

William Armstrong
[request-21xxxxxxxxxxxx@xxxxxxxxxxxxxxxx.xxx]

13 November 2009

Our Ref: FOI 2009/175 – F0074752

Dear Mr Armstrong,

Re: Freedom of Information (Scotland) Act 2002 – Request for Information

Thank you for your email which was received by the University on 18 October 2009 timed 20:47 hours, requesting the following information:

A report in the Sunday Herald today reads as follows:

Glasgow University has also left itself open to criticism over its pay policy. Its principal's salary and pension package increased from £194,000 in 2004 to £284,000 in 2009 – a rise of about 47%. It was recently revealed that the university was discussing plans to reduce its 45 academic departments to a maximum of 25. A spokeswoman said the increases were "performance-related".

In relation to all of the years within the period concerned can you please send me: the performance criteria used by the university to establish the pay of the principal and the principal's performance against these criteria and any other information that you hold that led you to conclude that it was a good use of public money to pay the principal a forty seven per cent pay rise over this period and the average pay rise paid to university staff over this period.

University's Response

Over the period 2004 to 2009, the Principal's salary was reviewed annually by the Remuneration Committee, a body which comprises three lay members of the University Court. Each year, the Committee discussed the Principal's performance in managing the institution. The criteria for this discussion were not set out in a published document, but they included: the financial performance of the University; its success in student recruitment; its student

satisfaction ratings; and its research outputs. All of these are matters on which the University Court receives reports throughout the year in the course of its business.

There is one other set of information which the Committee considers in coming to its decision. That is, data, on the salary levels of the Principals of other UK universities. This data is referred to with a view to ensuring that Glasgow offers its Principal a salary that is competitive with that offered by other major UK universities.

Over the period in question, 2004 to 2009, the average salary increase for staff in the University was 33%.

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<http://www.ipo.gov.uk/copy.htm>

Your right to seek a review

Should you be dissatisfied with the way in which the University has dealt with your request, you have the right to require us to review our actions and decisions. Please refer to the Review Procedure (<http://www.gla.ac.uk/services/dpfoioffice/policiesandprocedures/foisa-complaintsandreview/>) for further information. All complaints regarding requests for information will be handled in accordance with this procedure.

Yours sincerely,

Data Protection and Freedom of Information Office