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.
Comparison of executive compensation

Compensation for UC and AAU chancellors

- University of Southern California
- University of Chicago
- Columbia University
- Harvard University
- University of Pennsylvania
- University of Rochester
- Vanderbilt University
- Northwestern University
- Rice University
- Boston University
- Johns Hopkins University
- New York University
- Yale University
- Texas A&M University at College Station
- University of Florida
- Tulane University
- Washington University in St. Louis
- Case Western Reserve University
- Stanford University
- Duke University
- Dartmouth College
- Emory University
- Massachusetts Institute of Technology
- Carnegie Mellon University
- Tufts University
- Rutgers University - New Brunswick
- Pennsylvania State University at University Park
- Brown University
- Cornell University
- California Institute of Technology
- Princeton University
- University of Virginia
- Purdue University at West Lafayette
- Iowa State University
- University of Arizona
- Brandeis University
- Indiana University at Bloomington
- University of Michigan at Ann Arbor
- University of California-San Francisco
- Ohio State University
- University of Washington
- University of Oregon
- University of Texas at Austin
- University of Minnesota, Twin Cities
- University at Buffalo
- Georgia Institute of Technology
- University of Illinois at Urbana-Champaign
- Michigan State University
- University of Kansas
- University of Pittsburgh main campus
- University of Utah
- Stony Brook University
- University of North Carolina at Chapel Hill
- University of Wisconsin at Madison
- University of Maryland at College Park
- University of California-Berkeley
- University of California-Irvine
- University of Iowa
- University of California-Davis
- University of Colorado at Boulder
- University of California-Los Angeles
- University of California-San Diego
- University of California-Merced
- University of California-Santa Barbara
- University of California-Riverside
- University of California-Santa Cruz
- University of Missouri at Columbia

- Private, Base Salary
- Public, Base Salary
- UC, Base Salary
- Private, Total Comp
- Public, Total Comp
- UC, Total Comp

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


- 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.