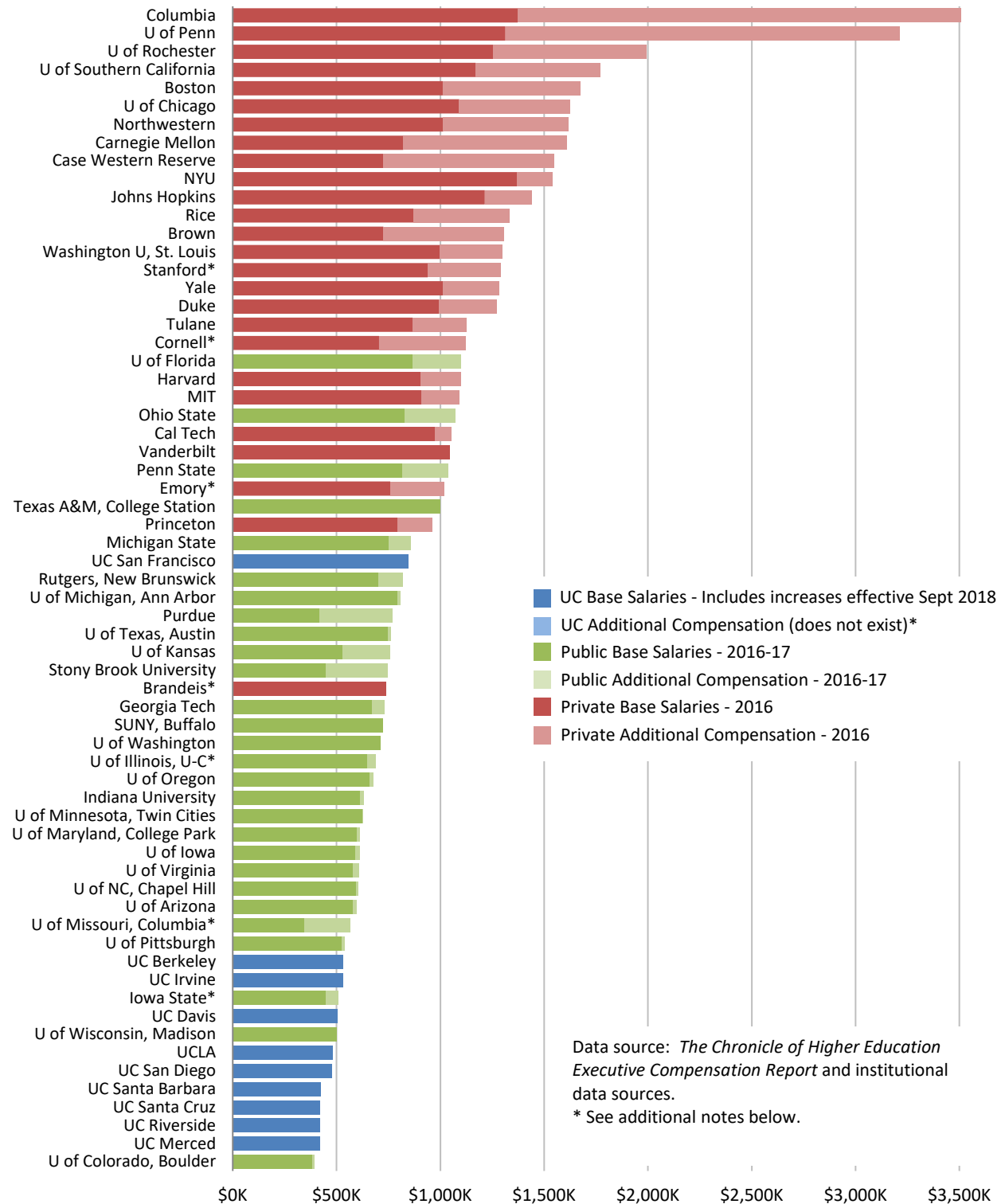


UC chancellors remain among the lowest-paid when compared to their Association of American Universities (AAU) peers.

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.  
\* See additional notes below.

- UC chancellors are among the lowest-paid university leaders when compared with their AAU peers, even when comparing the 2018-19 compensation to the 2016-17 compensation at public peers and 2016 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 \$262,267, 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 2016) was obtained by the Chronicle from IRS form 990 and published in December 2018. The compensation of UC Chancellors was obtained from UC payroll and it includes adjustments to reflect the increases for 2018-19.

### 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 deferred compensation and corresponding interest.
- The compensation figures for the leaders at Emory, University of Missouri at Columbia and Iowa State University represent partial year salaries. The compensation figures for the leaders at Brandeis and Stanford are annualized for the purpose of this analysis.
- This analysis uses FY 2015-16 compensation for University of Pittsburgh due to the unavailability of FY 2016-17 compensation data.

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