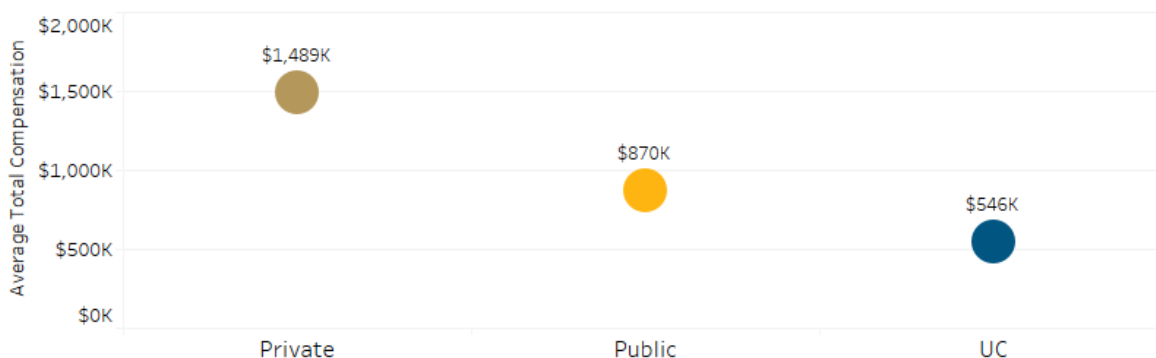


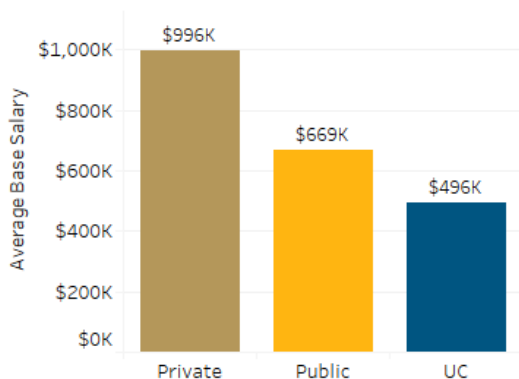
**University of California chancellors remain among the lowest-paid when compared to their Association of American Universities (AAU) peers.**

- UC chancellors are among the lowest-paid university leaders when compared with their AAU peers in the United States.
- UC chancellor compensations rank in the bottom quartile of the AAU comparison group. UC San Francisco, an exclusively graduate health science campus, continues to be the only exception.
- Among AAU peers, President Lee C. Bollinger of Columbia University was the highest-earning leader, with total compensation of \$3.9M. On the public university side, President Michael K. Young of Texas A&M University at College Station led with \$1.9M worth of total compensation.
- The average base salary for leaders at private AAU institutions is nearly double that of their UC counterparts. The average base salary for leaders at public AAU institutions is about 35 percent more than that of their UC counterparts.

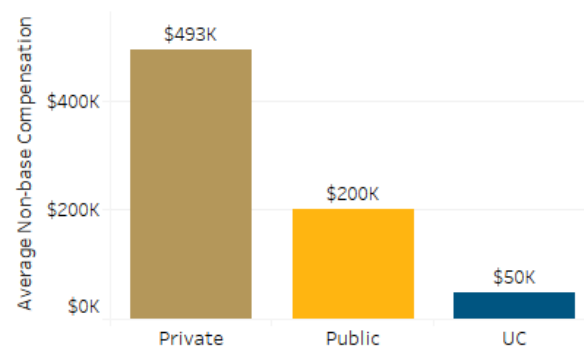
The average compensation of UC chancellors is less than that of their peers at the Association of American Universities (AAU).



The average base salary of UC chancellors is nearly half of that of similar leaders at the private AAU peers.

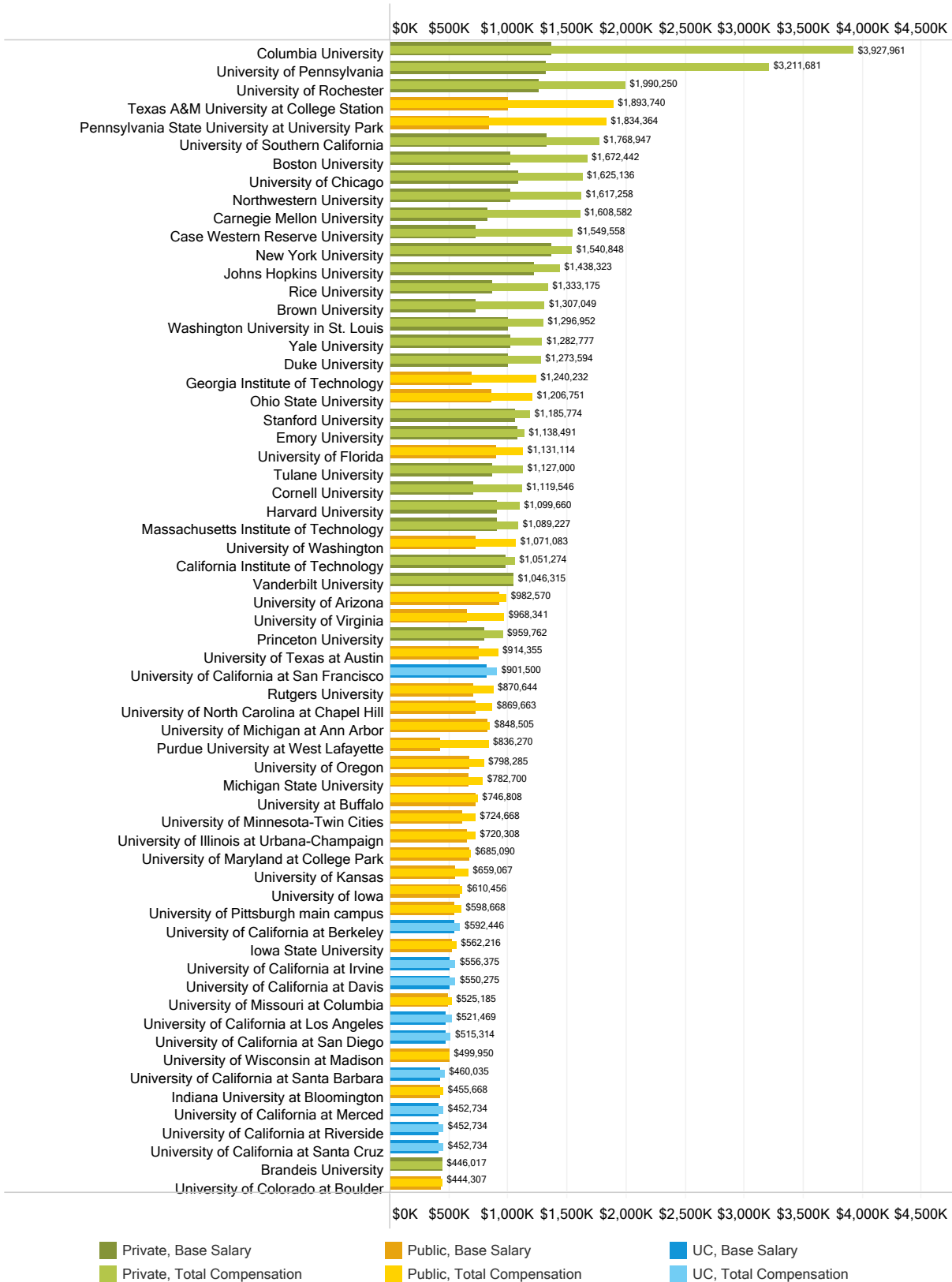


The average non-base compensation of UC chancellors is about one tenth of that of the leaders at the private AAU peers and one fourth of that of the leaders at the public AAU peers.



Private Public UC

Compensation for UC and AAU Institution Chancellors



## APPENDIX

- Data source: The Chronicle of Higher Education - College Executive Compensation datasets
- This comparison uses the Association of American Universities (AAU) comparison group. AAU is composed of America's leading research universities that are associated with education, research, and innovation.
- The Chronicle of Higher Education collected public institution information (fiscal year 2017-2018) via an exclusive survey and published it in July 2019. Similarly, The Chronicle of Higher Education obtained the private institution information (calendar year 2016) from IRS form 990 and published it in December 2018.
- Base salary is separate from bonus, incentive, and other compensation. Base salary includes sick pay paid by the employer, employer contributions to a 401(k) or 403(b). For certain public institutions, base salary also includes compensation from private university-related foundations.
- Total compensation includes bonus pay, nontaxable benefits (health and medical benefits, life insurance, housing provided by the employer, personal legal and financial services, dependent care, adoption assistance, tuition assistance, and cafeteria plan etc.), deferred compensation payout, and other pay. It excludes deferred compensation set aside or retirement benefits.
- Since the Chronicle of Higher Education dataset excludes UC San Francisco, this information was obtained from the institutional data sources.
- The executive compensation information for Stony Brook University (SUNY) was unavailable.
- UC Berkeley, UCLA, UC Davis, UC San Diego, UC Irvine, and UC Santa Barbara are members of the Association of American Universities (AAU) as of August 2019.