

AVERAGE SALARY OF FULL-TIME STAFF 2012-13 (£)

Institution	Academic managers			Professors			Academic total		
	Female	Male	All	Female	Male	All	Female	Male	All
University of Aberdeen	..	105,771	95,508	71,214	78,514	77,297	42,381	52,505	48,561
Abertay University	..	..	..	..	56,467	56,467	40,382	45,138	43,383
Aberystwyth University	..	..	..	61,759	69,420	68,644	40,026	46,902	44,619
Anglia Ruskin University	73,925	89,920	82,898	63,409	64,344	63,993	45,557	48,533	47,039
Arts University Bournemouth	49,925	62,644	58,404	..	..	..	35,311	39,129	37,716
Aston University	110,704	95,463	103,084	77,551	84,042	82,149	48,759	49,779	49,415
Bangor University ¹	58,832	71,376	68,055	67,075	71,445	70,432	41,366	47,805	44,985
University of Bath	..	87,298	96,220	72,515	73,923	73,751	43,406	50,734	48,529
Bath Spa University	..	62,675	68,184	..	..	60,373	48,498	48,753	48,649
University of Bedfordshire	72,429	67,842	69,438	65,731	71,087	69,669	42,294	46,818	44,538
Birkbeck, University of London	59,269	76,257	68,825	63,068	65,952	64,709	46,715	50,140	48,584
University of Birmingham	..	159,044	155,639	79,642	78,288	78,525	43,375	52,136	48,816
Birmingham City University	61,348	66,222	64,455	57,850	54,408	55,432	46,076	47,808	47,080
Bishop Grosseteste University	..	..	54,450	..	..	..	43,835	47,633	45,121
University of Bolton	..	80,008	76,298	..	56,825	56,697	45,590	46,065	45,896
Bournemouth University	..	101,536	101,536	..	63,518	62,048	41,297	46,143	44,058
University of Bradford	82,496	88,251	86,179	65,431	64,595	64,771	47,863	50,725	49,636
University of Brighton	..	99,503	92,002	71,818	72,360	72,167	48,017	51,775	50,069
University of Bristol	85,791	91,537	90,032	75,480	77,017	76,743	44,138	51,298	48,608
Brunel University	92,118	95,418	94,636	72,914	77,184	76,312	47,989	53,122	51,345
University of Buckingham	..	89,984	83,544	..	58,536	58,371	40,076	48,982	45,570
Bucks New University	66,610	68,426	67,395	..	..	..	47,873	45,922	46,763
University of Cambridge	..	..	..	80,102	81,141	80,987	39,398	48,103	45,033
Canterbury Christ Church University	69,718	70,699	70,263	..	..	61,154	46,551	47,651	47,098
Cardiff University	..	95,694	95,705	77,238	82,802	81,778	44,786	54,415	50,799
Cardiff Metropolitan University	62,920	71,437	66,720	..	66,586	65,713	45,807	47,292	46,631
University of Central Lancashire	68,322	67,764	67,994	65,210	64,265	64,564	43,419	43,579	43,509
University of Chester	56,118	67,231	62,522	..	52,873	52,959	43,220	47,898	45,532
University of Chichester	..	79,616	74,812	..	..	..	45,461	47,420	46,585
City University London	..	102,026	98,927	80,257	96,594	93,506	53,898	65,625	61,214
Conservatoire for Dance and Drama	40,825	45,772	43,538	..	..	..	35,830	36,641	36,282
Courtauld Institute of Art	..	..	..	..	..	63,138	50,396	50,633	50,480
Coventry University	75,108	75,298	75,237	64,501	66,102	65,370	40,670	41,081	40,918
Cranfield University	..	97,098	93,267	80,314	78,071	78,452	45,119	52,462	50,756
University of Cumbria	61,685	..	63,827	..	..	..	46,272	45,107	45,696
De Montfort University	70,014	85,120	80,085	59,997	61,692	61,255	46,294	49,187	47,938
University of Derby ²	49,446	57,430	53,358	40,487	43,396	42,046

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	Female	Male	All	Female	Male	All	Female	Male	All
University of Dundee	83,588	88,618	87,493	68,899	78,929	77,054	43,491	51,383	48,287
Durham University ³	-	-	-	-	-	-	-	-	-
University of East Anglia	69,286	81,140	77,524	68,558	70,619	70,173	44,246	50,373	47,896
University of East London	67,600	75,714	72,288	66,094	66,919	66,560	46,773	48,450	47,749
Edge Hill University	58,338	72,858	64,186	..	57,634	57,327	44,827	47,567	46,008
University of Edinburgh	92,086	82,014	84,700	67,390	72,498	71,466	43,928	49,863	47,694
Edinburgh Napier University	82,411	79,343	80,570	..	63,459	62,879	46,479	47,118	46,867
University of Essex	..	87,386	82,035	73,263	75,954	75,319	46,604	53,485	50,830
University of Exeter	..	115,727	112,860	78,084	79,489	79,242	40,412	49,400	45,961
Falmouth University	..	71,271	76,691	..	..	..	48,193	49,201	48,828
University of Glamorgan ⁴	75,379	64,203	67,896	..	60,344	59,945	48,006	48,491	48,326
University of Glasgow	85,256	96,444	93,794	73,594	79,142	78,013	44,647	52,656	49,610
Glasgow Caledonian University	90,364	76,990	82,721	64,155	66,555	65,869	48,490	51,169	49,820
Glasgow School of Art	..	59,758	64,006	..	..	..	50,543	50,943	50,799
University of Gloucestershire ⁵	-	-	-	-	-	-	-	-	-
Glyndwr University	..	82,835	75,608	..	..	..	43,971	44,825	44,481
Goldsmiths, University of London	..	93,187	89,770	67,037	65,974	66,423	52,010	53,601	52,878
University of Greenwich	70,626	73,764	72,816	..	..	..	45,128	48,041	46,917
Guildhall School of Music and Drama	47,696	53,836	51,603	..	..	..	34,662	39,966	37,386
Harper Adams University	..	64,750	65,286	..	..	..	44,646	50,145	48,312
Heriot-Watt University	..	83,275	82,902	74,116	70,838	71,335	45,024	49,566	48,374
University of Hertfordshire	64,303	71,983	69,002	63,631	66,953	65,876	46,267	48,651	47,597
Heythrop College	..	..	..	..	..	..	49,795	28,140	33,839
University of the Highlands and Islands	..	..	..	..	..	..	34,761	48,562	43,803
University of Huddersfield	63,452	81,059	75,190	68,086	67,630	67,710	45,075	47,770	46,671
University of Hull	58,094	69,334	65,171	61,190	64,803	64,182	44,445	48,348	46,807
Imperial College London	..	107,781	108,296	89,102	89,269	89,243	44,442	52,875	50,148
Institute of Cancer Research ²	-	-	-	-	-	-	-	-	-
Institute of Education	..	95,027	89,723	77,519	76,570	77,045	54,326	59,882	56,678
Keele University	..	92,547	88,164	67,575	70,631	69,829	45,588	52,204	49,171
University of Kent	95,164	81,140	84,615	68,768	73,489	72,544	46,454	52,670	50,296
King's College London	107,196	98,650	100,685	77,042	82,160	80,978	45,082	55,496	50,655
Kingston University	78,852	77,107	77,620	64,559	61,489	62,488	47,933	47,796	47,854
Lancaster University	..	96,464	94,648	71,949	74,315	73,746	46,634	50,626	49,319
University of Leeds	..	79,472	77,597	74,893	77,248	76,759	43,257	50,561	47,819
Leeds College of Art	48,409	42,325	44,759	..	..	..	33,524	29,638	31,153
Leeds Metropolitan University	76,255	75,988	76,115	..	60,389	60,248	46,346	46,036	46,168
Leeds Trinity University	..	..	..	..	..	..	46,065	44,788	45,489
University of Leicester	78,918	91,775	88,561	76,149	81,731	80,620	43,742	52,797	49,429
University of Lincoln	83,391	84,144	83,901	..	68,590	67,485	43,726	46,445	45,418
University of Liverpool	82,244	104,085	99,080	80,044	82,719	82,250	44,907	53,559	50,405
Liverpool Hope University ⁶	-	-	-	-	-	-	-	-	-
Liverpool Institute for Performing Arts	..	..	60,711	..	..	..	..	46,228	44,438
Liverpool John Moores University	77,166	92,712	87,530	..	65,740	65,645	44,592	48,088	46,704
University of London	..	80,506	75,539	..	..	..	48,227	53,897	51,516
London Business School	..	241,690	236,058	..	214,088	213,466	139,968	179,395	169,446
London Metropolitan University	58,861	66,209	64,130	..	56,165	56,350	48,351	50,367	49,597
London School of Economics	91,038	98,294	96,292	86,169	94,722	92,656	51,539	62,773	58,474
London School of Hygiene and Tropical Medicine	68,003	76,737	73,519	81,065	87,824	85,796	46,059	56,188	50,326
London South Bank University	73,008	80,223	77,375	..	71,275	71,043	46,115	48,375	47,329
Loughborough University	73,329	79,035	78,006	69,174	72,885	72,118	45,940	49,638	48,650
University of Manchester	86,409	102,860	99,099	75,471	78,576	77,888	42,463	50,435	47,426
Manchester Metropolitan University	68,343	76,314	73,439	59,813	61,525	60,990	40,814	42,822	41,860
Middlesex University	70,270	74,274	71,972	62,178	67,897	65,991	43,821	46,940	45,327
Newcastle University	..	..	..	72,571	75,715	75,033	41,949	50,282	47,204
Newman University, Birmingham	..	..	..	..	..	..	42,797	45,555	44,154
University of Northampton	..	92,305	87,544	..	..	..	44,147	46,672	45,451
Northumbria University	74,191	80,874	78,845	64,814	64,345	64,500	45,808	47,272	46,641
Norwich University of the Arts	..	55,992	53,737	..	..	..	35,083	38,865	37,549
University of Nottingham	85,496	95,977	94,113	73,947	80,065	79,010	42,142	51,084	47,893
Nottingham Trent University	74,877	71,829	73,172	63,712	67,440	66,283	44,843	46,497	45,790
The Open University	83,138	98,309	91,123	69,762	73,157	72,056	49,783	52,135	51,015
University of Oxford	82,312	81,852	81,921	69,511	74,679	73,619	41,832	49,822	46,803
Oxford Brookes University	82,805	76,608	79,199	62,779	67,088	65,620	47,795	49,257	48,563
Plymouth University	77,171	72,236	73,714	60,798	65,754	64,939	44,890	49,543	47,696
University of Portsmouth	72,009	75,841	74,282	..	66,869	66,266	44,203	46,733	45,738
Queen Margaret University	..	..	64,726	..	..	60,723	47,236	47,630	47,399
Queen Mary University of London	..	91,972	89,463	78,726	79,301	79,145	48,335	55,348	52,642
Queen's University Belfast	66,570	74,432	72,467	66,666	77,922	75,772	43,091	51,248	48,172

Institution	Academic managers			Professors			Academic total		
	Female	Male	All	Female	Male	All	Female	Male	All
Ravensbourne	..	..	..	..	..	..	50,910	51,811	51,534
University of Reading	77,595	79,011	78,733	64,996	72,511	70,517	45,070	50,765	48,520
Robert Gordon University	67,559	78,121	75,103	59,158	62,567	61,224	45,628	48,920	47,511
University of Roehampton	81,454	95,535	89,903	65,026	63,101	64,146	47,467	49,782	48,496
Rose Bruford College	..	..	..	..	..	..	44,208	46,026	45,239
Royal Academy of Music	..	..	73,459	..	..	..	..	55,083	54,399
Royal Agricultural University	..	75,892	75,892	..	..	..	36,027	53,240	48,113
Royal Central School of Speech and Drama	..	..	..	..	..	..	42,191	48,009	44,947
Royal College of Art	71,452	76,572	74,622	..	..	..	58,316	63,359	61,022
Royal College of Music	..	73,179	71,316	..	..	..	..	62,411	60,510
Royal Conservatoire of Scotland	..	54,961	55,094	..	..	..	42,159	45,467	44,049
Royal Holloway, University of London	..	75,400	72,930	69,597	74,831	73,557	47,363	55,517	52,730
Royal Northern College of Music	56,849	55,470	56,022	..	..	..	54,686	53,532	53,965
Royal Veterinary College	..	102,701	102,701	..	70,608	68,769	41,164	54,469	48,298
University of St Andrews	..	..	..	76,994	82,986	81,780	43,457	50,413	48,051
St George's, University of London	..	..	..	73,524	85,097	82,374	46,143	55,282	50,377
University of St Mark and St John	..	..	..	..	..	..	43,230	43,041	43,157
St Mary's University, Twickenham	62,962	64,896	64,250	..	..	..	44,763	47,854	46,363
St Mary's University College, Belfast	..	..	..	..	..	..	48,929	50,495	49,775
University of Salford	82,648	82,460	82,508	65,017	64,718	64,773	44,029	46,065	45,193
University of Sheffield	76,987	88,227	85,239	69,732	73,481	72,753	43,022	48,622	46,824
Sheffield Hallam University	66,968	73,097	71,231	59,358	58,929	59,125	44,844	47,188	46,113
Soas, University of London	57,521	60,990	59,834	65,897	62,811	63,671	49,436	52,556	51,299
University of Southampton	..	96,864	100,361	70,378	74,850	73,994	42,741	49,430	47,097
Southampton Solent University	..	66,684	66,762	..	..	..	42,563	44,989	44,259
SRUC	..	..	..	..	..	..	34,802	39,635	37,832
Staffordshire University	72,195	74,186	73,433	..	58,552	58,700	44,177	44,524	44,392
University of Stirling	..	87,444	86,931	71,777	72,490	72,282	41,136	47,844	44,860
Stranmillis University College	..	..	..	..	..	..	48,217	49,994	48,854
University of Strathclyde	..	..	..	73,680	76,815	76,307	44,427	49,065	47,655
University of Sunderland	..	73,027	72,864	57,106	58,185	57,699	46,083	47,430	46,887
University of Surrey	81,719	94,157	90,564	70,749	75,319	74,578	45,181	49,869	48,168
University of Sussex	..	90,600	85,584	75,083	76,854	76,412	48,688	53,449	51,807
Swansea University	..	94,816	89,338	65,253	70,696	70,079	41,191	48,315	45,886
Teesside University	75,294	86,779	81,374	..	62,850	62,700	46,525	47,846	47,239
Trinity Laban Conservatoire of Music and Dance	..	61,994	57,752	..	..	..	46,117	55,806	51,129
University of Ulster	64,309	74,160	70,352	63,984	68,204	67,022	42,346	45,243	44,087
University Campus Suffolk	..	66,128	64,732	..	..	..	41,735	43,460	42,566
University College Birmingham	..	107,500	99,529	..	..	..	39,947	45,301	42,406
University College London	71,965	81,976	79,579	78,541	82,926	81,914	45,124	53,644	50,246
University for the Creative Arts	..	81,634	79,137	..	..	..	40,767	39,847	40,126
University of the Arts London	80,891	85,240	83,435	65,892	..	67,397	50,110	54,937	52,457
University of Wales	..	72,517	68,487	..	..	..	40,051	56,550	50,037
University of Wales, Newport ⁴	57,286	67,244	63,144	..	..	..	47,049	50,385	48,905
University of Wales, Trinity Saint David	52,181	41,369	44,933	..	..	..	31,788	27,966	29,613
University of Warwick	87,305	101,330	98,094	78,832	85,479	84,191	47,942	56,107	53,519
University of West London	..	..	82,052	..	58,301	58,388	45,959	47,327	46,724
University of the West of England	77,181	85,610	82,584	61,779	64,314	63,237	46,638	47,908	47,334
University of the West of Scotland	..	79,709	77,987	..	..	..	46,275	48,833	47,783
University of Westminster	79,631	78,125	78,670	63,706	65,556	64,893	52,607	54,300	53,584
University of Winchester	72,669	56,855	65,138	..	..	56,229	45,056	45,207	45,135
University of Wolverhampton	76,551	78,152	77,399	..	62,573	62,672	48,427	49,476	49,004
University of Worcester	..	..	90,257	..	..	58,899	44,525	47,050	45,632
Writtle College	..	..	60,178	..	..	..	36,796	42,228	39,655
University of York	94,101	101,194	98,830	68,731	74,406	73,102	44,643	51,882	49,061
York St John University	62,165	68,681	65,738	..	59,251	59,380	45,462	46,631	46,101
England average	71,800	81,683	78,490	72,224	76,724	75,736	44,530	50,331	48,034
Scotland average	80,332	83,452	82,631	70,269	75,450	74,411	44,122	50,092	47,839
Wales average	66,283	72,138	70,263	71,485	75,823	75,118	43,037	49,305	46,925
Northern Ireland average	65,819	74,504	71,900	65,203	73,824	71,830	43,049	48,567	46,395
Average UK	71,911	81,085	78,174	71,832	76,467	75,472	44,386	50,216	47,924

Note that there have been changes to the definitions used in the *Higher Education Statistics Agency Staff Record 2012-13*.

.. Figure not published as average based on a population of seven or fewer.

¹ Bangor University says that the data in the column "academic managers" are not a true reflection of its payment levels in this area. At Bangor, academics undertake such roles on a rota (normally a three-year period). Payment is made by means of a "substantial additional allowance".

² The University of Derby and the Institute of Cancer Research say that their figures are affected by changes in the *HESA Staff Record* for 2012-13.

³ Durham University suppressed data owing to "an underlying data quality issue".

⁴ The University of Glamorgan and the University of Wales, Newport merged to become the University of South Wales in April 2013.

⁵ Average staff salaries for the University of Gloucestershire are skewed by a small number of inaccuracies in the data. This error has now been addressed;

however, it was not possible to source the data before publication of the statistics.

⁶ Liverpool Hope University refused permission to reproduce its data.

Source: *Higher Education Statistics Agency Staff Record 2012-13*. See www.timeshighereducation.co.uk for more pay data.