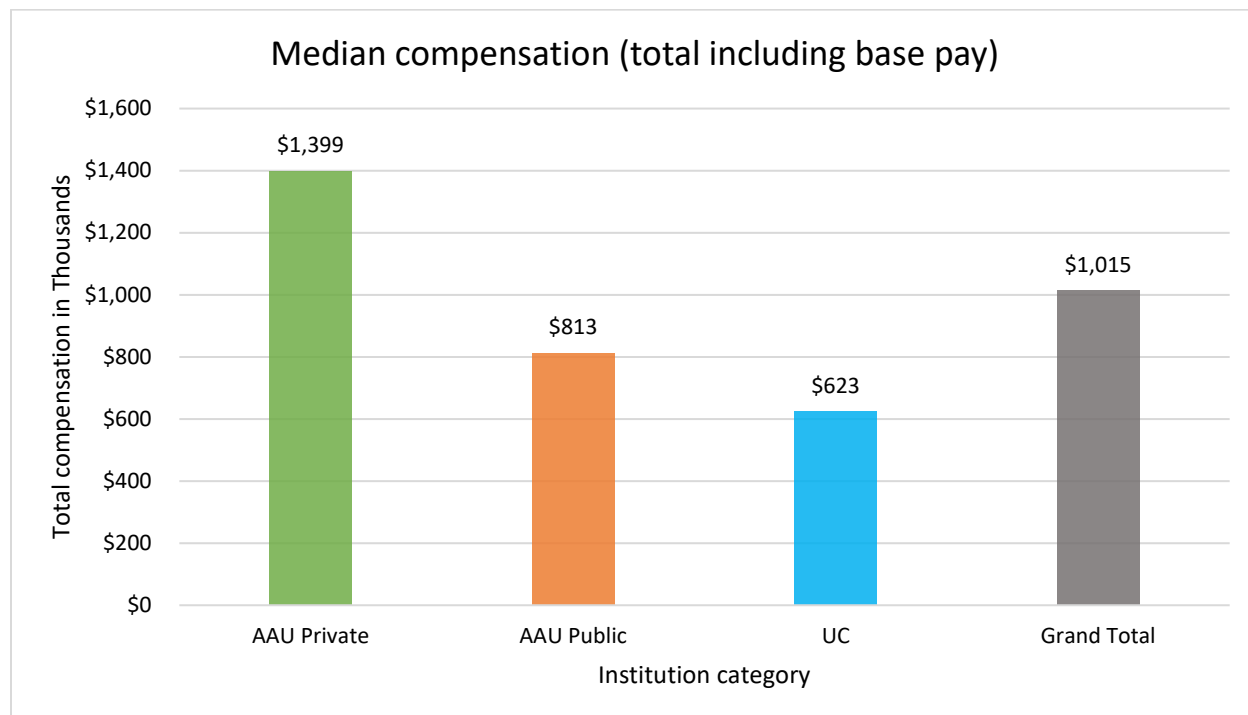
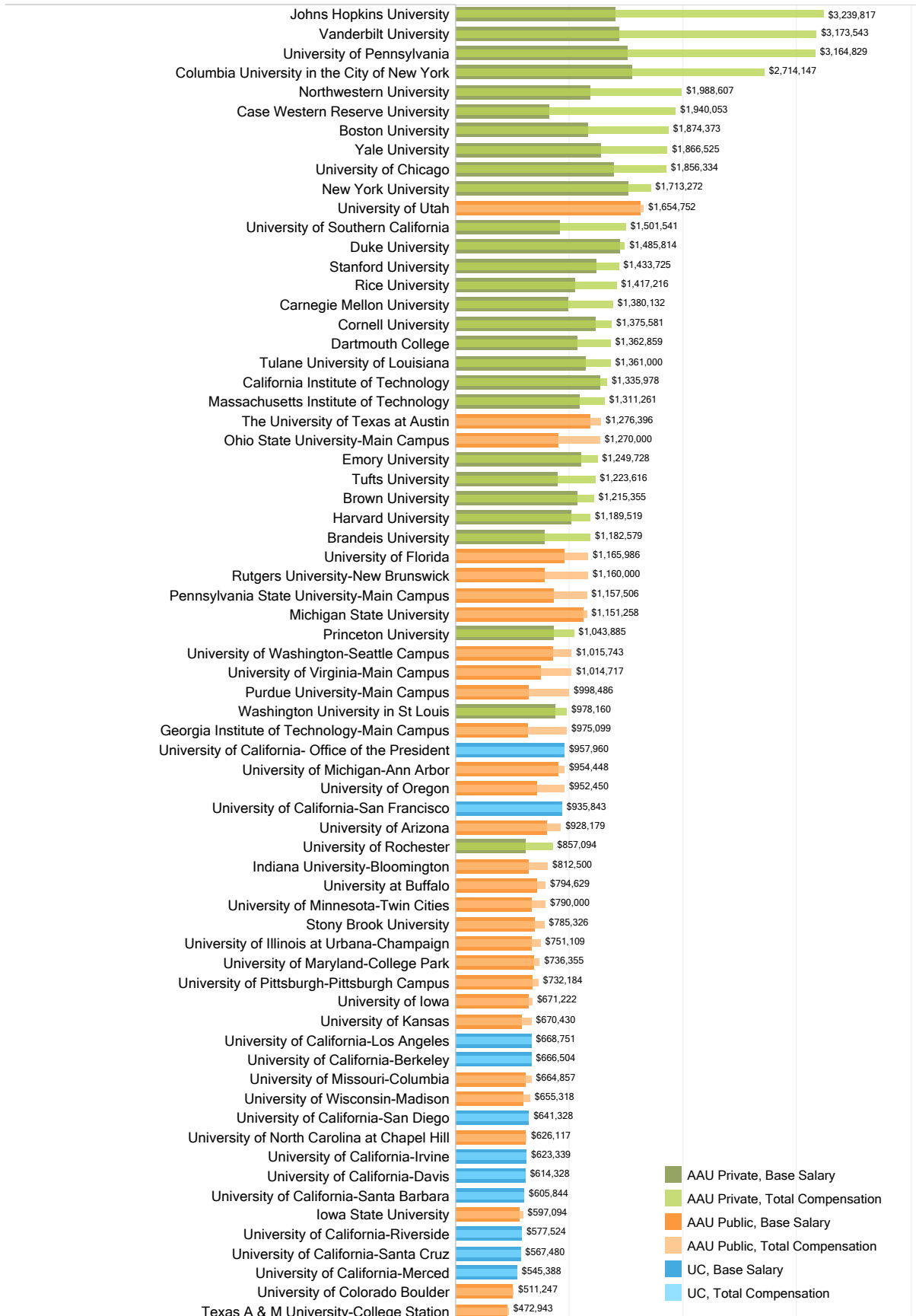


### University of California leaders remain among the lowest-paid compared to their Association of American Universities (AAU) peers.

- The compensation of UC leaders remains below the median compensation of their AAU peers in the United States, lagging this peer group by 39 percent.
- UC chancellor compensation ranks in the bottom quartile of the AAU comparison group. UC San Francisco, an exclusive graduate health science campus, continues to be the only exception.
- Among AAU peer institutions, President Michael Good of the University of Utah was the highest-earning leader, with total compensation of about \$1.65M. President Ronald Daniels of the Johns Hopkins University led with \$3.2M worth of total compensation on the public university side.
- The median compensation of UC leaders lags by 55 percent as compared to that of AAU private institutions and by 23 percent as compared to the AAU public institutions.





Data source: The Chronicle of Higher Education Executive Compensation Report and institutional data sources

- Data source: The Chronicle of Higher Education - College Executive Compensation, institutional data sources
- This comparison uses the Association of American Universities (AAU) comparison group. AAU is composed of America's leading research universities associated with education, research, and innovation. UC Berkeley, UCLA, UC Davis, UC San Diego, UC Irvine, UC Santa Cruz, and UC Santa Barbara are members of the Association of American Universities (AAU) as of February 2023. For detailed list, please refer to <https://www.aau.edu/who-we-are>
- The Chronicle of Higher Education collected public institution information (calendar year 2021) through an exclusive survey. Similarly, The Chronicle of Higher Education obtained the private institution information (calendar year 2019) from IRS form 990.
- Base salary is separate from a bonus, incentive, and other compensation. Base salary includes paid sick pay and 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, employer-provided housing, personal legal and financial services, dependent care, adoption assistance, tuition assistance, cafeteria plan, etc.), deferred compensation payout, and other pay. It excludes deferred compensation set aside or retirement benefits.
- The compensation information of UC leaders was sourced internally from UC's payroll system (UCPath).
- For an interactive dashboard, please visit <https://www.universityofcalifornia.edu/about-us/information-center/executive-compensation>