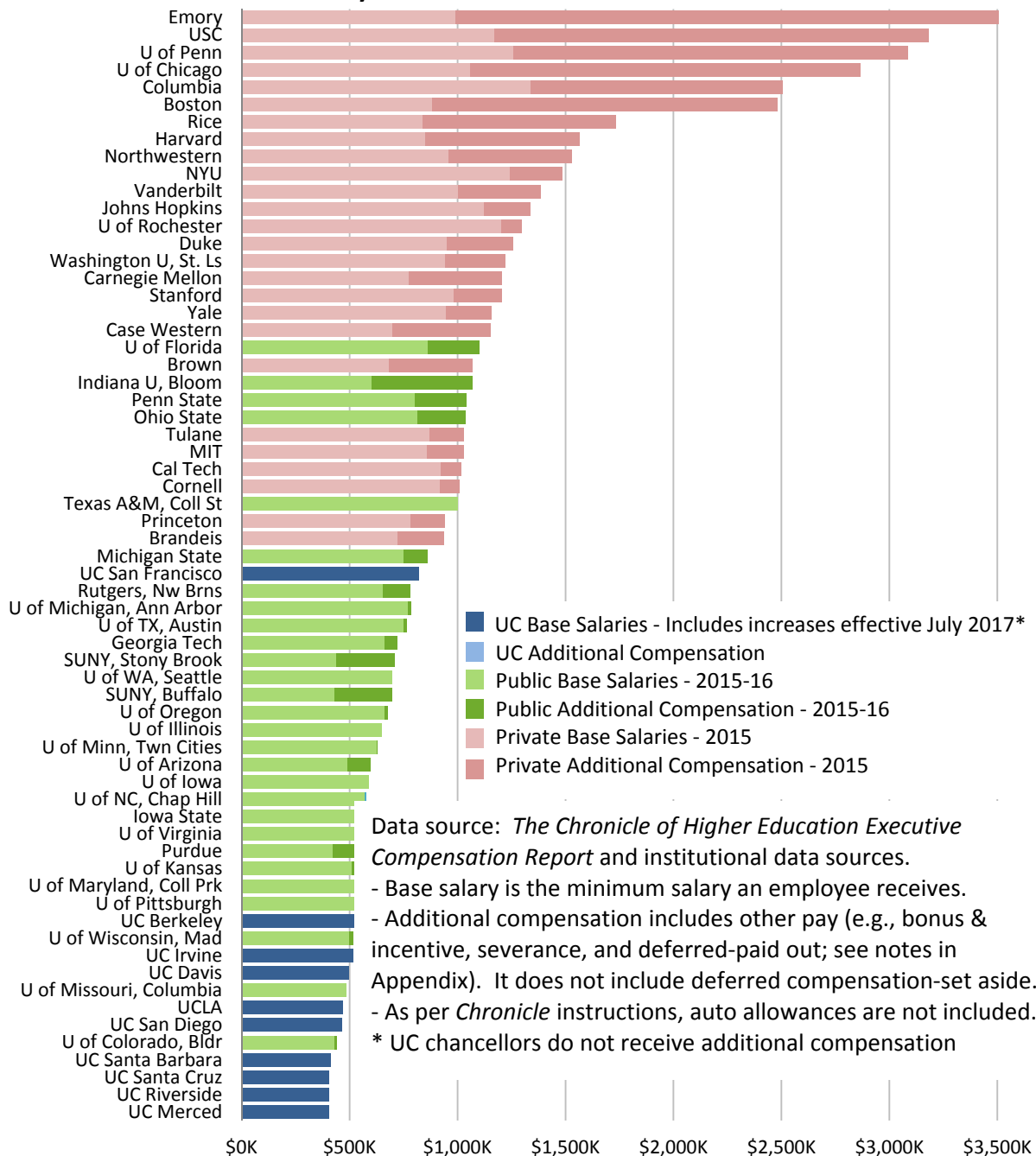


Despite recently approved increases, UC chancellors remain among the lowest-paid when compared to their Association of American Universities (AAU) peers

With the recently approved increases (effective July 2017) for eight of the ten UC chancellors, they continue to place among the lowest-paid university leaders when compared with their AAU peers. Nine UC chancellor salaries remain among the lowest third in this comparison group. UC San Francisco, an exclusively graduate health science campus, is the only exception. Eight UC chancellors remain among the ten lowest-paid leaders within this comparison group.

**Base Salaries and Additional Pay for UC and AAU Institution Leaders**



APPENDIX

UC and AAU Member Public and Private Institutions - Chancellor/President Compensation

Private institutions: Calendar Year 2015

Public institutions: Fiscal Year 2015-16

UC campuses: Current salaries with increases as of July 2017

Salary figures in green connote new leader

| Priv: CY 2015<br>Pub: FY 15-16 |                 |                 | Institution Name  | Base Salary                                     | Total Comp      | Base Salary |                 | Total Compensation |      |
|--------------------------------|-----------------|-----------------|---|---|-----------------|-------------|-----------------|--------------------|------|
| Rank Base Salary               | Rank Total Comp | US News Ranking |   | Priv: CY 2015<br>Pub: FY 15-16<br>UC: July 2017 | One Year Change | % Change    | One Year Change | % Change           |      |
| 10                             | 1               | 21 (tie)        | Emory University  | \$991,460                                       | \$3,510,451     | \$54,460    | 6%              | \$2,434,987        | 226% |
| 5                              | 2               | 21 (tie)        | University of Southern California                                 | \$1,170,277                                     | \$3,182,364     | \$61,680    | 6%              | \$1,657,067        | 109% |
| 2                              | 3               | 8               | University of Pennsylvania  | \$1,259,172                                     | \$3,086,395     | \$43,076    | 4%              | \$123,687          | 4%   |
| 7                              | 4               | 3 (tie)         | University of Chicago   | \$1,056,288                                     | \$2,864,887     | \$34,617    | 3%              | \$813,798          | 40%  |
| 1                              | 5               | 5 (tie)         | Columbia University   | \$1,340,781                                     | \$2,507,637     | \$42,204    | 3%              | \$60,605           | 2%   |
| 18                             | 6               | 37 (tie)        | Boston University   | \$883,574                                       | \$2,483,146     | \$27,392    | 3%              | \$1,264,277        | 104% |
| 23                             | 7               | 14 (tie)        | Rice University   | \$838,000                                       | \$1,730,998     | \$17,589    | 2%              | \$682,004          | 65%  |
| 22                             | 8               | 2               | Harvard University  | \$852,920                                       | \$1,565,251     | \$42,036    | 5%              | \$595,421          | 61%  |
| 12                             | 9               | 11 (tie)        | Northwestern University   | \$956,614                                       | \$1,527,994     | \$31,956    | 3%              | -\$824,584         | -35% |
| 3                              | 10              | 30 (tie)        | New York University (Left in 2015; salary based on 2014)          | \$1,242,948                                     | \$1,484,685     | \$0         | 0%              | \$0                | 0%   |
| 8                              | 11              | 14 (tie)        | Vanderbilt University   | \$1,004,492                                     | \$1,384,985     | \$57,003    | 6%              | \$107,061          | 8%   |
| 6                              | 12              | 11 (tie)        | Johns Hopkins University  | \$1,122,510                                     | \$1,336,294     | \$48,099    | 4%              | -\$80,815          | -6%  |
| 4                              | 13              | 34 (tie)        | University of Rochester   | \$1,203,174                                     | \$1,296,635     | \$74,592    | 7%              | \$78,465           | 6%   |
| 13                             | 14              | 9               | Duke University   | \$950,754                                       | \$1,257,980     | \$38,960    | 4%              | \$57,594           | 5%   |
| 15                             | 15              | 18              | Washington University, St. Louis <sup>1</sup>                     | \$943,073                                       | \$1,219,667     | -\$510      | 0%              | -\$2,966,199       | -71% |
| 28                             | 16              | 25 (tie)        | Carnegie Mellon University  | \$775,507                                       | \$1,205,311     | \$37,444    | 5%              | \$307,471          | 34%  |
| 11                             | 17              | 5 (tie)         | Stanford University   | \$983,094                                       | \$1,202,934     | \$98,329    | 11%             | \$151,596          | 14%  |
| 14                             | 18              | 3 (tie)         | Yale University   | \$948,084                                       | \$1,157,488     | \$102,844   | 12%             | \$180,269          | 18%  |
| 33                             | 19              | 37 (tie)        | Case Western Reserve University                                   | \$700,312                                       | \$1,152,836     | -\$18,181   | -3%             | -\$1,939           | 0%   |
| 20                             | 20              | 42 (tie)        | University of Florida (started January 2015)*                     | \$863,295                                       | \$1,102,862     | \$3,295     | 0%              | \$167,862          | 18%  |
| 35                             | 21              | 14 (tie)        | Brown University  | \$682,000                                       | \$1,067,491     | -\$500      | 0%              | \$327,810          | 44%  |
| 41                             | 22              | 90 (tie)        | Indiana University, Bloomington                                   | \$600,000                                       | \$1,067,074     | \$33,140    | 6%              | \$386,742          | 57%  |
| 26                             | 23              | 52 (tie)        | Penn State University, Main Campus                                | \$800,000                                       | \$1,039,717     | \$0         | 0%              | \$239,717          | 30%  |
| 25                             | 24              | 54              | Ohio State University, Main Campus                                | \$813,334                                       | \$1,034,574     | \$13,334    | 2%              | \$234,574          | 29%  |
| 19                             | 25              | 40              | Tulane University of Louisiana                                    | \$872,000                                       | \$1,031,000     | -\$26,000   | -3%             | \$10,000           | 1%   |
| 21                             | 26              | 5 (tie)         | Massachusetts Institute of Technology                             | \$858,694                                       | \$1,027,767     | \$61,728    | 8%              | \$72,880           | 8%   |
| 16                             | 27              | 10              | California Institute of Technology                                | \$922,656                                       | \$1,015,249     | \$34,064    | 4%              | \$63,443           | 7%   |
| 17                             | 28              | 14 (tie)        | Cornell University (Started July 2015)* <sup>2</sup>              | \$917,166                                       | \$1,007,710     | \$44,366    | 5%              | -\$610,618         | -38% |
| 9                              | 29              | 69 (tie)        | Texas A & M University, College Station (started May 2015)        | \$1,000,000                                     | \$1,000,000     | \$0         | 0%              | -\$800,000         | -44% |
| 27                             | 30              | 1               | Princeton University  | \$781,404                                       | \$938,839       | \$24,712    | 3%              | \$62,914           | 7%   |
| 32                             | 31              | 34              | Brandeis University (Left July 2015; salary is from 2014)         | \$723,440                                       | \$937,752       | \$0         | 0%              | \$0                | 0%   |
| 30 (tie)                       | 32              | 81 (tie)        | Michigan State University   | \$750,000                                       | \$860,198       | \$0         | 0%              | \$10,198           | 1%   |
| 24                             | 33              |                 | University of California, San Francisco**                         | \$819,545                                       | \$819,545       | \$23,870    | 3%              | \$23,870           | 3%   |
| 38                             | 34              | 69 (tie)        | Rutgers University, New Brunswick                                 | \$655,614                                       | \$783,046       | \$8,105     | 1%              | \$40,537           | 5%   |
| 29                             | 35              | 28              | University of Michigan, Ann Arbor (started July 2014)             | \$768,750                                       | \$782,481       | -\$3,750    | 0%              | \$9,981            | 1%   |
| 30 (tie)                       | 36              | 56 (tie)        | The University of Texas, Austin (started June 2015)* <sup>3</sup> | \$750,000                                       | \$761,750       | \$0         | 0%              | \$11,750           | 2%   |
| 36                             | 37              | 34 (tie)        | Georgia Institute of Technology                                   | \$661,480                                       | \$720,192       | -\$15,500   | -2%             | \$43,212           | 6%   |

**APPENDIX**

**UC and AAU Member Public and Private Institutions - Chancellor/President Compensation**

Private institutions: Calendar Year 2015

Public institutions: Fiscal Year 2015-16

UC campuses: Current salaries with increases as of July 2017

Salary figures in green connote new leader

| Priv: CY 2015<br>Pub: FY 15-16 |                 |                 | Institution Name  | Base Salary                                     | Total Comp      | Base Salary |                 | Total Compensation |      |
|--------------------------------|-----------------|-----------------|---|---|-----------------|-------------|-----------------|--------------------|------|
| Rank Base Salary               | Rank Total Comp | US News Ranking |   | Priv: CY 2015<br>Pub: FY 15-16<br>UC: July 2017 | One Year Change | % Change    | One Year Change | % Change           |      |
| 57                             | 38              | 97 (tie)        | State University of New York, Stony Brook   | \$440,640                                       | \$708,671       | -\$250,000  | -36%            | \$18,031           | 3%   |
| 34                             | 39              | 56 (tie)        | University of Washington, Seattle<br>(started October 2015)* <sup>4</sup>         | \$697,500                                       | \$697,500       | \$0         | 0%              | \$0                | 0%   |
| 58                             | 40              | 97 (tie)        | State University of New York, Buffalo   | \$431,970                                       | \$696,970       | -\$225,730  | -34%            | \$39,270           | 6%   |
| 37                             | 41              | 103             | University of Oregon<br>(Started June 2015)*                                      | \$660,650                                       | \$675,662       | \$650       | 0%              | \$15,662           | 2%   |
| 39                             | 42              | 52 (tie)        | University of Illinois, Urbana-Champaign<br>(started September 2016) <sup>5</sup> | \$650,000                                       | \$650,000       | \$100,931   | 18%             | \$100,931          | 18%  |
| 40                             | 43              | 69 (tie)        | University of Minnesota, Twin Cities  | \$625,250                                       | \$625,450       | \$0         | 0%              | \$200              | 0%   |
| 53                             | 44              | 124 (tie)       | University of Arizona   | \$489,647                                       | \$594,647       | \$14,647    | 3%              | \$79,647           | 15%  |
| 42                             | 45              | 78              | University of Iowa<br>(started November 2015)* <sup>6</sup>                       | \$590,000                                       | \$590,000       | \$0         | 0%              | \$0                | 0%   |
| 43                             | 46              | 30 (tie)        | University of North Carolina, Chapel Hill   | \$570,000                                       | \$573,995       | \$50,000    | 10%             | \$53,995           | 10%  |
| 46 (tie)                       | 47              | 115 (tie)       | Iowa State University   | \$525,000                                       | \$567,971       | \$25,000    | 5%              | -\$252,490         | -31% |
| 44                             | 48              | 25 (tie)        | University of Virginia, Main Campus   | \$534,832                                       | \$562,258       | \$25,132    | 5%              | \$52,558           | 10%  |
| 60                             | 49              | 56 (tie)        | Purdue University, Main Campus  | \$420,000                                       | \$555,829       | \$0         | 0%              | \$24,949           | 5%   |
| 50                             | 50              | 115 (tie)       | University of Kansas  | \$511,341                                       | \$538,043       | \$11,301    | 2%              | \$38,003           | 8%   |
| 48                             | 51              | 61              | University of Maryland, College Park  | \$523,724                                       | \$537,236       | -\$2,866    | -1%             | \$10,646           | 2%   |
| 46 (tie)                       | 52              | 68              | University of Pittsburgh<br>(started August 2014)*                                | \$525,000                                       | \$536,520       | \$0         | 0%              | \$11,520           | 2%   |
| 45                             | 53              | 21 (tie)        | University of California, Berkeley<br>(started July 2017) <sup>7</sup>            | \$531,939                                       | \$531,939       | \$0         | 0%              | \$0                | 0%   |
| 51                             | 54              | 46 (tie)        | University of Wisconsin, Madison  | \$499,950                                       | \$517,418       | \$0         | 0%              | \$17,468           | 3%   |
| 49                             | 55              | 42 (tie)        | University of California, Irvine  | \$514,537                                       | \$514,537       | \$14,987    | 3%              | \$14,987           | 3%   |
| 52                             | 56              | 46 (tie)        | University of California, Davis<br>(started August 2017) <sup>8</sup>             | \$495,000                                       | \$495,000       | \$0         | 0%              | \$0                | 0%   |
| 54                             | 57              | 120             | University of Missouri, Columbia<br>(started August 2017)* <sup>9</sup>           | \$485,000                                       | \$485,000       | \$35,000    | 8%              | \$35,000           | 8%   |
| 55                             | 58              | 21 (tie)        | University of California, Los Angeles   | \$468,211                                       | \$468,211       | \$13,637    | 3%              | \$13,637           | 3%   |
| 56                             | 59              | 42 (tie)        | University of California, San Diego   | \$462,684                                       | \$462,684       | \$13,476    | 3%              | \$13,476           | 3%   |
| 59                             | 60              | 90 (tie)        | University of Colorado, Boulder   | \$431,261                                       | \$442,795       | \$0         | 0%              | \$11,534           | 3%   |
| 61                             | 61              | 37 (tie)        | University of California, Santa Barbara   | \$413,051                                       | \$413,051       | \$12,031    | 3%              | \$12,031           | 3%   |
| 62 (tie)                       | 62 (tie)        | 165             | University of California, Merced**  | \$406,495                                       | \$406,495       | \$11,840    | 3%              | \$11,840           | 3%   |
| 62 (tie)                       | 62 (tie)        | 124 (tie)       | University of California, Riverside**   | \$406,495                                       | \$406,495       | \$11,840    | 3%              | \$11,840           | 3%   |
| 62 (tie)                       | 62 (tie)        | 81 (tie)        | University of California, Santa Cruz**  | \$406,495                                       | \$406,495       | \$11,840    | 3%              | \$11,840           | 3%   |

## APPENDIX

Data source: *The Chronicle of Higher Education Executive Compensation Report*

-Public institution information (fiscal year 2015-16) was collected by exclusive survey conducted by The Chronicle and published 6/28/2017.

-Private institution information (calendar year 2014) was obtained from IRS form 990 and published 12/10/2017. Base salary is separate from bonus & incentive and other compensation. Base salary may include sick pay paid by the employer, employer contributions to a 401(k) or 403(b) plan.

-Total Compensation may include the following:

-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.

-Deferred compensation set aside is not included within the total compensation figure.

-UC salaries include the most recent increases approved by the UC Regents effective July 2017

'-UC total compensation does not include auto allowance, per *Chronicle* instructions

\*Where necessary, reported partial-year compensation was annualized and determined through research and/or communication with institutional representatives.

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

<sup>1</sup> The president at Washington University in St. Louis has large one-year decrease in total compensation due to the over \$3M in Other pay received the prior year.

<sup>2</sup> The new president at Cornell University started in July 2015. The reported partial-year base salary was annualized for this report. The one-year decrease in total compensation is due to the large total compensation for the previous president in his last year.

<sup>3</sup> The president at the University of Texas at Austin, started June 2015 and turned down \$1M base salary.

[https://www.huffingtonpost.com/2015/05/13/ut-austin-president-salary\\_n\\_7276546.html](https://www.huffingtonpost.com/2015/05/13/ut-austin-president-salary_n_7276546.html)

<sup>4</sup> The new president at the University of Washington, Seattle started October 2015 with base salary of \$697,500. She served as Interim President since March 2015. (<http://www.seattletimes.com/seattle-news/education/uws-new-president-will-earn-910000-a-year/>)

<sup>5</sup> The new president at the University of Illinois, Urbana-Champaign started September 2016 with \$650,000 base salary. (Confirmed in consultation with University of Illinois.)

<sup>6</sup> The new president at the University of Iowa, started November 2015 with \$590,000 base salary (<http://now.uiowa.edu/2015/09/president-harreld>).

<sup>7</sup> The new chancellor at the University of California, Berkeley started July 2017 with \$531,939 base salary and was not included in the most recent increases.

<sup>8</sup> The new chancellor at the University of California, Davis started August 2017 with \$495,000 base salary and was not included in the most recent increases.

<sup>9</sup> The new chancellor at the University of Missouri, Columbia started August 2017 with \$485,000 base salary. (Confirmed in consultation with University of Missouri.)