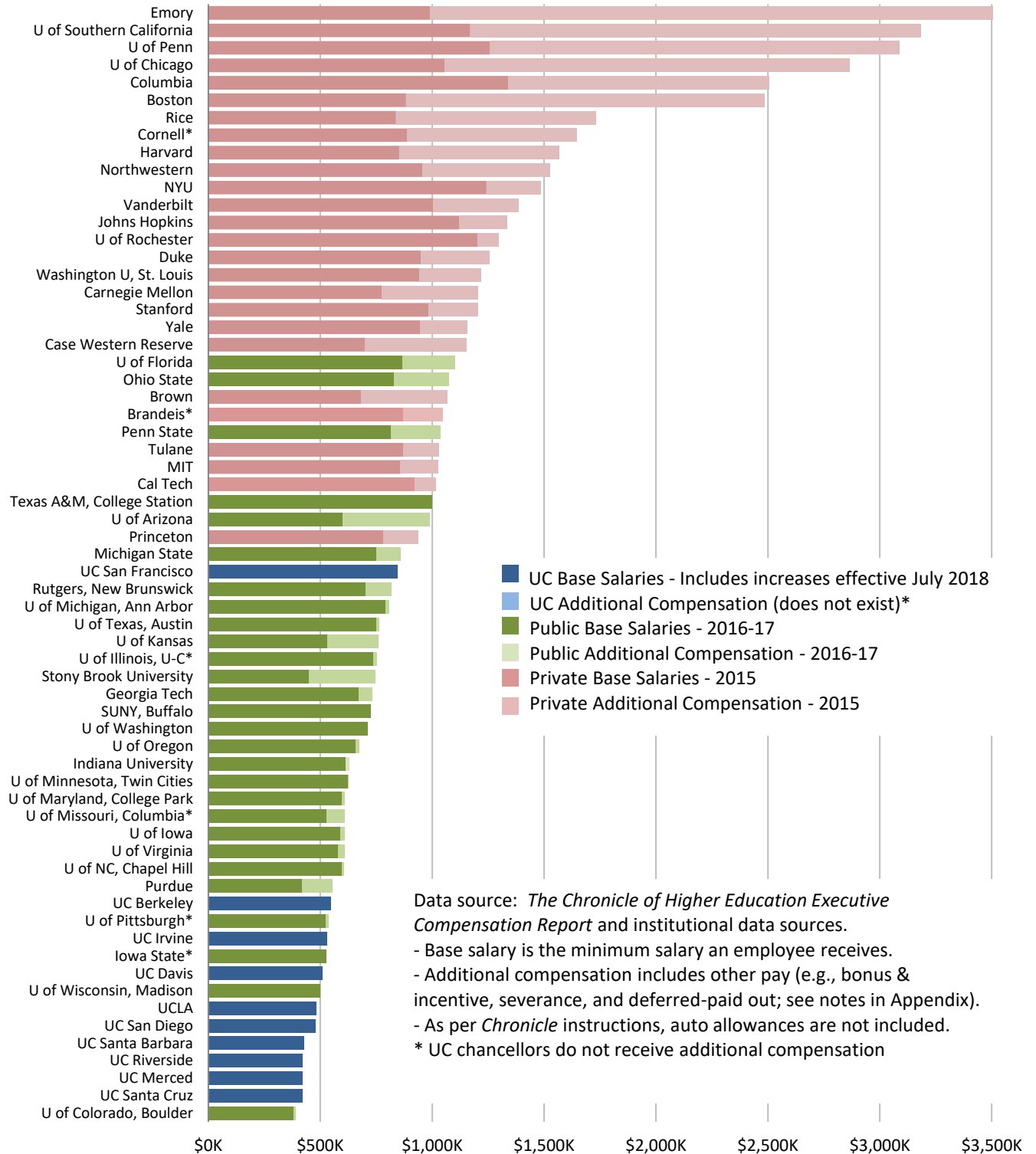


UC chancellors remain among the lowest-paid when compared to their Association of American Universities (AAU) peers.

Base Salaries and Additional Pay for UC and AAU Institution Leaders



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

- Base salary is the minimum salary an employee receives.
- Additional compensation includes other pay (e.g., bonus & incentive, severance, and deferred-paid out; see notes in Appendix).
- As per *Chronicle* instructions, auto allowances are not included.
- * UC chancellors do not receive additional compensation

- UC chancellors are among the lowest-paid university leaders when compared with their AAU peers, even when comparing the expected 2018-19 compensation to the 2016-17 compensation at public peers and 2015 compensation at private peers.
- Nine UC chancellor salaries rank in the bottom quartile within this comparison group. UC San Francisco, an exclusively graduate health science campus, continues to be the only exception.
- The average base salary for leaders at private AAU institutions is nearly double than that of UC counterparts.
- While the average additional compensation for AAU chancellors is \$316,636, UC chancellors do not receive additional compensation.

NOTES

Data Source: The Chronicle of Higher Education Executive Compensation Report. 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 compensation of UC Chancellors was obtained from UC payroll and it includes adjustments to reflect the most recent increases effective July 2018.

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.
- The partial year compensation figures for the leaders at Cornell, Brandeis, University of Missouri at Columbia, and University of Illinois at Urbana-Champaign are annualized for the purpose of this analysis.
- This analysis uses FY 2015-16 compensation for University of Pittsburgh due to unavailability of FY 2016-17 compensation figures.

AAU Members: UC Merced, UC Riverside, UC San Francisco, and UC Santa Cruz are not members of AAU.