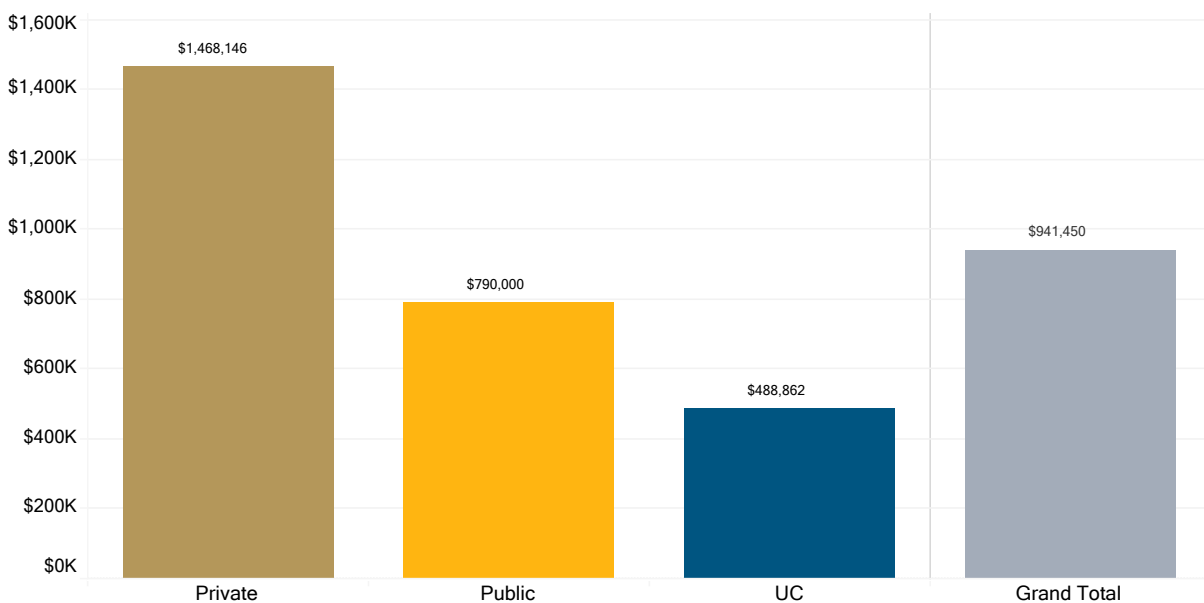
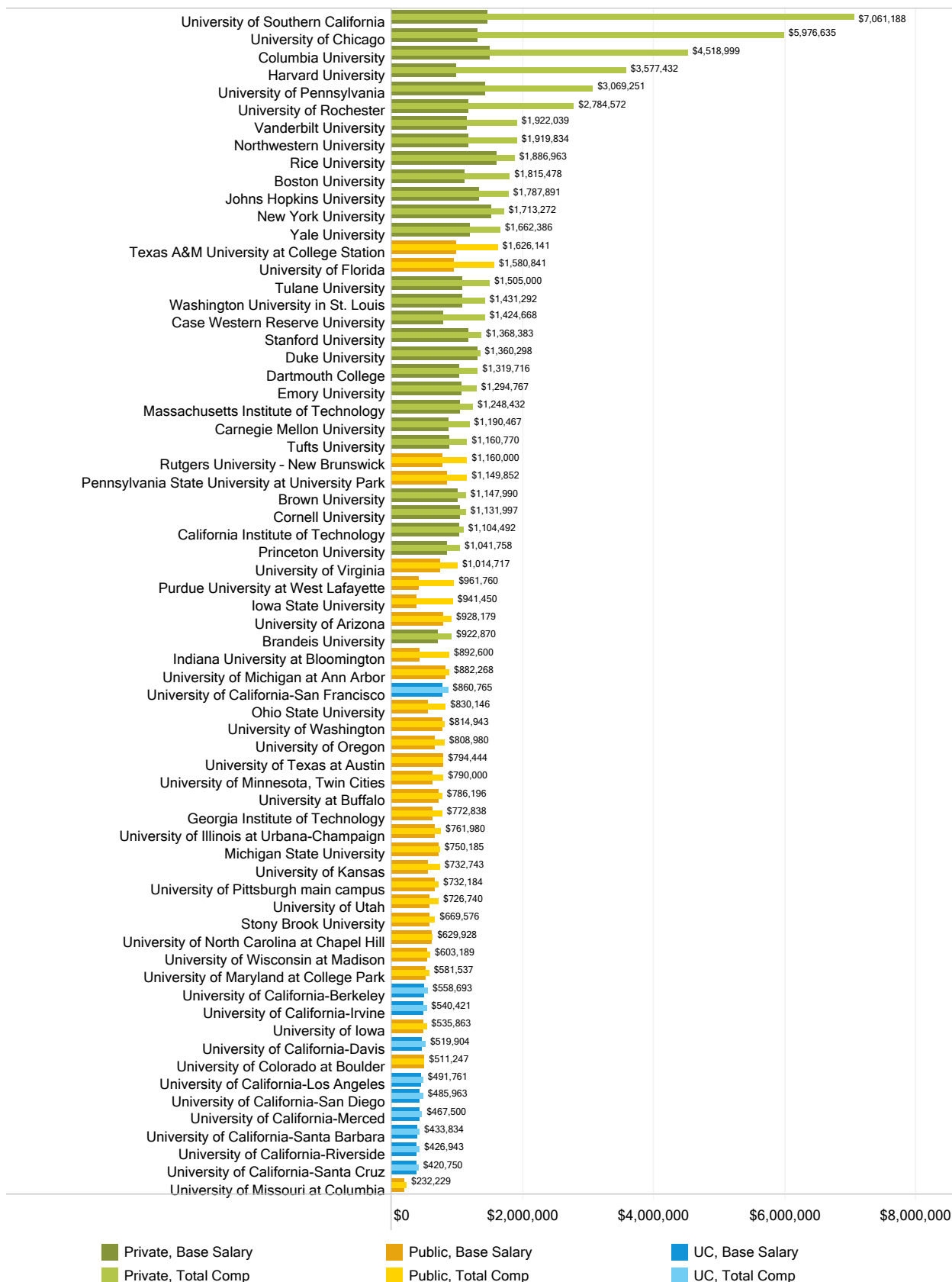


University of California chancellors remain among the lowest-paid compared to their Association of American Universities (AAU) peers.

- UC chancellors are among the lowest-paid university leaders compared to their AAU peers in the United States.
- UC chancellor compensations rank 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 C.L. Max Nikias of the University of Southern California was the highest-earning leader, with total compensation of over \$7M. President Michael K. Young of Texas A&M University at College Station led with \$1.6M worth of total compensation on the public university side.
- The median compensation of UC chancellors lags behind that of similar leaders at the AAU peer institutions by 48 percent, falling in the bottom third, despite the size, complexity, and stature of UC campuses. The compensation for UC chancellors trails by 38 percent among their peers at other public AAU members and by 67 percent among their peers at other private AAU members.

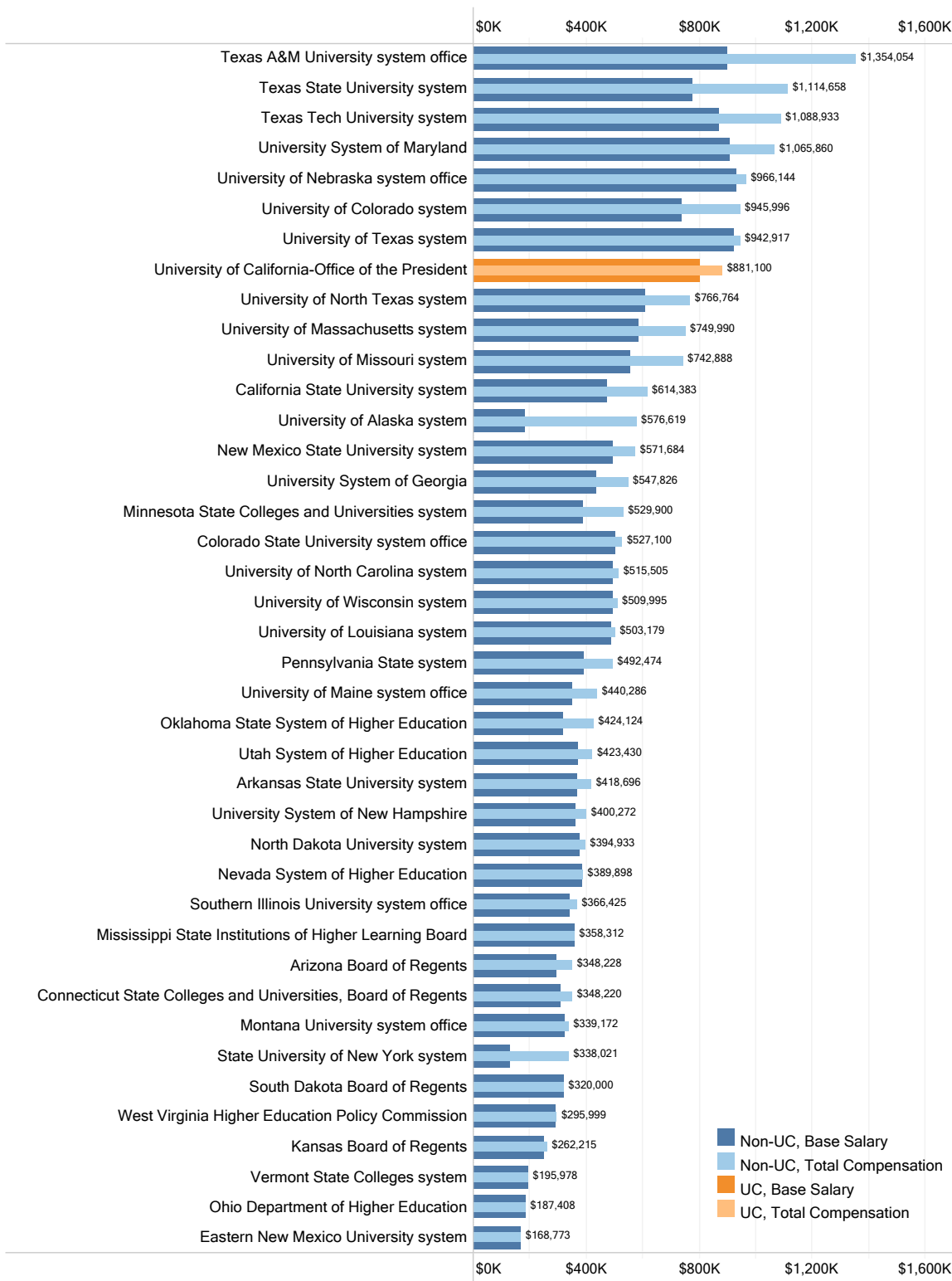


Compensation for UC and AAU chancellors



The University of California President's compensation ranks eighth in total compensation among peer public university system leaders in the United States.

Compensation for public university system presidents



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

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 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 November 2021. More information: <https://www.aau.edu/who-we-are>
- The Chronicle of Higher Education collected public institution information (calendar year 2020) via an exclusive survey and published it in August 2021. Similarly, The Chronicle of Higher Education obtained the private institution information (calendar year 2018) from IRS form 990 and published it in January 2021.
- 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 UC chancellors' compensation information was obtained from Corporate Personnel System (CPS) data warehouse.