

Summary of employee compensation for the calendar year 2023

The University of California discloses employee payroll information annually as part of its commitment to transparency and public accountability. The three-pronged mission of the University of California includes teaching, research, and public service, none of which can be accomplished without the support of its employees.

Key points about UC's payroll data in calendar year 2023

- The University of California uses UCPATH, a PeopleSoft-based payroll system across all campuses and medical centers. The unified UCPATH portal integrates payroll, benefits, human resources, and academic personnel transaction services.
- The delivery of educational services, research, and health care is labor-intensive. Salaries and wages accounted for 41.8 percent of UC's \$52.3 billion (FYE2023) annual operating expenses; employee benefits were another 21.4 percent.
- UC's payroll totals over \$23.1 billion for CY2023, an increase of 10.7 percent over the previous calendar year (CY). The rise can be attributed to academic and instructional personnel growth to support the growing student enrollment and expanding medical centers.
- Total employee benefits (health, dental, vision, and retirement) were over \$4.6 billion in CY2023, an increase of 9.9 percent over the previous year.
- As in previous years, the top ten earning employees at UC in CY2023 (based on total gross pay) were athletic coaches, chief executives, and health sciences faculty members, typically world-renowned specialists in their fields.
- About 6.4 percent of UC employees systemwide earned over \$200,000 in CY2023. The Senior Management Group (SMG) comprised less than one-tenth of a percent of all employees. It made a little less than half a percent of systemwide gross earnings.
- UC faculty salaries have improved in recent years. Yet, they continue to lag behind the comparison benchmark UC uses to assess the competitiveness of its faculty salaries.
- Salaries among University of California Health career staff have been increasing moderately in real dollars for professional support services (PSS) staff and managers. This reflects market trends in wages for hospital staff and the growing demand for healthcare professionals.

The University of California relies on academic and staff employees to fulfill its teaching, research, and public service missions. While doing so, UC competes in many different labor markets for personnel – faculty, physicians, nurses, researchers, technology experts, business services staff, investment professionals, etc. The prevailing practices in each talent market dictate employee compensation. For example, in some markets, such as healthcare, coaching, and investment management, standard industry practice divides 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 healthcare employees receive a combination of base pay and shift differential. Compensation for clinical faculty usually includes base pay and an additional amount for patient care and research activities. Other faculty compensation might include extra payment for teaching summer courses or conducting extramurally sponsored research. Staff and administrators generally receive most of their income from base pay. Still, some can earn overtime or stipends for temporarily assuming additional responsibilities.

For more information:

- The searchable employee payroll database: <https://ucannualwage.ucop.edu/wage/>
- UC annual wage summary dashboard: <https://www.universityofcalifornia.edu/infocenter/annual-wage-reporting>
- UC annual accountability report: <https://accountability.universityofcalifornia.edu/2024/>
- Financial summary of revenue and expense: <https://www.universityofcalifornia.edu/infocenter/revenue-and-expense-data>
- The California State Controller’s Office also publishes similar data on the Government Compensation in California website (<https://publicpay.ca.gov/>).