

University	Vice-chancellor/ chief executive	Salary 2015-16 (£)	Benefits 2015-16 (£)	Allowance in lieu of pension contributions	Total excluding pension 2015-16 (£)	Percentage change since 2014-15	Pension 2015-16 (£)	Percentage change including pension since 2014-15	Total including pension 2015-16 (£)	Key management personnel – staff costs 2015-16 (£'000)	Number of key management personnel 2015-16	Percentage change since 2014-15
University of Aberdeen	Sir Ian Diamond	274,000	27,000		301,000	10.7	51,000	11.4	352,000	1,243	Not disclosed	-0.1
Abertay University	Nigel Seaton	175,000			175,000	3.6	29,000	4.1	204,000	507	Not disclosed	3.9
Aberystwyth University <sup>1</sup>	April McMahon (to 31 Jan 2016)	255,489	32,000	52,000	237,000		17,000		254,000			
	John Grattan~*	61,000		14,000	75,000		11,000		86,000			
	<b>Aberystwyth total</b>	316,489	32,000	66,000	312,000	39.3	28,000	37.1	340,000	1,365	Not disclosed	-5.2
Anglia Ruskin University	Michael Thorne (to 29 Feb 2016 )	194,000	12,000		206,000				206,000			
	Iain Martin	97,000	1,000		98,000		16,000		114,000			
	<b>Anglia Ruskin total</b>	291,000	13,000		304,000	2.7	16,000	8.1	320,000	870	17	14.5
Arts University Bournemouth	Stuart Bartholomew	212,492	5,042		217,534	4.4		4.4	217,534	947	Not disclosed	-1.1
Aston University	Dame Julia King*	321,000	28,000		349,000	0.6		0.6	349,000	2,921	13	12.3
Bangor University	John Hughes	245,000			245,000	7.5	2,000	8.3	247,000	1,353	9	7.1
University of Bath	Dame Glynis Breakwell	434,000	17,000		451,000	11.1		11.1	451,000	1,600	Not disclosed	6.7
Bath Spa University	Christina Slade	250,000	33,000		283,000	-3.7	50,000	-2.9	333,000	Not disclosed		
University of Bedfordshire	Bill Rammell	213,000	21,000		234,000	2.6	35,000	3.5	269,000	1,675	11.9	4.9
Birkbeck, University of London	David Latchman	346,472		8,706	355,178	3.5	37,109	-0.7	392,287	1,952	19	6.3
University of Birmingham	Sir David Eastwood	378,000	48,000		426,000	2.4		2.4	426,000	2,373	13	7.5
Birmingham City University	Cliff Allan*	245,663	801		246,464	5.3	25,000	5.2	271,464	1,739	7	25.0
Bishop Grosseteste University	Peter Neil	139,264	5,070		144,334	3.9	23,211	4.5	167,545	604	Not disclosed	3.4
University of Bolton	George Holmes	222,200	2,100		224,300	9.4	36,200	11.5	260,500	453	Not disclosed	6.8
Bournemouth University	John Vinney	242,000	21,000		263,000	17.4	42,000	19.6	305,000	1,254	Not disclosed	16.0
University of Bradford	Brian Cantor	245,000			245,000	2.5		2.5	245,000	1,238	Not disclosed	12.9
University of Brighton	Julian Crampton (to 30 Nov 2015)	134,732	2,149		136,881				136,881			
	Debra Humphris	156,667			156,667				156,667			
	<b>Brighton total</b>	291,399	2,149		293,548	31.5		31.5	293,548	1,377	Not disclosed	48.2
University of Bristol	Hugh Brady	264,000	1,000	17,000	282,000	-18.0	41,000	-6.1	323,000	1,594	Not disclosed	-1.8
Brunel University	Julia Buckingham	295,000			295,000	18.0	12,000	5.9	307,000	2,940	19	10.0
Bucks New University	Rebecca Bunting	200,000			200,000	-6.1 <sup>†</sup>	33,000	-2.5 <sup>†</sup>	233,000	724	Not disclosed	-11.7
University of Cambridge	Sir Leszek Borysiewicz	345,000	4,000		349,000	15.6	4,000	8.6	353,000	1,090	Not disclosed	5.0
Canterbury Christ Church University	Rama Thirunamachandran	251,000			251,000	12.1	6,000	6.6	257,000	1,583	Not disclosed	9.9
Cardiff University	Colin Riordan	244,000	9,000		253,000	1.6	41,000	2.1	294,000	1,910	Not disclosed	4.7
Cardiff Metropolitan University	Antony Chapman*	205,502	46,945	24,503	276,950	15.5		15.5	276,950	Not disclosed	Not disclosed	
University of Central Lancashire	Richard Hext (to 30 Sep 2015)	42,000			42,000				42,000			
	Michael Thomas	194,000	17,000		211,000		5,000		216,000			
	<b>Central Lancashire total</b>	236,000	17,000		253,000	10.5 <sup>†</sup>	5,000	12.7 <sup>†</sup>	258,000	1,299	Not disclosed	-21.6
University of Chester	Tim Wheeler	268,000	3,000		271,000	5.0		-6.6	271,000	Not disclosed	Not disclosed	
University of Chichester <sup>6</sup>	Clive Behagg*	169,983			169,983	1.0	27,679	2.9	197,662	0	Not disclosed	
City, University of London	Sir Paul Curran	294,000	14,000		308,000	-1.0	49,000	-0.3	357,000	1,064	7	-9.7
Courtauld Institute of Art	Deborah Swallow	189,000			189,000	1.1	20,000	-3.7	209,000	755	Not disclosed	-10.5
Coventry University	John Latham	266,265	26,749		293,014	9.6	38,300	9.3	331,314	1,901	Not disclosed	17.6
Cranfield University	Sir Peter Gregson	319,000	61,000		380,000	5.3		5.3	380,000	2,105	Not disclosed	4.6
University of Cumbria	Peter Strike*	184,133			184,133	4.1		4.1	184,133	887	Not disclosed	9.2
De Montfort University	Dominic Shellard	283,000	41,000		324,000	4.2	2,000	4.8	326,000	2,273	Not disclosed	21.0
University of Derby	Kathryn Mitchell	214,833	739		215,572	-59.9	30,213	-54.2	245,785	2,599	Not disclosed	7.4
University of Dundee	Sir Pete Downes	264,000			264,000	1.1		1.1	264,000	Not disclosed	Not disclosed	
Durham University	Ray Hudson~ (to 30 Aug 2015)	24,000			24,000				24,000			
	Stuart Corbridge	231,000			231,000		37,000		268,000			
	<b>Durham total</b>	255,000			255,000	-46.2 <sup>†</sup>	37,000	-42.9 <sup>†</sup>	292,000	1,998	Not disclosed	0.9
University of East Anglia	David Richardson	225,000	8,000		233,000	4.5 <sup>†</sup>	38,000	6.7 <sup>†</sup>	271,000	1,215	Not disclosed	1.8
University of East London	John Joughin	250,000	3,000		253,000	11.5	41,000	13.5	294,000	940	5	11.2
Edge Hill University	John Cater	324,000	10,000		334,000	4.0		4.0	334,000	785	4	6.7
University of Edinburgh	Sir Timothy O'Shea	251,000	17,000	31,000	299,000	27.2	2,000	11.1	301,000	1,594	9	-4.0
Edinburgh Napier University	Andrea Nolan	203,000	15,000		218,000	7.4	22,000	3.4	240,000	1,133	Not disclosed	3.0

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University of Essex	Anthony Forster	238,613	8,635		247,248	4.3	43,171	4.7	290,419	1,160	Not disclosed	10.1
University of Exeter	Sir Steve Smith	315,000	57,000		372,000	6.9	54,000	6.5	426,000	2,777	16	-5.8
Falmouth University	Anne Carlisle	222,017	34,157		256,174	1.2	41,697	3.1	297,871	1,277	10	-5.8
University of Glasgow	Anton Muscatelli	276,000			276,000	1.8	46,000	2.5	322,000	2,032	Not disclosed	5.2
Glasgow Caledonian University	Pamela Gillies	223,000	7,000	36,000	266,000	-2.6		-2.6	266,000	1,153	Not disclosed	-10.0
Glasgow School of Art	Tom Inns	136,000			136,000	0.7	20,000	0.6	156,000	1,267	11	6.4
University of Gloucestershire	Stephen Marston	163,000			163,000	1.9	25,000	-0.5	188,000	1,056	9	4.2
Glyndwr University	Graham Upton~ (to 31 March 2016)	270,581			270,581				270,581			
	Maria Hinfelaar	61,667	1,414		63,081		10,163		73,244			
	<b>Glyndwr total</b>	332,248	1,414		333,662	-32.0 <sup>†</sup>	10,163	-30.0 <sup>†</sup>	343,825	900	6	-11.5
Goldsmiths, University of London	Patrick Loughrey	234,000			234,000	0.9	39,000	1.5	273,000	974	11	0.5
University of Greenwich	David Maguire	230,648	1,125		231,773	0.5	35,659	1.7	267,432	1,780	Not disclosed	10.1
Harper Adams University	David Llewelyn	155,000	5,000		160,000	5.3	22,000	4.6	182,000	898	7	3.3
Heriot-Watt University	Richard Williams	206,000	9,000		215,000	-30.4 <sup>†</sup>	34,000	-29.9 <sup>†</sup>	249,000	622	Not disclosed	2.8
University of Hertfordshire	Quintin McKellar	255,000	36,000		291,000	1.7	43,000	2.5	334,000	916	Not disclosed	1.9
University of the Highlands and Islands	Clive Mulholland	206,000			206,000	13.2	20,000	12.4	226,000	628	5	6.1
University of Huddersfield	Bob Cryan	311,190			311,190	6.5	53,374	8.0	364,564	1,652	Not disclosed	16.2
University of Hull	Calie Pistorius*	249,000	11,000		260,000	0.8	42,000	1.3	302,000	1,409	Not disclosed	11.6
Imperial College London	Alice Gast	353,000	18,000		371,000	-0.8 <sup>†</sup>	59,000	0.0 <sup>†</sup>	430,000	4,900	Not disclosed	2.1
Institute of Cancer Research	Paul Workman	267,000			267,000	5.5		5.5	267,000	562	3	3.7
Keele University	Nick Foskett (to 9 Aug 2015)	19,000			19,000				19,000			
	Trevor McMillan	216,000	9,000		225,000		15,000		240,000			
	<b>Keele total</b>	235,000	9,000		244,000	-10.3	15,000	-4.8	259,000	1,925	14	8.1
University of Kent	Dame Julia Goodfellow	279,000			279,000	2.6		2.6	279,000	1,086	Not disclosed	6.2
King's College London	Edward Byrne	350,000	11,000		361,000	-10.2	58,000	-8.5	419,000	1,164	Not disclosed	-27.2
Kingston University	Julius Weinberg*	215,000			215,000	0.5	25,000	-3.2	240,000	2,453	10	11.8
Lancaster University	Mark E. Smith	265,000	2,000		267,000	15.6	44,000	16.0	311,000	2,538	Not disclosed	8.5
University of Leeds	Sir Alan Langlands	278,000			278,000	0.0	9,000	0.7	287,000	3,038	Not disclosed	-1.6
Leeds Beckett University	Susan Price (to 31 Aug 2015)	46,000			46,000				46,000			
	Peter Slee	202,000			202,000		33,000		235,000			
	<b>Leeds Beckett total</b>	248,000			248,000	-8.5	33,000	3.7	281,000	965	Not disclosed	3.1
Leeds College of Art	Simone Wonnacott	149,000			149,000	-6.9	18,000	4.4	167,000	542	5	5.0
Leeds Trinity University	Margaret House	165,000			165,000	7.8	26,865	9.9	191,865	480	Not disclosed	5.0
University of Leicester	Paul Boyle	259,000	4,000		263,000	-3.7 <sup>†</sup>	32,000	-5.8 <sup>†</sup>	295,000	1,797	Not disclosed	-0.2
University of Lincoln	Mary Stuart	243,000	15,000		258,000	15.7	26,000	10.1	284,000	1,559		-0.2
University of Liverpool	Janet Beer	300,500	4,400	36,700	341,600	0.7 <sup>†</sup>		0.7 <sup>†</sup>	341,600	2,000	8	4.0
Liverpool Hope University	Gerald Pillay	261,240	9,741		270,981	5.5	42,533	7.3	313,514	1,299	Not disclosed	-2.3
Liverpool Institute for Performing Arts	Mark Featherstone-Witty	152,046			152,046	15.4	12,435	19.3	164,481	375	5	12.3
Liverpool John Moores University	Nigel Weatherill	282,696	836		283,532	13.6	1,979	2.6	285,511	2,288	Not disclosed	10.6
Liverpool School of Tropical Medicine	Janet Hemingway	265,000			265,000	4.3	2,000	5.1	267,000	436	2	6.6
University of London	Sir Adrian Smith	173,400			173,400	1.0		1.0	173,400	966	Not disclosed	7.9
London Business School	Sir Andrew Likierman	442,000	3,000		445,000	3.2		3.2	445,000	3,445	13.4	-3.0
London Institute of Banking and Finance	Alex Fraser	186,000			186,000	-9.7	15,000	-5.6	201,000	1,381	Not disclosed	11.6
London Metropolitan University	John Raftery	220,000			220,000	0.0	35,000	0.0	255,000	1,499	7	0.3
London School of Economics and Political Science	Craig Calhoun*	315,000	45,000		360,000	8.8	53,000	8.4	413,000	691	5	24.1
London School of Hygiene and Tropical Medicine	Peter Piot	266,000	10,000		276,000	-2.8	46,000	0.0	322,000	1,473	Not disclosed	11.9
London South Bank University	David Phoenix	243,000	12,000		255,000	5.4	40,000	8.1	295,000	1,245	Not disclosed	15.4
Loughborough University	Robert Allison	220,667			220,667	4.0	39,113	5.5	259,780	707	Not disclosed	5.4
University of Manchester	Dame Nancy Rothwell	259,000	4,000	12,000	275,000	7.4	29,000	2.7	304,000	2,326	Not disclosed	12.4
Manchester Metropolitan University	Malcolm Press	291,000	22,000		313,000	9.8 <sup>†</sup>		0.6 <sup>†</sup>	313,000	2,426	Not disclosed	10.5
Middlesex University	Tim Blackman	252,000	3,000		255,000	-29.2	29,000	-21.5	284,000	1,452	Not disclosed	32.1
Newcastle University	Chris Brink*	248,000	4,100		252,100	3.0	64,800	3.4	316,900	2,000	11	5.3

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Newman University	Peter Rolf Lutzeier	156,520			156,520	6.5	25,503	8.6	182,023	592	5	-0.7
University of Northampton	Nick Petford	189,000	30,000		219,000	0.9	32,000	2.4	251,000	1,535	Not disclosed	3.0
Northumbria University	Andrew Wathey	243,000	23,000		266,000	0.4	40,000	1.0	306,000	2,484	Not disclosed	-3.7
Norwich University of the Arts	John Last	172,680	1,514		174,194	3.4		3.4	174,194	396	Not disclosed	3.7
University of Nottingham	Sir David Greenaway	295,000	45,000	41,000	381,000	0.0		0.0	381,000	2,926	21	39.1
Nottingham Trent University	Edward Peck	258,000			258,000	7.5†	40,000	7.2†	298,000	1,691	Not disclosed	10.8
The Open University	Peter Horrocks	328,000	19,000		347,000	19.7†		7.8†	347,000	1,900	Not disclosed	5.6
University of Oxford	Andrew Hamilton (to 31 Dec 2015)	155,000	16,000		171,000		23,000		194,000			
	Louise Richardson	204,000			204,000		35,000		239,000			
	<b>Oxford total</b>	359,000	16,000		375,000	-7.9	58,000	-6.3	433,000	2,604	12	6.6
Oxford Brookes University	Alistair Fitt	233,300			233,300	1.4†		-5.9†	233,300	1,269	Not disclosed	-5.4
Plymouth University <sup>2</sup>	David Coslett~ (to 31 Jan 2016)	108,000	30,240		138,240		22,354		160,594			
	Judith Petts	115,000	14,622		129,622		19,933		149,555			
	<b>Plymouth total</b>	223,000	44,862		267,862	-8.8†	42,287	-32.5†	310,149	1,726	11	-20.1
University of Portsmouth	Graham Galbraith	258,000	3,000		261,000	-7.8†	42,000	-4.7†	303,000	886	Not disclosed	-3.5
Queen Margaret University	Petra Wend	202,000	2,000		204,000	2.5	34,000	4.4	238,000	902	Not disclosed	5.9
Queen Mary University of London	Simon Gaskell	275,000	9,000		284,000	0.0	1,298	0.5	285,298	1,473	Not disclosed	-5.3
Queen's University Belfast	Patrick Johnston†	258,000			258,000	3.6	43,000	4.2	301,000	1,642	Not disclosed	5.1
Ravensbourne	Linda Drew	140,425	13,000		153,425	-23.7	25,013	-16.0	178,438	737	8.2	11.2
University of Reading	David Bell	257,550			257,550	1.0	42,789	1.5	300,339	1,254	Not disclosed	1.5
Regent's University London	Aldwyn Cooper	239,000			239,000	0.8	25,000	0.8	264,000	381	3	1.9
Robert Gordon University	Ferdinand von Prondzynski	228,910	2,469		231,379	-1.1	38,934	0.9	270,313	1,038	Not disclosed	2.1
University of Roehampton	Paul O'Prey	262,000	2,000		264,000	10.0	78,000	9.6	342,000	703	Not disclosed	10.2
Rose Bruford College	Michael Earley	145,524	2,860		148,384	2.7	23,701	4.6	172,085	602	6	3.4
Royal Academy of Music	Jonathan Freeman-Attwood	178,765	16,571		195,336	2.9	27,388	-22.3	222,724	586	Not disclosed	-7.7
Royal Agricultural University	Chris Gaskell	167,917	10,319		178,236	9.3		9.3	178,236	428	4	12.0
Royal Central School of Speech and Drama	Gavin Henderson	174,805	1,925		176,730	1.2	28,465	2.0	205,195	709	Not disclosed	17.2
Royal College of Art	Paul Thompson	217,150			217,150	1.0	46,689	1.7	263,839	574	Not disclosed	-11.7
Royal College of Music	Colin Lawson	228,144	1,416		229,560	5.6		5.6	229,560	835	7	
Royal Conservatoire of Scotland	Jeffrey Sharkey	136,000	3,000		139,000	0.0†	23,000	1.9†	162,000	1,014	9	24.1
Royal Holloway, University of London	Paul Layzell	298,000	7,000		305,000	9.7	2,000	10.4	307,000	1,474	Not disclosed	2.7
Royal Northern College of Music	Linda Merrick	129,000	2,000		131,000	0.8	21,000	2.7	152,000	339	Not disclosed	1.8
Royal Veterinary College	Stuart Reid	243,767		39,272	283,039	1.8	42,591	2.3	325,630	2,094	Not disclosed	4.0
University of St Andrews	Louise Richardson (to 31 Dec 2015)	104,000	5,000		109,000		17,000		126,000			
	Garry Taylor~*	94,000			94,000		1,000		95,000			
	<b>St Andrews total</b>	198,000	5,000		203,000	-20.1	18,000	-24.8	221,000	1,085	Not disclosed	13.7
St George's, University of London	Peter Kopelman (to 31 Oct 2015)	46,000	19,000		65,000				65,000			
	Jenny Higham	141,000	35,000		176,000		17,000		193,000			
	<b>St George's total</b>	187,000	54,000		241,000	-6.6	17,000	0.0	258,000	1,463	Not disclosed	-6.5
University of St Mark and St John	Cara Aitchison*	198,000	25,000		223,000	14.4	21,000	8.9	244,000	1,050	11	16.5
St Mary's University, Twickenham	Francis Campbell	151,000			151,000	2.7	24,000	4.8	175,000	902	7	27.6
University of Salford	Helen Marshall	202,000	3,000		205,000	-57.4†		-60.3†	205,000	1,191	7	0.0
University of Sheffield	Sir Keith Burnett	385,053	37,653		422,706	9.7		9.7	422,706	2,400	12	4.3
Sheffield Hallam University	Philip Jones (to 30 Apr 2016)	189,000	3,000		192,000				192,000			
	Chris Husbands (from 1 Jan 2016)	140,000	1,000		141,000		23,000		164,000			
	<b>Sheffield Hallam total</b>	329,000	4,000		333,000	11.0	23,000	18.7	356,000	2,175	Not disclosed	0.2
Soas, University of London	Paul Webley (to Sep 2015)	23,253			23,253		3,720		26,973			
	Baroness Valerie Amos	200,082			200,082		33,528		233,610			
	<b>Soas total</b>	223,335			223,335	14.9	37,248	15.6	260,583	1,027	Not disclosed	-2.2
University of South Wales	Julie Lydon	222,000	3,000		225,000	1.4		1.4	225,000	Not disclosed		

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<b>University of Southampton</b>	Don Nutbeam (to 30 Sep 2015) <sup>3</sup>	295,000	43,000		338,000		7,000		345,000		14.7	
	Sir Christopher Snowden	348,000	1,000		349,000		3,000		352,000			
	<b>Southampton total</b>	643,000	44,000		687,000	135.3	10,000	109.9	697,000	3,273	Not disclosed	11.4
<b>Southampton Solent University</b>	Graham Baldwin	211,191	9,450		220,641	0.1	34,390	2.6	255,031	3,073	Not disclosed	16.2
<b>SRUC (Scotland's Rural College)</b>	Janet Swadling~ (until July 2016)	190,000			190,000		34,000		224,000			
	Wayne Powell											
	<b>SRUC total</b>	190,000			190,000	1.6	34,000	0.9	224,000	865	Not disclosed	-9.3
<b>Staffordshire University</b>	Michael Gunn (to 31 Mar 2016)	132,597	9,664		142,261				142,261			
	Liz Barnes	63,333			63,333		10,437		73,770			
	<b>Staffordshire total</b>	195,930	9,664		205,594	17.9	10,437	23.9	216,031	5,938	72	13.2
<b>University of Stirling</b>	Gerard McCormac	267,000	1,000		268,000	2.3	2,000	3.1	270,000	1,120	7	2.8
<b>University of Strathclyde</b>	Sir Jim McDonald	360,000			360,000	5.0		5.0	360,000	Not disclosed	Not disclosed	
<b>University of Suffolk</b>	Richard Lister	130,000	20,000		150,000	25.0	18,000	22.6	168,000	629	Not disclosed	4.0
<b>University of Sunderland</b>	Shirley Atkinson	200,000	4,000		204,000	6.3 <sup>†</sup>	30,000	6.4 <sup>†</sup>	234,000	493	Not disclosed	21.1
<b>University of Surrey</b>	Sir Christopher Snowden (to 30 Sep 2015)	52,000		8,000	60,000				60,000			
	Michael Kearney~ <sup>4</sup> (1 Oct 2015-24 Apr 2016)	123,000	2,000	2,000	127,000		12,000		139,000			
	G. Q. Max Lu	83,000	9,000	4,000	96,000		10,000		106,000			
	<b>Surrey total</b>	258,000	11,000	14,000	283,000	-22.0 <sup>†</sup>	22,000	-16.0 <sup>†</sup>	305,000	2,451	Not disclosed	-4.5
<b>University of Sussex</b>	Michael Farthing*	230,000	24,000		254,000	2.4	41,000	2.8	295,000	735	Not disclosed	2.9
<b>Swansea University</b>	Richard Davies	245,000	6,000		251,000	1.6		1.6	251,000	1,198	Not disclosed	6.1
<b>Teesside University</b>	Paul Crony	210,000	45,631		255,723	-14.2 <sup>†</sup>	34,192	-5.1 <sup>†</sup>	289,915	1,444	Not disclosed	-20.6
<b>Trinity Laban Conservatoire of Music and Dance</b>	Anthony Bowne	173,200			173,200	6.1	28,200	8.2	201,400	691	Not disclosed	-0.9
<b>Ulster University</b>	Paddy Nixon	250,000	3,000		253,000	16.6 <sup>†</sup>		16.6 <sup>†</sup>	253,000	1,824	Not disclosed	7.8
<b>University of the Arts London</b>	Nigel Carrington	259,398			259,398	2.0		2.0	259,398	2,879	25	15.1
<b>University College Birmingham</b>	Ray Linforth	243,000			243,000	3.0		3.0	243,000	1,298	Not disclosed	3.3
<b>University College London</b>	Michael Arthur	361,590	998		362,588	0.9	2,185	1.6	364,773	2,319	Not disclosed	-3.7
<b>University for the Creative Arts</b>	Simon Ofield-Kerr*	196,367			196,367	18.0	28,656	18.7	225,023	9,082	Not disclosed	0.6
<b>University of Wales</b>	Medwin Hughes <sup>5</sup>	68,153			68,153	3.2		3.2	68,153	675	Not disclosed	-7.5
<b>University of Wales Trinity St David</b>	Medwin Hughes <sup>5</sup>	218,000	14,000		232,000	2.7	39,000	3.4	271,000	1,057	Not disclosed	23.2
<b>University of Warwick</b>	Nigel Thrift (to 31 Jan 2016)	245,000	18,000	23,000	286,000				286,000			
	Stuart Croft	140,000	1,000	12,000	153,000		9,000		162,000			
	<b>Warwick total</b>	385,000	19,000	35,000	439,000	25.8	9,000	28.4	448,000	2,524	Not disclosed	12.8
<b>University of West London</b>	Peter John	238,000	4,000		242,000	0.8	39,000	2.9	281,000	1,085	6	18.6
<b>University of the West of Scotland</b>	Craig Mahoney	227,000			227,000	1.3	37,000	1.9	264,000	1,040	Not disclosed	5.7
<b>University of the West of England</b>	Steve West	251,356	25,769		277,125	3.3	38,144	4.0	315,269	1,466	Not disclosed	16.5
<b>University of Westminster</b>	Geoffrey Petts	288,000			288,000	-2.4	2,000	-1.7	290,000	1,896	Not disclosed	-4.0
<b>University of Winchester</b>	Joy Carter	210,058	3,885	35,310	249,253	4.3	32,500	4.1	281,753	898	8	11.7
<b>University of Wolverhampton</b>	Geoff Layer	266,000	6,000		272,000	1.5	2,000	2.2	274,000	849	5	-3.7
<b>University of Worcester</b>	David Green	319,000			319,000	6.0		6.0	319,000	Not disclosed	Not disclosed	
<b>Writtle College</b>	Stephen Waite	119,000	3,000		122,000	5.2	14,000	3.0	136,000	365	Not disclosed	22.9
<b>University of York</b>	Koen Lamberts	238,333	3,882		242,215	3.4	39,733	4.1	281,948	2,234	Not disclosed	-0.5
<b>York St John University</b>	David Fleming (to 30 Sep 2015)	32,000	2,000		34,000		5,000		39,000			
	Karen Stanton	180,000	12,000		192,000				192,000			
	<b>York St John total</b>	212,000	14,000		226,000	1.3	5,000	-7.6	231,000	475	Not disclosed	-0.4
<b>Total</b>		<b>38,467,385</b>	<b>1,539,871</b>	<b>396,491</b>	<b>40,301,193</b>	<b>2.5</b>	<b>3,583,844</b>	<b>2.2</b>	<b>43,885,037</b>	<b>223,342</b>		<b>5.1</b>
<b>Average</b>		<b>246,149</b>			<b>257,904</b>		<b>22,973</b>		<b>280,877</b>	<b>1,423</b>		

Notes: Figures typically represent the period 1 August 2015 to 31 July 2016. Figures for 2014-15, on the basis of which percentage changes are calculated, are taken from the most recent accounts and, in some cases, differ slightly from the figures *Times Higher Education* published last year.

~ = acting v-c; \* = no longer v-c; ‡ Patrick Johnston died on 4 June; † = Percentage change may be distorted by an artificially high figure the previous year, owing to a change of v-c

1 "Salary" includes £102,489 paid "following the conclusion of her employment at Aberystwyth"

2 Percentage changes are reported on the basis of the 2014-15 figures published last year in *THE*, rather than those reported in the 2015-16 accounts, which are incomplete

3 "Salary" includes compensation for loss of office of £252,000

4 "Salary" excludes an additional £12,000 for 1 August 2015-30 September 2015

5 The vice-chancellor of the University of Wales Trinity St David is also vice-chancellor of the University of Wales. The former's accounts say that the latter pays 20 per cent of his salary and that the figure for his salary stated by Trinity St David represents his total salary. The figure stated by the University of Wales is the amount it says it reimbursed the University of Wales Trinity St David for the v-c's salary and pensions, which is more than 20 per cent of Trinity St David's stated total. The overall totals exclude the amounts reported by the University of Wales, except for key management costs

6 The university has interpreted "key management costs" exclusively as "compensation for loss of office"

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