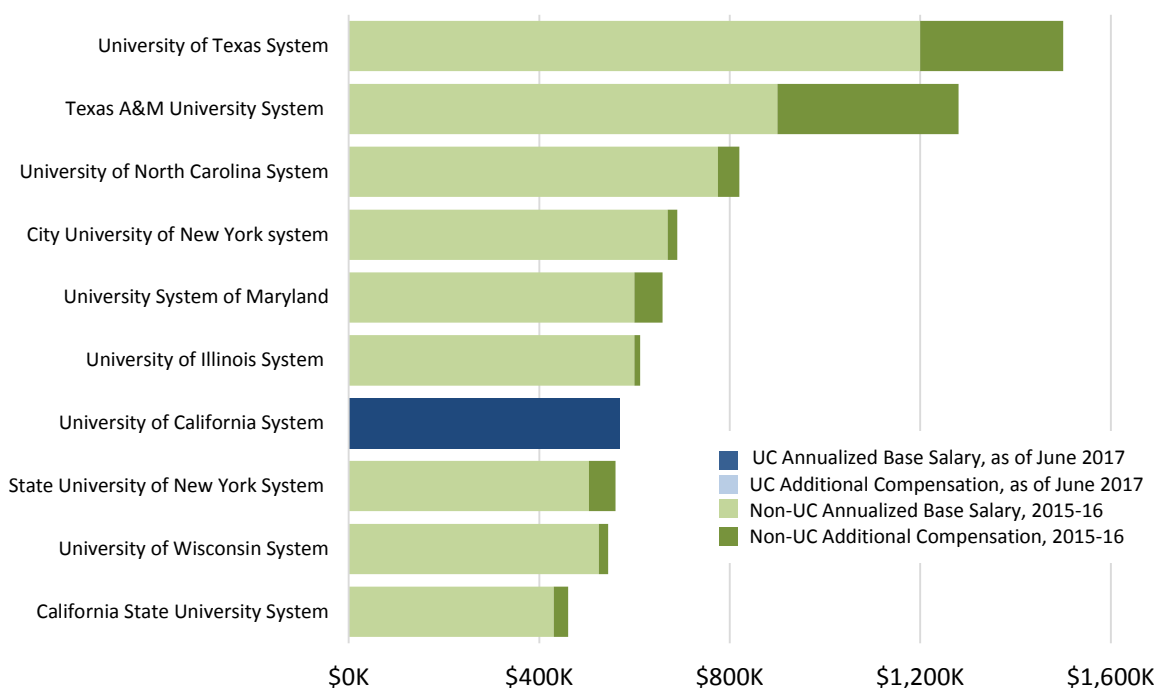


UC's President ranks 68th in Executive Compensation among Public Peers

The Chronicle of Higher Education's "Executive Compensation at Private and Public Colleges" compares the base and total compensation of nearly 250 public universities and systems for fiscal year 2015-16. The top earner was Michael Crow, president of Arizona State University, who made over \$1.55 million, or 173% more than UC's President at \$570,000. Among all public universities, UC's president ranked 68th in total compensation. Moreover, of the 67 earning above Napolitano's salary, only seven are women.

Focusing only on leaders of university systems¹, among the top ten systems in terms of budget size², the UC president's compensation ranked 7th.

Annualized base salaries and additional compensation³ for leaders of ten largest public systems



- The five most-highly compensated public system leaders had total compensation more than 15% above the UC President at \$570,000.
- Seven system leaders received year-over-year increases while the salary for the UC president has remained the same since she started in September 2013.

¹ A system leader is defined here as a chancellor or president who administers or coordinates multiple campuses.

² Based upon IPEDS total system expenses for FY 2013-14 (the most recent year available). The top 10 encompassed those above \$4.4 billion.

³ Base salary is the minimum salary an employee receives. Additional compensation includes lump sums for special assignment, incentive pay, deferred compensation-paid out, and bonuses. Deferred compensation set aside was not included within the additional compensation figure. The UC President does not receive additional compensation.

APPENDIX

Non-UC Public institution data includes: Annualized compensation for FY 2014-15 and 2015-16

University of California data includes: Annualized pay as of FY2015-16 and 2016-17

Rank by Total Comp	System	Prior Year Base Salary FY 14-15 (UC FY 15-16)	Prior Year Total Comp FY 2014-15 (UC FY 15-16)	Most Recent Year Base Salary FY 15-16 (UC FY 16-17)	Most Recent Year Total Comp FY 15-16 (UC FY 16-17)	% Change One Year Base Salary	% Change One Year Total Comp	IPEDS Total Expenditures FY 2013-14 (\$ billions)
1	University of Texas System (9 campuses) - started January 2015	\$1,200,000	\$1,500,000	\$1,200,000	\$1,500,000	0%	0%	\$14.12
2	Texas A&M University System (11 campuses)	\$507,300	\$688,962	\$900,000	\$1,280,438	77%	86%	\$4.60
3	University of North Carolina System* (17 institutions) - started March 2016	\$575,000	\$575,000	\$775,000	\$820,000	35%	43%	\$7.97
4	City University of New York system (23 campuses)	\$670,000	\$670,000	\$670,000	\$689,786	0%	3%	\$4.45
5	University System of Maryland (12 institutions)	\$573,398	\$573,398	\$600,000	\$659,026	5%	15%	\$4.56
6	University of Illinois System (3 campuses) - started May 2015	\$600,000	\$600,000	\$600,000	\$611,743	0%	2%	\$5.38
7	University of California System (10 campuses)	\$570,000	\$570,000	\$570,000	\$570,000	0%	0%	\$29.16
8	State University of New York System (60 plus university centers and colleges)	\$504,700	\$560,100	\$504,700	\$560,100	0%	0%	\$11.85
9	University of Wisconsin System (13 universities, 13 two-year colleges)	\$525,000	\$525,000	\$525,000	\$544,559	0%	4%	\$4.90
10	California State University System (23 campuses)	\$422,300	\$422,300	\$430,746	\$461,028	2%	9%	\$6.82

Data source: *The Chronicle of Higher Education Executive Compensation at Private and Public Colleges* conducted by exclusive survey and updated 6/28/2017

Salary figures in red connote a new leader. Where necessary, reported partial-year compensation was annualized and determined through research and/or communication with institutional representatives.

* The president at the University of North Carolina System started in March 2016 with a base salary of \$775,000 (<http://www.newsobserver.com/news/local/education/article41245926.html>) and may receive a bonus up to \$90,000, with \$45,000 in deferred compensation. (<http://www.charlotteobserver.com/news/local/education/article136348453.html>).