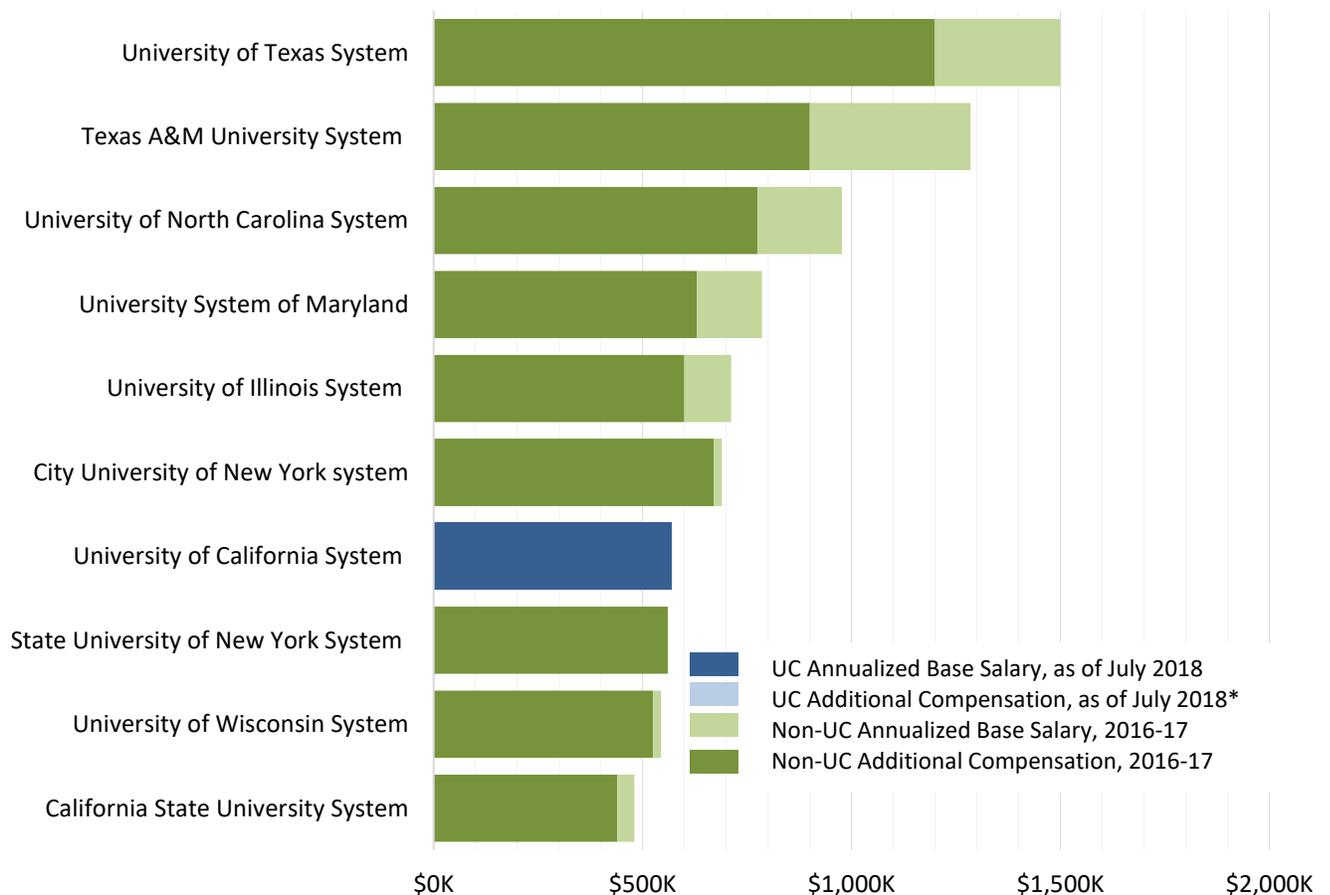


The UC President's salary ranks 75th in Executive Compensation among Public Peers.

- The salary for the President of the University of California has remained the same at \$570,000 since she started in September 2013, and has dropped from 68th to 75th rank in the peer group of public universities.
- Focusing only on leaders of the top ten university systems in terms of budget size, the UC President's compensation ranked 7th.
- The top earner at the University of Texas system received \$1.5 million in total compensation, or 163% more than the UC President.
- Out of the 74 public university leaders earning above President Napolitano's salary, only 12 are women. Only three women are reflected in the following chart as leaders of the top ten systems in terms of budget.

Annualized Base Salaries and Additional Compensation for University System Leaders



NOTES

Data source: The Chronicle of Higher Education Executive Compensation Report comparing the base and total compensation of nearly 250 public universities and systems. Public institution information (fiscal year 2016-17) was collected by an exclusive survey conducted by The Chronicle and published in July 2018. Private institution information (calendar year 2015) was obtained by the Chronicle from IRS form 990 and published in December 2017. The UC President's salary was obtained from UC payroll.

Components of Compensation:

- Base salary may include sick pay paid by the employer and employer contributions to a 401(k) or 403(b). This is the minimum full-time salary an employee receives.
- Additional Compensation may include:
 - Bonus pay: Incentive pay and signing bonuses
 - Nontaxable benefits: Health and medical benefits, life insurance, housing provided by the employer, personal legal and financial services, dependent care, etc.
 - Other pay: Miscellaneous pay and benefits, including severance payments, tax gross-ups (money an employer provides an employee for taxes paid on benefits), vacation leave cashed out, debt forgiveness, fellowships, employer-provided vehicles and parking, housing payments, travel, meals, moving expenses, entertainment, spending accounts, and club dues. Vested deferred compensation, meaning money set aside in previous years that was paid out to the employee in the current year, can also be included in other pay. May also include interest accrued on deferred compensation.
 - Vested deferred compensation, meaning money set aside in previous years that was paid out to the employee in the current year, can also be included in other pay. May also include interest accrued on deferred compensation.
- *The UC President does not receive additional compensation.
- Dr. Kristina M. Johnson started as the 13th Chancellor of SUNY system at an annual state salary of \$560,000. (<https://www.suny.edu/suny-news/press-releases/04-2017/4-25-17/board-of-trustees-appoints-dr-kristina-m-johnson-as-13th-chancellor.html>)