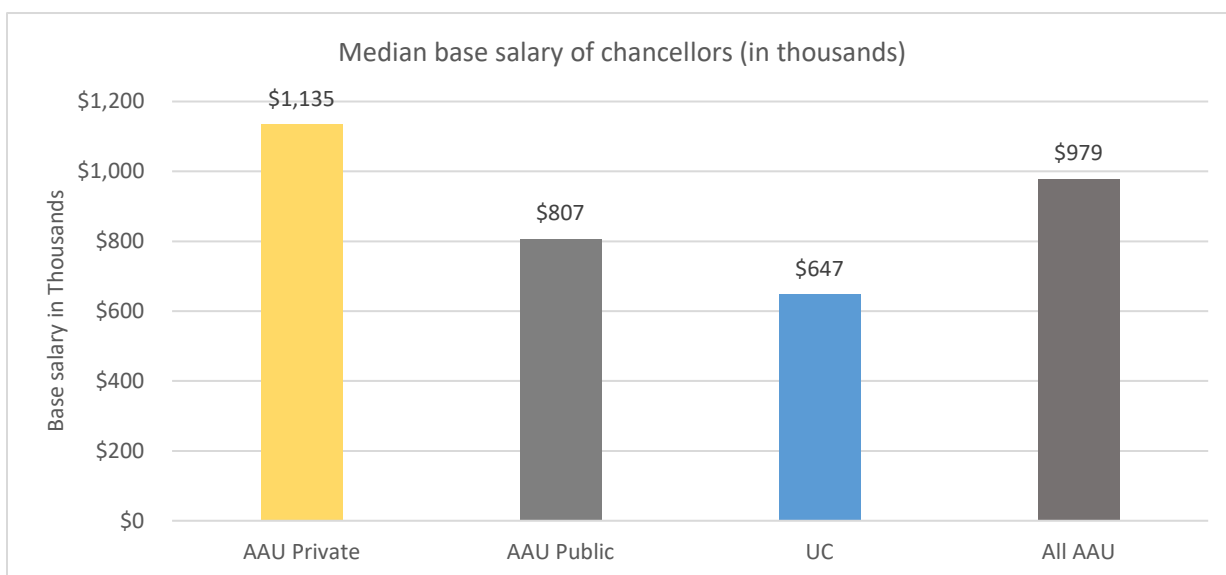
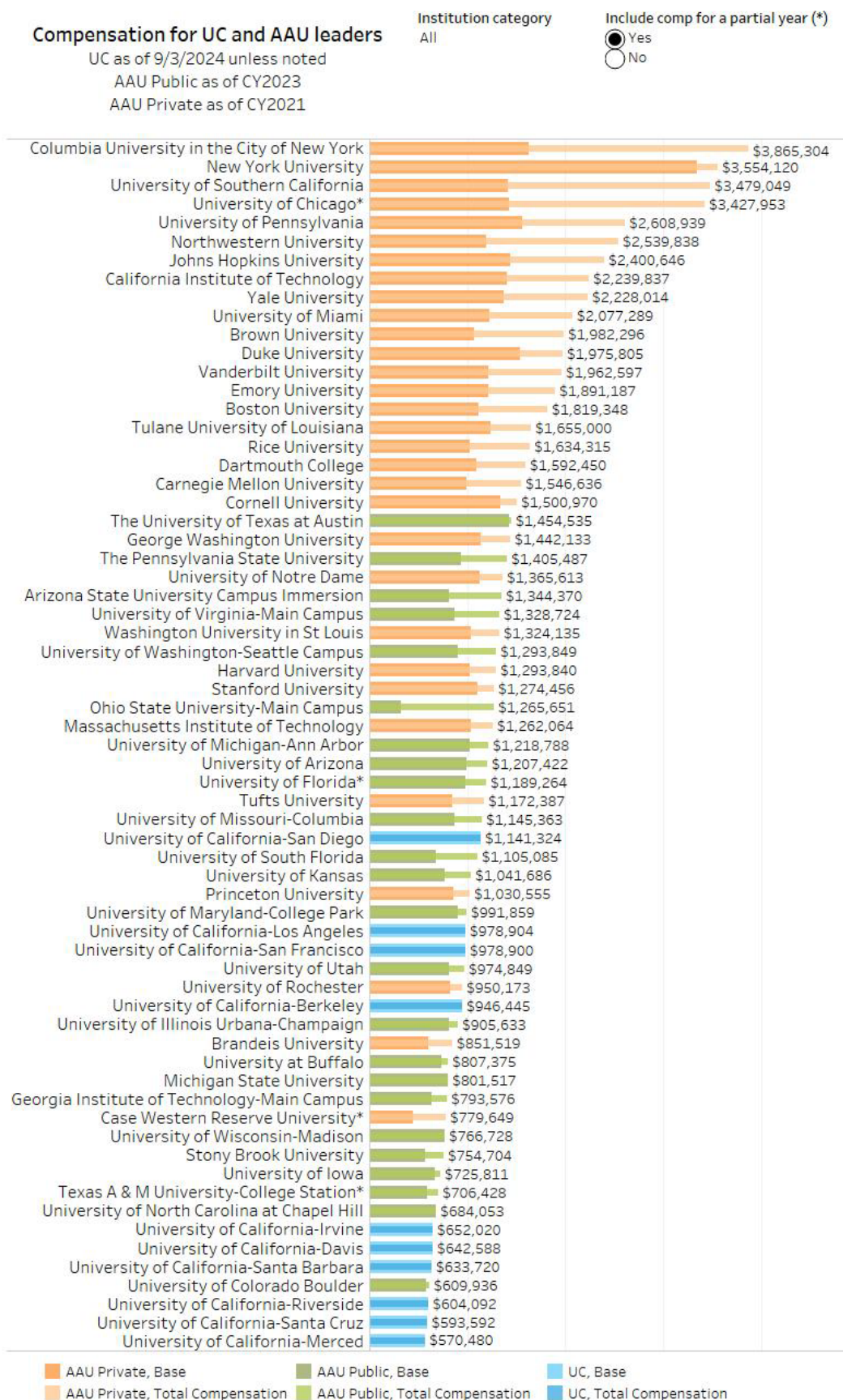


University of California chancellors remain among the lowest paid as compared to their Association of American Universities (AAU) peers.

- The total compensation of UC chancellors remains below the median total compensation of their AAU peers in the United States, lagging this peer group by 47 percent. Similarly, UC chancellors' median base salary rate lags the AAU peers by 34 percent.
- UC chancellor compensation ranks below the median of the AAU comparison group.
- The median base salary of UC chancellors lags by 20 percent as compared to the AAU public institutions and by 43 percent as compared to that of AAU private institutions.



- These data are sourced from the most recent version of the Chronicle of Higher Education (CHE) Executive Compensation Report. The AAU public data are from 2023 (collected via an exclusive survey), and the AAU private data are from calendar year 2021 (collected from IRS form 990). The UC chancellors' data are sourced from UCPath.



APPENDIX

- Data source: The Chronicle of Higher Education - College Executive Compensation, UC institutional data sources
- This comparison uses the Association of American Universities (AAU) comparison group. AAU is composed of America's leading research universities that are associated with education, research, and innovation. UC Berkeley, UCLA, UC Davis, UC San Diego, UC Irvine, UC Santa Cruz, UC Santa Barbara, and UC Riverside are members of the Association of American Universities (AAU) as of September 2023. More information: <https://www.aau.edu/who-we-are>
- The Chronicle of Higher Education collected public institution information (calendar year 2023) via an exclusive survey. Similarly, The Chronicle of Higher Education obtained the private institution information (calendar year 2021) from IRS form 990. A few AAU institutions were excluded due to a lack of response. For the University of Pennsylvania, the deferred pay of \$20,257,188 has been excluded for comparative purposes.
- The base salary is separate from bonuses, incentives, and other compensation. Base salary includes sick pay paid by the employer, 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, housing provided by the employer, 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) and represents salaries as of 6/30/24. For UCLA, the data represent the base salary of the incoming Chancellor (starting in January 2025). UC leaders receive only base pay as their compensation packages do not include any incentive/at-risk pay.
- For an interactive dashboard, please visit <https://www.universityofcalifornia.edu/about-us/information-center/executive-compensation>