University	Vice-chancellor/ chief executive	Basic salary 2016-17 (£)	Bonuses/ performance-related pay	Benefits 2016-17 (£)	Allowance in lieu of pension contributions	Total excluding pension 2016-17 (£)	% change in total salary since 2015-16	Pension 2016-17 (£)	% change including pension since 2015-16	Total including pension 2016-17 (£)
University of Aberdeen	Sir Ian Diamond	277,000				277,000	−8.0	50,000	−7.1	327,000
Abertay University	Nigel Seaton	183,000				183,000	4.6	33,000	5.9	216,000
Aberystwyth University	John Grattan	103,000			35,000	138,000		19,000		157,000
	Elizabeth Treasure (from 1 April 17)	73,000				73,000		2,000		75,000
	Aberystwyth total	176,000			35,000	211,000	−32.4	21,000	−31.8	232,000
Anglia Ruskin University	Iain Martin	265,000				265,000	−12.8	42,000	−4.1	307,000
Arts University Bournemouth	Stuart Bartholomew	184,647		4,760	30,436	219,843	1.1		1.1	219,843
Aston University	Dame Julia King	70,000	31,000		9,863‡	110,863				110,863
	Alec Cameron (from 1 Nov 16)	245,000		4,000	37,937	286,937				286,937
	Aston total	315,000	31,000	4,000	47,800	397,800	-0.6		-0.6	397,800
Bangor University	John Hughes	248,000				248,000	1.2	5,000	2.4	253,000
University of Bath	Dame Glynis Breakwell	401,000		9,000	61,000	471,000	4.4		4.4	471,000
Bath Spa University	Christina Slade[1]~	679,000		40,000		719,000	154.1	89,000	142.6	808,000
University of Bedfordshire	Bill Rammell	234,000				234,000	0.0	35,000	0.0	269,000
Birkbeck, University of London	David Latchman	350,064				350,064	−1.4	36,034	−1.6	386,098
University of Birmingham	Sir David Eastwood[2]	436,000		3,000		439,000	3.1		3.1	439,000
Birmingham City University	Cliff Allan[3]	220,177		143		220,320		5,516		225,836
	Graham Henderson ** (17 Oct-29 Nov 16)	41,372		102		41,474				41,474
	Graham Upton **~ (from 30 Nov 16)	145,785		303		146,088				146,088
	Birmingham City total	407,334		548		407,882	65.5		52.3	413,398
Bishop Grosseteste University	Peter Neil	158,222		4,966		163,188	13.1	28,480	14.4	191,668
Bournemouth University	John Vinney	249,000	9,000	3,000		261,000	−0.8	43,000	−0.3	304,000
University of Bradford	Brian Cantor	250,000				250,000	2.0		2.0	250,000
University of Brighton	Debra Humphris	237,585				237,585	−19.1		−19.1	237,585
University of Bristol	Hugh Brady	271,000		6,000	15,000	292,000	3.5	41,000	3.1	333,000
Brunel University London	Julia Buckingham	310,000		13,000		323,000	5.9	6,000	3.8	329,000
University of Buckingham	Sir Anthony Seldon***	191,268				191,268	84.1		84.1	191,268
Bucks New University	Rebecca Bunting	202,000				202,000	1.0	33,000	0.9	235,000
University of Cambridge	Sir Leszek Borysiewicz~	343,000		12,000		355,000	1.7	7,000	2.5	362,000
Canterbury Christ Church University	Rama Thirunamachandran	260,000				260,000	3.6		7.8	260,000
Cardiff University	Colin Riordan[4]	247,000	9,000	1,000		257,000	1.6	45,000	2.7	302,000
Cardiff Metropolitan University	Antony Chapman	17,313		1,565	2,042	20,920				20,920
	Cara Aitchison (from 1 Oct 16)	183,333		18,875	25,612	227,820				227,820
	Cardiff Metropolitan total	200,646		20,440	27,654	248,740	−10.2		−10.2	248,740
University of Central Lancashire	Mike Thomas	250,000		8,000		258,000	2.0		0.0	258,000
University of Chester	Tim Wheeler	271,000		2,000		273,000	0.7		0.7	273,000
University of Chichester	Clive Behagg	129,512				129,512		21,344		150,856
	Jane Longmore (from 2 May 17)	40,652				40,652		6,699		47,351
	Chichester total	170,164				170,164	0.1	28,043	0.3	198,207
City, University of London	Sir Paul Curran	309,000	24,000	1,000		334,000	8.4	56,000	9.2	390,000
Courtauld Institute of Art	Deborah Swallow	191,000				191,000	1.1		−8.6	191,000
Coventry University	John Latham	269,394	300	1,463		271,157	−7.5	43,809	−4.9	314,966
Cranfield University	Sir Peter Gregson	286,000	37,000		41,000	364,000	−4.2		−4.2	364,000
University of Cumbria	Julie Mennell	181,980				181,980	−1.2	29,955	15.1	211,935
De Montfort University	Dominic Shellard	286,000	38,000	1,000		325,000	0.3	6,000	1.5	331,000
University of Derby	Kathryn Mitchell	232,200		2,190		234,390	8.7	35,432	9.8	269,822
University of Dundee	Sir Pete Downes	266,000				266,000	0.8		0.8	266,000
Durham University	Stuart Corbridge	286,000				286,000	12.2	16,000	3.4	302,000
University of East Anglia	David Richardson	240,000		8,000		248,000	6.4	43,000	7.4	291,000
University of East London	John Joughin	250,000		3,000		253,000	0.0	41,000	0.0	294,000
Edge Hill University	John Cater	333,000		10,000		343,000	2.7		2.7	343,000

University	Vice-chancellor/ chief executive	Basic salary 2016-17 (£)	Bonuses/ performance-related pay	Benefits 2016-17 (£)	Allowance in lieu of pension contributions	Total excluding pension 2016-17 (£)	% change in total salary since 2015-16	Pension 2016-17 (£)	% change including pension since 2015-16	Total including pension 2016-17 (£)
University of Edinburgh	Sir Timothy O'Shea[5]~	277,000		13,000	31,000	321,000	6.6		6.6	321,000
Edinburgh Napier University	Andrea Nolan	196,000			30,000	226,000	3.7		−5.8	226,000
University of Essex	Anthony Forster	257,274		8,337		265,611	7.4	50,629	8.9	316,240
University of Exeter	Sir Steve Smith	315,000	47,000		47,000	409,000	9.9	15,000	−0.5	424,000
Falmouth University	Anne Carlisle	231,000	39,000	3,000		273,000	6.6	36,000	3.7	309,000
University of Glasgow	Sir Anton Muscatelli	279,000				279,000	1.1	50,000	2.2	329,000
Glasgow Caledonian University	Pamela Gillies	226,000		1,000	36,000	263,000	−1.1		−1.1	263,000
Glasgow School of Art	Tom Inns	151,000				151,000	11.0	26,000	13.5	177,000
University of Gloucestershire	Stephen Marston	167,000				167,000	1.2	26,000	1.6	193,000
Goldsmiths, University of London	Patrick Loughrey	245,000				245,000	4.7	42,000	5.1	287,000
University of Greenwich	David Maguire	236,655		472		237,127	2.3	37,904	2.8	275,031
Guildhall School of Music and Drama	Lynne Williams	145,000		8,000		153,000	−6.7	16,000	3.0	169,000
Harper Adams University	David Llewelyn	180,000		5,000		185,000	15.6	25,000	15.4	210,000
Heriot-Watt University	Richard Williams	265,000	10,000	10,000		285,000	21.3		4.8	285,000
University of Hertfordshire	Quintin McKellar	282,000	36,000	1,000		319,000	9.6	20,000	1.5	339,000
University of the Highlands and Islands	Clive Mulholland	211,000				211,000	2.4	21,000	2.7	232,000
University of Huddersfield	Bob Cryan	314,613				314,613	1.1	56,630	1.8	371,243
University of Hull	Calie Pistorius[6] (up to Jan 17)	214,000		9,000		223,000		22,000		245,000
	Glenn Burgess[7]**~	173,000				173,000		31,000		204,000
	Hull total	387,000		9,000		396,000	52.3	53,000	48.7	449,000
Imperial College London	Alice Gast	355,000		14,000		369,000	−0.5	64,000	0.7	433,000
Institute of Cancer Research	Paul Workman	269,000				269,000	0.7		0.7	269,000
Keele University	Trevor McMillan	253,000		9,000		262,000	7.4	5,000	3.1	267,000
University of Kent	Dame Julia Goodfellow~	299,000	25,000			324,000	16.1		16.1	324,000
King's College London	Edward Byrne	350,000		12,000		362,000	0.3	63,000	1.4	425,000
Kingston University	Julius Weinberg	40,000				40,000		1,000		41,000
	Steven Spier (from 3 Oct 16)	169,000				169,000		21,000		190,000
	Kingston total	209,000				209,000	−2.8	22,000	−3.8	231,000
Lancaster University	Mark E. Smith	268,000		1,000		269,000	0.7	48,000	1.9	317,000
University of Leeds	Sir Alan Langlands	281,000				281,000	1.1	13,000	2.4	294,000
Leeds Arts University	Simone Wonnacott	165,000				165,000	10.7	21,000	11.4	186,000
Leeds Beckett University	Peter Slee	222,000				222,000	−10.5	37,000	−7.8	259,000
Leeds Trinity University	Margaret House	170,115			4,886	175,001	6.1	18,327	0.8	193,328
University of Leicester	Paul Boyle	278,000		4,000		282,000	7.2	6,000	−2.4	288,000
University of Lincoln	Mary Stuart	251,000		2,000	38,000	291,000	12.8		2.5	291,000
University of Liverpool	Dame Janet Beer	266,900	52,600	4,300	39,500	363,300	6.4		6.4	363,300
Liverpool Hope University	Gerald Pillay	264,723		5,526		270,249	−0.3	43,626	0.1	313,875
Liverpool Institute for Performing Arts	Mark Featherstone-Witty	171,578				171,578	12.8		4.3	171,578
Liverpool John Moores University	Nigel Weatherill	285,446		353		285,799	0.8	1,998	0.8	287,797
Liverpool School of Tropical Medicine	Janet Hemingway	303,000				303,000	14.3	6,000	15.7	309,000
University of London	Sir Adrian Smith	175,307				175,307	1.1		1.1	175,307
London Business School	Sir Andrew Likierman~	445,000		3,000		448,000	0.7	10,000	2.9	458,000
London Metropolitan University	John Raftery	259,000			55,000	314,000	42.7	14,000	28.6	328,000
London School of Economics and Political Science	Craig Calhoun	26,000				26,000		5,000		31,000
	Julia Black**~ (from 1 Sep 16)	259,000				259,000		19,000		278,000
	LSE total	285,000				285,000	−20.8	24,000	−25.2	309,000
London School of Hygiene and Tropical Medicine	Peter Piot	327,000		3,000		330,000	19.6	49,000	17.7	379,000
London South Bank University	David Phoenix	258,000		12,000		270,000	5.9	18,000	−2.4	288,000
Loughborough University	Robert Allison	240,000				240,000	8.8	43,200	9.0	283,200
University of Manchester	Dame Nancy Rothwell	260,000		4,000	36,000	300,000	9.1	6,000	0.7	306,000
Manchester Metropolitan University	Malcolm Press	288,000	38,000	7,000		333,000	6.4		6.4	333,000

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Middlesex University	Tim Blackman	260,000	10,000	19,000		289,000	13.3	29,000	12.0	318,000
Newcastle University	Chris Brink	104,100		4,700		108,800		29,200		138,000
	Chris Day (from 2 Jan 17)	171,700				171,700		46,400		218,100
	Newcastle total	275,800		4,700		280,500	11.3	75,600	12.4	356,100
Newman University	Peter Lutzeier	68,004				68,004		11,207		79,211
	Scott Davidson (from 1 Jan 17)	94,500				94,500		15,574		110,074
	Newman total	162,504				162,504	3.8	26,781	4.0	189,285
University of Northampton	Nick Petford	192,000	20,000	9,000		221,000	0.9	33,000	1.2	254,000
Northumbria University	Andrew Wathey	264,000		3,000	8,000	275,000	3.4	34,000	1.0	309,000
Norwich University of the Arts	John Last	177,310		1,645	-	178,955	2.7		2.7	178,955
University of Nottingham	Sir David Greenaway~	295,000		45,000	41,000	381,000	0.0		0.0	381,000
Nottingham Trent University	Edward Peck	250,000	24,000		33,000	307,000	19.0	12,000	7.0	319,000
The Open University	Peter Horrocks	345,000		15,000		360,000	3.7		3.7	360,000
University of Oxford	Louise Richardson	354,000		12,000		366,000	−2.4	64,000	−0.7	430,000
Oxford Brookes University	Alistair Fitt	233,300				233,300	0.0	4,899	2.1	238,199
Plymouth Marjon University	Cara Aitchison	37,000				37,000		1,000		38,000
	Karen Cook** (from 1 Oct 16)	67,000				67,000		12,000		79,000
	Rob Warner (from 1 Mar 17)	70,000				70,000		10,000		80,000
	Plymouth Marjon total	174,000				174,000	−22.0	23,000	−19.3	197,000
Plymouth University	Judith Petts	240,648				240,648	−10.2	32,646	−11.9	273,294
University of Portsmouth	Graham Galbraith	266,000		1,000	31,000	298,000	14.2	7,000	0.7	305,000
Queen Margaret University	Petra Wend	210,000		2,000	8,000	220,000	7.8	27,000	3.8	247,000
Queen Mary University of London	Simon Gaskell~	275,000		10,000		285,000	0.4	5,783	1.9	290,783
Queen's University Belfast	Patrick Johnston^	236,000				236,000		59,000		295,000
	James McElnay (from 16 June 17)	25,000				25,000		7,000		32,000
	Queen's total	261,000				261,000	1.2	66,000	1.9	327,000
Ravensbourne	Linda Drew	140,425				140,425	−8.5	23,142	−8.3	163,567
University of Reading	Sir David Bell	260,383				260,383	1.1	46,869	2.3	307,252
Regent's University London	Aldwyn Cooper	254,000				254,000	6.3	25,000	5.7	279,000
Robert Gordon University	Ferdinand von Prondzynski	235,742		2,490		238,232	3.0	40,204	3.0	278,436
University of Roehampton	Paul O'Prey	262,000		3,000		265,000	0.4	47,000	2.3	312,000
Rose Bruford College	Michael Earley	149,890		3,189		153,079	3.2	24,702	3.3	177,781
Royal Academy of Music	Jonathan Freeman-Attwood	210,721				210,721	17.9	4,025	4.2	214,746
Royal Agricultural University	Chris Gaskell	14,167				14,167				14,167
	Joanna Price (from 1 Sept 16)	140,426		16,500		156,926		16,873		173,799
	Royal Agricultural total	154,593		16,500		171,093	−4.0	16,873	5.5	187,966
Royal Central School of Speech and Drama	Gavin Henderson	176,727		2,288		179,015	1.3	29,125	1.4	208,140
Royal College of Art	Paul Thompson	225,000				225,000	3.6	50,427	4.4	275,427
Royal College of Music	Colin Lawson	237,518		1,374		238,892	4.1	4,326	5.3	243,218
Royal Conservatoire of Scotland	Jeffrey Sharkey	138,000		3,000		141,000	1.4	24,000	1.9	165,000
Royal Holloway, University of London	Paul Layzell	301,000		6,000		307,000	0.7	6,000	2.0	313,000
Royal Northern College of Music	Linda Merrick	137,000		2,000		139,000	6.1	22,000	5.9	161,000
Royal Veterinary College	Stuart Reid	307,420				307,420	8.6	46,637	8.7	354,057
University of St Andrews	Garry Taylor**	11,000				11,000				11,000
	Sally Mapstone (from 1 Sept 16)	220,000				220,000		30,000		250,000
	St Andrews total	231,000				231,000	13.8	30,000	18.1	261,000
St George's, University of London	Jenny Higham[8]	276,000				276,000	14.5		7.0	276,000
St Mary's University, Twickenham	Francis Campbell	169,000		1,000		170,000	0.6	25,000	1.0	195,000
University of Salford	Helen Marshall	204,000	10,000	3,000		217,000	5.9		5.9	217,000
University of Sheffield	Sir Keith Burnett	389,289	33,999	3,301		426,589	0.9		0.9	426,589
Sheffield Hallam University	Chris Husbands[9]	240,000		18,000		258,000	−22.5	40,000	−16.3	298,000

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Soas, University of London	Baroness Amos	229,967				229,967	3.0	41,394	4.1	271,361
University of South Wales	Julie Lydon	225,000		3,000		228,000	1.3		1.3	228,000
University of Southampton	Sir Christopher Snowden	423,000		1,000		424,000	−38.3	9,000	−37.9	433,000
Southampton Solent University	Graham Baldwin	213,514	10,560			224,074	1.6	35,187	1.7	259,261
SRUC (Scotland's Rural College)*	Janet Swadling**	48,000				48,000		9,000		57,000
	Wayne Powell (from 1 July 16)	152,000				152,000		25,000		177,000
	SRUC total	200,000				200,000	5.3	34,000	4.5	234,000
Staffordshire University	Liz Barnes	198,000		3,000		201,000	−2.0	32,000	8.4	233,000
University of Stirling	Gerard McCormac	269,000		1,000		270,000	0.7	6,000	2.2	276,000
University of Strathclyde	Jim McDonald	299,000		13,000	54,000	366,000	1.7		1.7	366,000
University of Suffolk	Richard Lister	144,000	40,000			184,000	22.7	3,000	11.3	187,000
University of Sunderland	Shirley Atkinson	202,000		5,000		207,000	1.5	32,000	2.1	239,000
University of Surrey	Max Lu	310,000	5,000	2,000	49,000	366,000	29.3		20.0	366,000
University of Sussex	Michael Farthing[10]	249,000				249,000		3,000		252,000
	Adam Tickell (from 1 Sep 16)	267,000		17,000		284,000		9,000		293,000
	Sussex total	516,000		17,000		533,000	109.8	12,000	84.7	545,000
Swansea University	Richard Davies	247,000		7,000		254,000	1.2		1.2	254,000
Teesside University	Paul Croney	212,310	31,846	12,883		257,039	0.6	34,989	0.8	292,028
Trinity Laban Conservatoire of Music and Dance	Anthony Bowne	177,530				177,530	2.5	29,257	2.7	206,787
UCL	Michael Arthur	365,208		996		366,204	1.0	6,621	2.2	372,825
University of Ulster	Paddy Nixon	260,000		4,000		264,000	4.3	47,000	6.1	311,000
University of the Arts London	Nigel Carrington	265,364		121		265,485	2.1		2.1	265,485
University College Birmingham	Ray Linforth	245,000				245,000	0.8		0.8	245,000
University for the Creative Arts	Simon Ofield-Kerr	79,440				79,440		12,810		92,250
	Alan Cooke** (from 1 Jan 17)	52,515				52,515		9,875		62,390
	Bashir Makhoul (from 5 June 17)	16,827				16,827		2,773		19,600
	UCA total	148,782				148,782	−24.2	25,458	−22.6	174,240
University of Wales Trinity St David	Medwin Hughes[11]	223,000		14,000		237,000	2.2	42,000	3.0	279,000
University of Warwick	Stuart Croft	283,000		6,000	37,000	326,000	−25.7	6,000	−25.9	332,000
University of West London	Peter John	271,000		4,000		275,000	13.6	22,000	5.7	297,000
University of the West of Scotland	Craig Mahoney	223,000	6,000		26,000	255,000	12.3	7,000	−0.8	262,000
University of the West of England	Steve West	254,120	25,412	637		280,169	1.1	45,843	3.4	326,012
University of Westminster	Geoffrey Petts	296,000				296,000	2.8	5,000	3.8	301,000
University of Winchester	Joy Carter[12]	254,313		6,976		261,289	4.8	33,230	4.5	294,519
University of Wolverhampton	Geoff Layer	271,000		6,000		277,000	1.8	6,000	3.3	283,000
University of Worcester	David Green	325,000				325,000	1.9		1.9	325,000
Wrexham Glyndwr University	Maria Hinfelaar	187,035				187,035	−43.9	30,823	−36.6	217,858
Writtle University College	Stephen Waite	134,000		2,000		136,000	11.5		0.0	136,000
University of York	Koen Lamberts	248,333		945		249,278	2.9	44,700	4.3	293,978
York St John University	Karen Stanton	200,000				200,000	4.2		4.2	200,000
Total		**39,484,561**	**612,717**	**596,400**	**862,276**	**41,555,954**	**3.9**	**3,350,709**	**3.2**	**44,912,179**
Average		**254,739**				**268,103**		**27,692**		**289,756**
Median		**253,000**				**261,289**		**27,000**		**287,000**

Notes Figures typically represent the period 1 August 2016 to 31 July 2017. Figures for 2015-16, on the basis of which percentage changes are calculated, are taken from the most recent accounts except where indicated. In some cases, these differ slightly from the figures *Times Higher Education* published last year. The University of Bolton is not included in this table as its accounts were not ready by the time *THE* went to press

‡ payment made "in respect of an unregistered, unfunded retirements benefits scheme"
~ = no longer in post
^ = died in office
* = accounts are for 1 April 2016 to 31 March 2017
** = acting vice-chancellor
*** = accounts are for calendar year 2016; 2015 figures relate to a lower-paid acting vice-chancellor; in 2016, the vice-chancellor announced he would donate £41,000 of his £191,000 salary to charity in 2017

1 Salary includes £429,000 in "compensation for loss of office"
2 A long-term incentive plan is in place for the vice-chancellor for an initial period of four years commencing 2015-16, with a total maximum value of £80,000
3 Salary includes £186,876 in compensation for loss of office
4 Salary excludes a five-year deferred bonus arrangement in place, with a maximum of £49,000 payable in December 2017

5 Salary includes £20,000 "lump sum"
6 Salary includes £74,000 payment "in connection with retirement from office"
7 Burgess was both acting and deputy v-c during 2016-17, and the figures are the total for the financial year
8 Salary includes a £47,000 clinical excellence award
9 Figures for 2015-16 are taken from 2016 accounts as the 2017 accounts only include details of Chris Husbands' salary in that year, as opposed to the total cost of office

10 Salary includes £230,000 paid in lieu of notice
11 University of Wales Trinity St David shares its vice-chancellor with the University of Wales, which pays 20 per cent of the amounts indicated
12 Salary includes "additional allowance of £38,793", pension contributions listed as "social security costs"
Source Figures taken from universities' financial statements