	278,361
Liverpool School of Tropical Medicine	J. Hemingway	254,000	0	254,000	9.0	0	9.0	254,000
University of London	A. Smith	172,000	Not stated	172,000	2.4	Not stated	2.4	172,000
London Business School <sup>4</sup>	A. Likierman	428,000	3,000	431,000	17.8	0	2.9	431,000
London Metropolitan University	J. Raftery	220,000	0	220,000	-46.6	35,000	-43.7	255,000
London School of Economics and Political Science	C. Calhoun	312,000	19,000	331,000	-4.1	50,000	-3.3	381,000
London School of Hygiene and Tropical Medicine	P. Piot	284,000	Not stated	284,000	2.5	38,000	2.5	322,000
London South Bank University	D. Phoenix	242,000 <sup>†</sup>	Not stated	242,000	-2.0	31,000	2.2	273,000
Loughborough University	R. Allison	212,180	Not stated	212,180	3.0	33,948	11.1	246,128
University of Manchester	N. Rothwell	252,000	4,000	256,000	2.0	40,000	1.7	296,000
Manchester Metropolitan University <sup>3,17</sup>	M. Press	270,000	15,000	285,000	9.2	26,000	6.5	311,000
Middlesex University <sup>3,18</sup>	T. Blackman	534,000	55,000	589,000	80.7	2,000	81.3	591,000
Newcastle University	C. Brink	244,800	0	244,800	8.5	61,700	8.7	306,500
Newman University	P. Lutzeier	147,000	0	147,000	6.3	20,563	6.3	167,563
University of Northampton <sup>19</sup>	N. Petford	208,000 <sup>†</sup>	9,000	217,000	2.4	28,000	2.4	245,000
Northumbria University	A. Wathey	262,000	3,000	265,000	1.1	38,000	1.0	303,000
Norwich University of the Arts	J. Last	167,000	1,468	168,468	4.4	0	-3.4	168,468
University of Nottingham <sup>4</sup>	D. Greenaway	336,000	45,000	381,000	1.9	Not stated	1.9	381,000
Nottingham Trent University <sup>3,20</sup>	E. Peck	292,000		292,000	-49.4	42,000	-46.4	334,000
The Open University <sup>3</sup>	P. Horrocks	319,000	3,000	322,000	-9.0	32,000	-14.1	354,000
University of Oxford <sup>2</sup>	A. Hamilton	346,000	61,000	407,000	1.8	55,000	1.8	462,000
Oxford Brookes University <sup>3</sup>	A. Fitt	230,000	Not stated	230,000	3.6	18,000	-2.0	248,000
Plymouth University <sup>1,2,3,21</sup>	D. Coslett	418,436	418,853	293,853	57.5	40,814	51.5	459,667
University of Portsmouth <sup>3,22</sup>	G. Galbraith	278,000	5,000	283,000	19.4	35,000	18.2	318,000
Queen Margaret University	P. Wend	197,000	2,000	199,000	13.7	29,000	13.4	228,000
Queen Mary University of London	S. Gaskell	275,000	9,000	284,000	5.6	0	3.0	284,000
Queen's University Belfast	P. Johnston	249,000	Not stated	249,000	23.3	40,000	23.5	289,000
Ravensbourne	L. Drew	201,162	Not stated	201,162	26.4	11,144	33.4	212,306
University of Reading	D. Bell	255,000	Not stated	255,000	2.0	40,800	2.0	295,800
Robert Gordon University	F. von Prondzynski	231,410	2,469	233,879	2.9	34,108	2.7	267,987
University of Roehampton	P. O'Prey	238,000	2,000	240,000	6.7	72,000	6.8	312,000
Rose Bruford College	M. Earley	141,975	2,506	144,481	5.3	20,018	5.3	164,499
Royal Academy of Music	J. Freeman-Attwood	173,452	16,452	189,904	12.6	96,709	13.9	286,613
Royal Agricultural University <sup>23</sup>	C. Gaskell	153,000	10,000	163,000	0.0	0	0.0	163,000
Royal Central School of Speech and Drama	G. Henderson	173,000	2,000	175,000	2.3	26,000	3.1	201,000
Royal College of Art	P. Thompson	215,000	0	215,000	4.9	44,000	4.4	259,000
Royal College of Music	C. Lawson	215,866	1,565	217,431	6.1	Not stated	6.1	217,431
Royal Conservatoire of Scotland <sup>3</sup>	J. Sharkey	134,000	5,000	139,000	-9.2	20,000	-7.6	159,000
Royal Holloway, University of London	P. Layzell	278,000	Not stated	278,000	1.5	0	1.5	278,000
Royal Northern College of Music	L. Merrick	128,000	0	128,000	2.4	18,000	2.1	146,000

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Royal Veterinary College	S. Reid	239,000	39,000	278,000	2.6	40,000	2.6	318,000
University of St Andrews <sup>2</sup>	L. Richardson	250,000	4,000	254,000	-4.2	40,000	-2.3	294,000
St George's, University of London <sup>2,24</sup>	P. Kopelman	258,000	0	258,000	8.9	0	-2.3	258,000
University of St Mark and St John <sup>25</sup>	C. Aitchison	185,000	10,000	195,000	2.6	29,000	2.8	224,000
St Mary's University, Twickenham	F. Campbell	147,000	15,000	162,000	58.8	20,000	12.3	182,000
University of Salford <sup>3,26</sup>	H. Marshall	440,000	41,000	481,000	119.6	35,000	104.8	516,000
University of Sheffield	K. Burnett	381,000	4,000	385,000	1.9	0	1.9	385,000
Sheffield Hallam University <sup>2</sup>	P. Jones	297,000	3,000	300,000	15.4	0	15.4	300,000
Soas, University of London <sup>2</sup>	P. Webley	194,400	0	194,400	2.1	31,104	2.1	225,504
University of South Wales	J. Lydon	222,000	Not stated	222,000	16.2	0	8.6	222,000
University of Southampton <sup>2</sup>	D. Nutbeam	291,000	1,000	292,000	4.3	40,000	3.8	332,000
Southampton Solent University	G. Baldwin	216,322	0	216,322	-12.1	28,196	-0.7	244,518
SRUC (Scotland's Rural College) <sup>1,27</sup>	J. Swadling	187,000	Not stated	187,000	-35.5	35,000	-28.2	222,000
Staffordshire University <sup>28</sup>	M. Gunn	174,000	Not stated	174,000	-2.8	0	-10.8	174,000
University of Stirling	G. McCormac	261,000*	1,000	262,000	5.2	Not stated	5.2	262,000
University of Strathclyde	J. McDonald	343,000*†	Not stated	343,000	2.7	Not stated	2.7	343,000
University of Sunderland <sup>3,4</sup>	S. Atkinson	190,000	4,000	194,000	-14.9	26,000	-3.5	220,000
University of Surrey <sup>1,2,3,4</sup>	M. Kearney	376,523	4,000	380,523	-2.9	0	-2.9	380,523
University of Sussex	M. Farthing	230,000	18,000	248,000	2.1	39,000	2.5	287,000
Swansea University	R. Davies	242,000	5,000	247,000	1.2	Not stated	1.2	247,000
Teesside University <sup>3,4,29</sup>	P. Croney	283,939*	14,107	298,046	13.8	7,402	8.1	305,448
Trinity Laban Conservatoire of Music and Dance	A. Bowne	163,200	Not stated	163,200	2.0	23,011	2.0	186,211
Ulster University <sup>3</sup>	P. Nixon	201,000	16,000	217,000	-2.3	Not stated	-2.3	217,000
University Campus Suffolk	R. Lister	120,000†	Not stated	120,000	-11.8	17,000	-10.5	137,000
University College Birmingham	R. Linforth	236,000	0	236,000	2.2	0	2.2	236,000
University College London	M. Arthur	358,020	1,175	359,195	-8.4	Not stated	-10.3	359,195
University for the Creative Arts	S. Ofield-Kerr	165,000	1,385	166,385	2.5	23,265	2.5	189,650
University of the Arts London	N. Carrington	254,312	Not stated	254,312	2.0	0	2.0	254,312
University of Wales <sup>31</sup>	M. Hughes	N/A	Not stated	N/A	0	Not stated	0	N/A
University of Wales Trinity Saint David	M. Hughes	212,000	14,000	226,000	3.7	36,000	4.4	262,000
University of Warwick <sup>2</sup>	N. Thrift	336,000*	13,000	349,000	0.3	0	0.3	349,000
University of the West of England <sup>32</sup>	S. West	266,599	611	267,210	1.9	34,932	1.9	302,142
University of the West of Scotland	C. Mahoney	224,000	0	224,000	4.7	35,000	4.4	259,000
University of West London	P. John	236,000	4,000	240,000	1.3	33,000	1.9	273,000
University of Westminster	G. Petts	295,000	Not stated	295,000	13.9	0	3.9	295,000
University of Winchester	J. Carter	238,985*	Not stated	238,985	1.9	Not stated	1.9	238,985
University of Wolverhampton	G. Layer	250,000	18,000	268,000	29.7	0	19.6	268,000
University of Worcester	D. Green	301,000	0	301,000	3.4	0	3.4	301,000
Writtle College	S. Waite	112,000	4,000	116,000	1.8	16,000	2.3	132,000
University of York	K. Lamberts	229,167	5,087	234,254	0.8	36,666	4.5	270,920
York St John University <sup>19</sup>	K. Stanton	222,000	1,000	223,000	1.4	27,000	1.2	250,000
<b>Total</b>				<b>39,933,660</b>		<b>3,422,357</b>		<b>43,356,017</b>
<b>Average</b>				<b>252,745</b>				<b>274,405</b>
<b>Overall percentage change</b>					<b>6.1</b>		<b>5.4</b>	

## Notes to table

Figures show cost of office for the year 1 August 2014 to 31 July 2015 except where stated and may include more than one post holder. The name of the v-c/chief executive given is the last head in post that year. The 2013-14 figures, on the basis of which percentage changes are calculated, may differ slightly from what *THE* published last year because they reflect any restatements since the 2013-14 reporting period.

\* Salary includes pension contributions

† Salary includes benefits

1 Was interim or acting v-c/chief executive on 31 July 2015

2 V-c has left or stepped down since the period measured

3 V-c changed or left during the period measured, which may affect figures

4 "Salary" includes payments in lieu of pension contributions

5 "Salary" includes performance-related payment of £25,000, of which

£10,000 was donated through salary sacrifice to scholarships

6 "Salary" includes performance-related bonus of £12,500

7 "Salary" includes performance-related payment of £35,000

8 "Salary" includes performance-related payment of £16,000

9 "Salary" includes performance-related payment of £47,000

10 "Salary" includes bonus of £30,000

11 "Salary" includes £82,000 payment for end of ambassadorial duties

and £37,000 pension contribution to retiring v-c Chris Higgins

12 "Salary" includes performance-related payment of £9,000

13 "Salary" includes performance-related payment of £51,000

14 "Salary" includes £155,802 payment in lieu of notice paid to former

v-c Michael Scott

15 "Salary" includes bonus of £20,000 paid to outgoing v-c Steve

Chapman

16 "Salary" includes performance-related payment of £35,000

17 Includes a performance-related payment of £40,000 to previous v-c

John Brooks

18 "Salary" includes payment of £229,000 to former v-c Michael Driscoll

for loss of office

19 "Salary" includes bonus of £20,000

20 "Salary" and "pension" includes some payment to previous v-c Neil

Gorman, who retired on 31 August 2014. Edward Peck took over on

1 August 2014

21 "Salary" includes £45,000 performance-related salary to former v-c

Wendy Purcell and £125,000 paid to her as compensation for loss of

office

22 "Salary" includes recognition award of £25,000

23 "Salary" includes bonus of £19,000

24 Salary includes NHS Distinction Award of £76,000

25 "Salary" includes "other payments" of £5,000

26 "Salary" includes £110,000 compensation for loss of office, including

legal fees, paid to former v-c Martin Hall, plus £121,000 payment while

he was on six-month sabbatical

27 Annual report is for year ended 31 March 2015

28 "Salary" includes performance-related payment of £4,000

29 "Salary" includes £20,000 bonus paid to former v-c Graham

Henderson

30 Figures include performance-related payment of £23,000 to former

chief executive Malcolm McVicar

31 The post of v-c and chief executive is held by the v-c of the

University of Wales Trinity Saint David. The University of Wales

contributed £66,030 in 2014-15 towards his basic salary and

pension costs.

32 "Salary" includes £18,852 performance-related bonus

Source: Figures compiled by Grant Thornton from universities' financial statements.