

UNICO Salary and Incentives Survey 2007/8



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Foreword

In the current economic climate, it is particularly important that Higher Education Institutions [HEIs] and Public Sector Research Establishments [PRSEs] work together with businesses to protect and develop HEI intellectual assets and help the economy recover. Maintaining the quality of knowledge and technology transfer professionals through appropriate recruitment and retention policies, quality training and continuing professional development opportunities, should be a high priority for all HEIs and PSREs.

This survey, produced for UNICO by Deborah Lock and colleagues at Kingston University, gives a much-needed insight into the way in which UK Higher Education Institutions are rewarding their staff within the emerging profession of knowledge transfer. This report will be of interest to managers and staff of HEIs and other public sector research organisations as well as to those considering a career move into knowledge transfer.

This survey has been based upon that produced by AUTM and we thank them and their Survey Committee Chair, Shawn Hawkins, for their support and assistance. Collaborations such as this, with partner organisations in other countries, are important and will help to identify global trends in this complex area of activity. UNICO would also like to thank everyone who completed the survey questionnaire and Deborah Lock and Kingston University for analysing the data and preparing the report.

The full report has been distributed to those who contributed data and the summary is freely available to all from the UNICO website (www.unico.org.uk). Feedback on the content of this report is welcome and will help inform any future salary surveys. Comments can be sent to D.Lock@kingston.ac.uk or to unico@unico.org.uk.

A handwritten signature in black ink, appearing to read 'David Secher', written over a faint rectangular stamp or watermark.

David Secher, Chair, UNICO

Executive Summary

This UNICO Salary and Incentives Survey is a first attempt to gather institutional data and details of any rewards and incentives strategies in place for UK HEI knowledge / technology transfer staff. Whilst it does not claim to be the '*Definitive Guide*' to technology transfer salaries and incentive structures, or the ultimate '*State of the Nation*' address of this complex area, it provides a broad brush indication of the type of salary levels that HEIs and PSREs are currently offering to recruit, retain and incentivise technology transfer professionals and activities.

With this in mind, the report contains an overview of salary information, bonuses, work experience and qualifications of KT/TT staff for the financial year August 2007 to July 2008. In addition, it provides a glimpse into the changing roles and remits of staff working in the area of 'enterprise' that is, research and business development, knowledge and technology transfer, commercialisation and the exploitation of intellectual assets.

The structure of the survey included two parts:

- Part A sought to understand the institutional context and existing rewards / incentive structures. Universities were categorised by '*groups with common interests*' so called 'Mission Groups'.
- Part B focused on salary and role analysis.

The findings suggested that the current landscape does have trends. There appear to be comparable salary scales for specific roles and the survey confirmed anecdotal evidence that regional weighting and 'market value adjustments' are still being used to augment salaries and attract and retain '*quality professional staff*'. For example, the majority [75%] of high salaries that is, those between £100,000 -£125,000 were in London and the South, with the lowest that is, those between £45,000 -£55,000 were in the North, Scotland and Wales.

The boundaries between job roles are becoming blurred. The data suggests that the role of the Business Development Manager is expanding to take on a wider remit to including technology transfer lifecycle ownership as a product is taken from inception to the market using an '*internal account management*' approach - Possibly because of the effect of the Leitch¹ agenda and overall government incentives to promote more employer engagement. There is some evidence to suggest an overall expansion of the 'enterprise' remit by aligning and embedding it within other core areas of activity, such as Graduate School management and Workforce Development.

Given the increasing shift of Enterprise to the institutional mainstream there is a continuing need to undertake more evaluation and research in a number of areas to both help inform decision-making and assist institutions and organisations to maximise the benefits of-technology transfer. This will result in more efficient and effective management of the human and organisational resources required to support innovation that will have tangible outcomes and a real impact whilst ensuring value for money.

¹ Leitch, S. [2006] *Prosperity for all in the global economy : world class skills : final report* HMSO

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