

Table 1: Variable description

| Variable                | Description                                                                                                                                                                             | Source   |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Cycle Year              | Cycle year as per UCAS                                                                                                                                                                  | UCAS     |
| Provider Name           | Institutional name with UCAS reference                                                                                                                                                  | UCAS     |
| AllApp                  | All applications to the university in cycle period.                                                                                                                                     | UCAS     |
| AllAcc                  | All acceptances (of applications) by the university in cycle period.                                                                                                                    | UCAS     |
| UKAcc                   | Applications by UK students to the university in cycle period.                                                                                                                          | UCAS     |
| UKApp                   | Acceptances (of applications) from UK students by the university in cycle period.                                                                                                       | UCAS     |
| EUAcc                   | Applications by EU (non-UK) students to the university in cycle period.                                                                                                                 | UCAS     |
| EUApp                   | Acceptances (of applications) from EU (non-UK) students by the university in cycle period.                                                                                              | UCAS     |
| IntAcc                  | Applications by international (non-UK-or-EU) students to the university in cycle period.                                                                                                | UCAS     |
| IntApp                  | Acceptances (of applications) from international (non-UK-or-EU) students by the university in cycle period.                                                                             | UCAS     |
| Income                  | Total income of a university in a given year, made up from tuition fees, research income, donations and endowments, and other income.                                                   | HESA     |
| Entry Standards         | A measure of the qualifications on entry required for the course.                                                                                                                       | CUG      |
| Student Satisfaction    | A measure of student views of the teaching quality at the university, based on results from the NSS, which surveys final year undergraduate students.                                   | CUG      |
| Research Quality        | Measure of research quality, taken from the REF2014                                                                                                                                     | CUG      |
| Research Intensity      | A measure of the proportion of staff involved in research.                                                                                                                              | CUG      |
| Graduate Prospects      | A measure of the employability of a university's first degree graduates.                                                                                                                | CUG      |
| Student-Staff Ratio     | A measure of the average staffing level in the university.                                                                                                                              | CUG      |
| Academic Services Spend | The expenditure per student on all academic services.                                                                                                                                   | CUG      |
| Facilities Spend        | The expenditure per student on staff and student facilities.                                                                                                                            | CUG      |
| Good Honours            | The percentage of first degree graduates achieving a first or upper second class honours degree.                                                                                        | CUG      |
| Degree Completion       | A measure of the completion rate of first degree undergraduates studying at the university.                                                                                             | CUG      |
| Green Score             | A measure evaluating the commitment to sustainability of the institution.                                                                                                               | CUG      |
| Overall Score           | Overall score from the CUG                                                                                                                                                              | CUG      |
| Rank                    | Overall rank from the CUG                                                                                                                                                               | CUG      |
| Average Teaching Score  | Overall Gaurdian score                                                                                                                                                                  | Guardian |
| NSS Teaching (%)        | NSS satisfied with teachin                                                                                                                                                              | Guardian |
| NSS Overall (%)         | NSS overall satisfied with course                                                                                                                                                       | Guardian |
| Expenditure per student | Total expenditure divided by the number of students                                                                                                                                     | Guardian |
| Student:staff ratio     | The volume of students to the volume of staff                                                                                                                                           | Guardian |
| Career prospects (%)    | Results from the Graduate Outcomes survey which surveys graduates after completion of their degree on their employment status.                                                          | Guardian |
| Value added score/10    | A score based on comparing the proportion of students expected to get an upper-second degree or higher with their qualifications on entry, to those who actually received these grades. | Guardian |
| Entry Tariff            | A measure of the qualifications on entry required for the course.                                                                                                                       | Guardian |
| NSS Feedback (%)        | Results from the NSS survey on questions based on feedback received by the student.                                                                                                     | Guardian |
| Rank                    | The final rank in the Gaurdian League table                                                                                                                                             | Guardian |
| VC                      | Name of the VC                                                                                                                                                                          | THE      |
| Salary                  | Salary for year                                                                                                                                                                         | THE      |
| Benfits                 | Other non-salary benefits                                                                                                                                                               | THE      |
| Total salary            | Total of salary and non-salary benefits                                                                                                                                                 | THE      |
| Pension                 | Pension for the year                                                                                                                                                                    | THE      |
| Salary&Pension          | Total of salary, non-salary benefits, and pensions                                                                                                                                      | THE      |
| Change                  | Change in VC during the year                                                                                                                                                            | THE      |
| Female                  | Equals one if VC is female, zero otherwise                                                                                                                                              | THE      |
| InPost                  | Years in post                                                                                                                                                                           | THE      |
| England                 | Equals one if institution is located in England, zero otherwise                                                                                                                         | N/A      |
| Whales                  | Equals one if institution is located in Whales, zero otherwise                                                                                                                          | N/A      |
| Scotland                | Equals one if institution is located in Scotland, zero otherwise                                                                                                                        | N/A      |
| NI                      | Equals one if institution is located in Northern Ireland, zero otherwise                                                                                                                | N/A      |
| Special                 | Equals one if university offers speacalist courses as opposed to a braod range of different disciplines, zero otherwise                                                                 | N/A      |
| Million+                | Equals one if institution is located in Million+ group, zero otherwise                                                                                                                  | N/A      |
| University Alliance     | Equals one if institution is located in University Alliance group, zero otherwise                                                                                                       | N/A      |
| 1994 Group              | Equals one if institution is located in 1994 group, zero otherwise                                                                                                                      | N/A      |
| Guild HE                | Equals one if institution is located in Guild HE group, zero otherwise                                                                                                                  | N/A      |
| Russell                 | Equals one if institution is located in Russell group, zero otherwise                                                                                                                   | N/A      |
| Pre92                   | Equals one if institution were founded before 1992, zero otherwise                                                                                                                      | N/A      |
| Post92                  | Equals one if institution were founded after 1992, zero otherwise                                                                                                                       | N/A      |
| PFemalePay              | Pay of female professors                                                                                                                                                                | THE      |
| PMalePay                | Pay of male professors                                                                                                                                                                  | THE      |
| PAIIIPay                | Pay of all professors                                                                                                                                                                   | THE      |
| NPFemalePay             | Pay of female academics, not professors                                                                                                                                                 | THE      |
| NPMalePay               | Pay of male academics, not professors                                                                                                                                                   | THE      |
| NPAIIIPay               | Pay of all academics, not professors                                                                                                                                                    | THE      |
| AFemalePay              | Pay of female all academics                                                                                                                                                             | THE      |
| AMalePay                | Pay of male all academics                                                                                                                                                               | THE      |
| AAIIIPay                | Pay of all academics                                                                                                                                                                    | THE      |

Notes: Descriptions and sources of variables used. Abbreviations are: UCAS, Universities and Colleges Admissions Service; HESA, Higher Education Statistics Agency; REF, REsearch Excellence Framework; CUG, Complete University Guide; NSS, National Student Survey; THE, Times Higher Education.