

Summary of employee compensation for the calendar year 2020

The University of California discloses employee payroll information annually as part of its commitment to transparency and public accountability. Despite the operational and financial challenges created by the COVID-19 pandemic in 2020, UC faculty and other academic appointees quickly rose to the challenge of delivering the University's mission of teaching, research, and service.

Key points about UC's 2020 payroll data

- The University of California completed its payroll system transformation to the UCPATH. The unified UCPATH portal provides systemwide integration of payroll, benefits, human resources, and academic personnel transaction services.
- The delivery of educational services, research, and health care are labor-intensive. Salaries and wages accounted for about 42.6 percent of UC's \$43.2 billion (FY 2019-20) annual operating expenses; employee benefits were another 24.6 percent.
- UC's payroll totals over \$18 billion for 2020, an increase of 5.5 percent over the previous year. The rise can be attributed to academic and instructional personnel growth to support the growing student enrollment and expanding medical centers. Over half of all UC full-time equivalent (FTE) employees are a part of the University of California Health (UCH) system.
- Total employee benefits (health, dental, vision, and retirement) were over \$3.5 billion in 2020, a slight decrease of 0.4 percent over the previous year.
- As in previous years, the top ten earning employees at UC in 2020 (based on total pay) were athletic coaches or health sciences faculty members, typically world-renowned specialists in their fields.
- About 4.7 percent of all employees systemwide earned more than \$200,000 in 2020. The Senior Management Group (SMG) comprised less than one-tenth of a percent of all employees and made a little less than half a percent of systemwide gross earnings.
- UC faculty salaries have improved in recent years, yet they continue to lag behind the comparison benchmark UC uses to assess the competitiveness of its faculty salaries.
- Salaries among University of California Health career staff have been increasing moderately in real dollars for professional support services (PSS) staff and managers. This reflects market trends in wages for hospital staff and the growing demand for health care professionals.

The University of California relies on academic and staff employees to fulfill its teaching, research, and public service missions. While doing so, UC competes in many different labor markets for personnel – faculty, physicians, nurses, researchers, technology experts, business services staff, investment professionals, and others. The prevailing practices in each talent market dictate employee compensation. For example, in some markets such as health care, coaching, and investment management, standard industry practice is to divide compensation into two distinct parts for certain positions: a guaranteed base salary and a contingent payment based on performance. Other market practices dictate a combination of pay components. For example, nurses and other health care employees receive a combination of base pay and shift differential for working evening or night shifts. Compensation for clinical faculty usually includes base pay along with an additional amount for patient care and research activities. Other faculty compensation might consist of extra payment for teaching summer courses or conducting extramurally sponsored research. Staff and administrators generally receive most of their income from base pay. Still, some can also earn overtime or stipends for temporarily assuming additional responsibilities.

For more information:

- The searchable employee payroll database: <https://ucannualwage.ucop.edu/wage/>
- UC annual wage summary dashboard: <https://www.universityofcalifornia.edu/infocenter/annual-wage-reporting>
- UC annual accountability report: <https://accountability.universityofcalifornia.edu/2021/>
- Financial summary of revenue and expense: <https://www.universityofcalifornia.edu/infocenter/revenue-and-expense-data>
- The California State Controller’s Office also publishes similar data on the Government Compensation in California website (<https://publicpay.ca.gov/>).