

UNIVERSITY OF CALIFORNIA
REPORT ON 2018 EMPLOYEE PAY

August 2019

The University of California annually discloses employee payroll information as part of its commitment to transparency and public accountability. The information contained in this summary report is broken down by employee pay, personnel category, and fund sources for the calendar year 2018. The searchable employee payroll database is located here: <https://ucannualwage.ucop.edu/wage/>. The California State Controller's Office also receives and publishes reports on similar data here: <http://publicpay.ca.gov/>.

UC competes in many different labor markets for personnel – faculty, physicians, nurses, technology experts, administrative staff, investment professionals, and others – and prevailing practices in each market dictate employee compensation. In some markets such as health care, coaching, and investment management, standard industry practice is to divide compensation into two distinct parts for certain positions: a guaranteed base salary and a contingent payment based on performance. Other market practices dictate a combination of pay components. For example, nurses and other health care employees are paid a combination of base pay and shift differential for working evening or night shifts. Compensation for clinical faculty usually includes base pay along with an additional amount for patient care and research activities. Other faculty compensation might include additional pay for teaching summer courses or conducting extramurally sponsored research. Staff and administrators generally receive most of their income from base pay, but some can also earn overtime or stipends for temporarily assuming additional responsibilities.

Because of years of budgetary pressures, compensation for some UC employees is below the market. According to the 2014 update of UC's *Total Remuneration Study for General Campus Ladder Rank Faculty*, salaries for general campus tenured and tenure-track faculty lags the market by 12 percent. The university was able to fund modest salary increases the past several years for most employees; however, it has not been able to address the salary lags shown in the 2009 and 2014 reports, the most recent ones published. An inability to address below-market salaries weakens UC's ability to attract and retain high-performing faculty and staff, particularly as other institutions become more competitive and attractive.

Facts about funding sources for systemwide compensation

- About 42.1 percent of the funding for systemwide compensation came from clinical revenue and other sources associated with UC's teaching hospitals.
- Only about 23.3 percent of compensation came from state funds, UC general funds, and tuition.
- Only about 4.2 percent of compensation came from other student fees, such as those from professional schools, summer sessions, and UC Extension.
- The remaining 30.5 percent came from sources that include the federal government, private contracts, grants, sales and services, endowments, and gifts.

Key points about UC's 2018 payroll data

- The delivery of educational services, research, and health care are labor-intensive. Salaries and wages account for about 46.7 percent of UC's \$34.1 billion (FY 2017-18) in annual operating expenses; employee benefits are another 17.2 percent (www.universityofcalifornia.edu/infocenter/revenue-and-expense-data)
- UC's payroll totals \$16 billion, an increase of about 5.5 percent over 2017. The increase can be attributed to many factors such as the growth in academic and instructional personnel to support enrollment growth of nearly 7,300 students (www.universityofcalifornia.edu/infocenter/fall-enrollment-glance), the increase in student workers related to the enrollment growth, and notable growth of UC Health staff (www.ucop.edu/institutional-research-academic-planning/files/employee-trends-at-uc.pdf). Nearly half of all UC full-time equivalent (FTE) employees are part of UC Health.
- As in previous years, the top 10 earning employees at UC in 2018 (based on total pay) were athletic coaches or health sciences faculty members, typically world-renowned specialists in their fields.
- Employees earning \$200,000 or more represent 3.5 percent of all employees systemwide. The Senior Management Group (SMG) constitute less than one-tenth of 1 percent of all employees and makes up less than 2 percent of all those earning \$200,000 or more.