

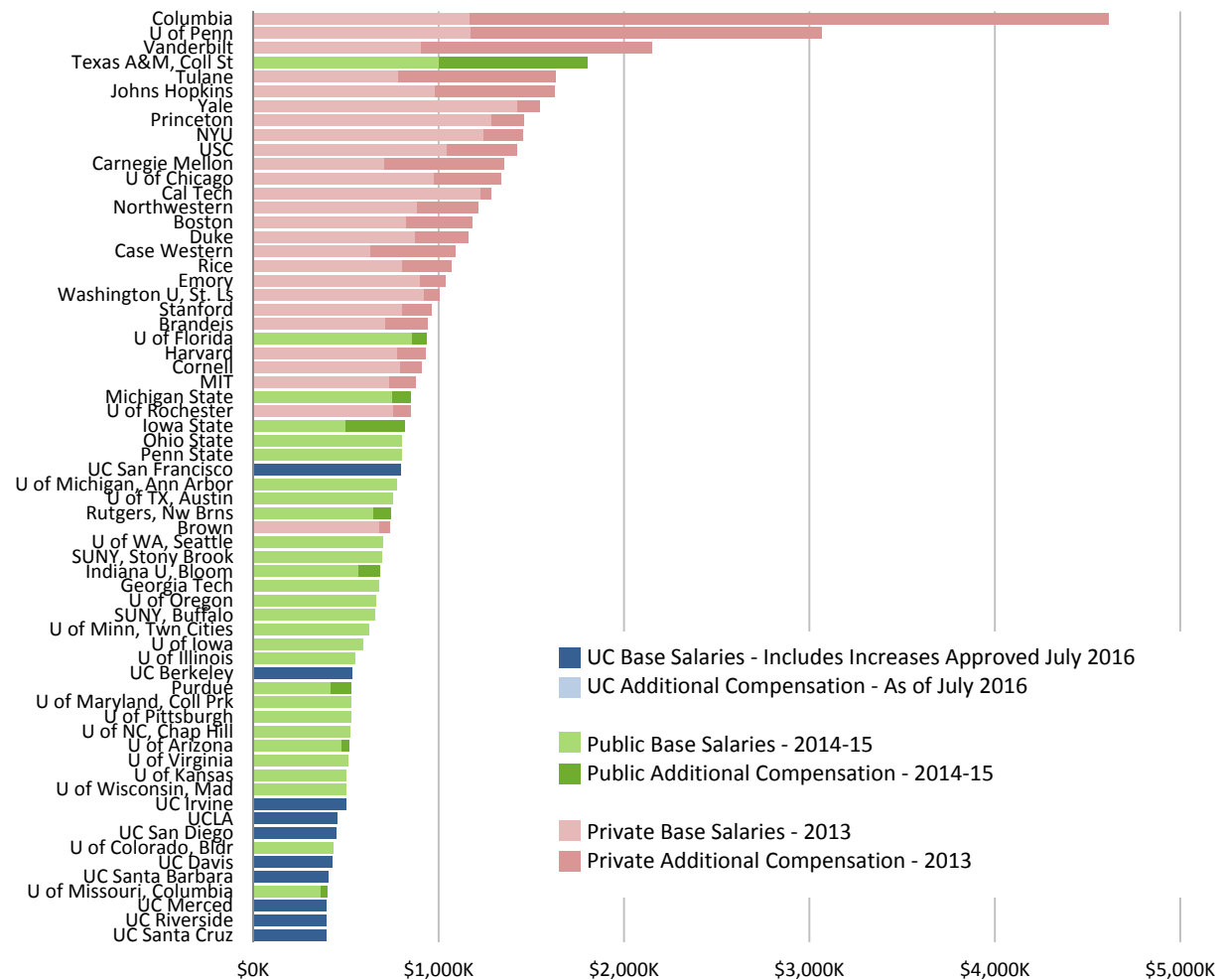
UC chancellors place among the lowest-paid when compared to their Association of American Universities (AAU) peers despite recent UC salary increases

With the recently published updated compensation data for public institution leaders, UC chancellors continue to place among the lowest-paid university leaders when compared with their AAU peers. This placement of UC chancellors remains unchanged from the previous analysis in June 2015 despite recent salary increases approved in July 2016. Nine UC chancellor salaries fall among the lowest third in this comparison group. UC San Francisco, an exclusively graduate health science campus, is the only exception. Eight UC chancellors are among the ten lowest-paid leaders within this comparison group.

UC chancellors received 3 percent salary increases compared to AAU averages:

- Private – 10 and 16 percent (base and total compensation, respectively)
- Non-UC public – 13 and 13 percent (base and total compensation, respectively)
- New leaders – 27 and 29 percent (base and total compensation, respectively)

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. Base salary is the minimum salary an employee receives. Additional compensation includes other pay (e.g., bonus & incentive, severance, and deferred-paid out). It does not include deferred compensation-set aside. UC chancellors do not receive additional compensation. As per *Chronicle* instructions, auto allowances are not included.

## APPENDIX

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

Private institutions: Calendar Year 2013

Public institutions: Fiscal Year 2014-15

UC campuses: Includes most recent increases approved by UC Regents in July 2016

Salary figures in red connote new leader

Rank - Total Comp	Institution Name	Base Salary	Total Comp	Base	Base	Total Comp	
		Pub: FY 14-15 Priv: CY 2013	One Year Change	% Change	One Year Change	% Change	
1	Columbia University in City of New York	\$1,170,200	\$4,615,230	\$157,493	16%	\$1,225,313	36%
2	University of Pennsylvania	\$1,175,307	\$3,065,746	\$51,931	5%	\$591,794	24%
3	Vanderbilt University	\$904,469	\$2,147,452	\$61,725	7%	\$992,964	86%
4	Texas A & M University, College Station (started May 2015)	\$1,000,000	\$1,800,000	\$575,000	135%	\$1,348,182	298%
5	Tulane University of Louisiana	\$784,000	\$1,634,000	\$138,000	21%	\$614,000	60%
6	Johns Hopkins University	\$981,325	\$1,629,325	\$58,978	6%	\$528,481	48%
7	Yale University (started July 2013)*	\$1,423,490	\$1,543,974	\$324,269	29%	\$168,609	12%
8	Princeton University (started July 2013)*	\$1,289,032	\$1,461,262	\$520,160	68%	\$512,850	54%
9	New York University	\$1,242,636	\$1,452,992	\$2,022	0%	\$48,508	3%
10	University of Southern California	\$1,047,563	\$1,422,458	\$74,771	8%	\$105,934	8%
11	Carnegie Mellon University (started July 2013)*	\$706,528	\$1,353,798	\$124,645	21%	\$483,126	55%
12	University of Chicago	\$974,462	\$1,337,869	\$57,842	6%	-\$31,987	-2%
13	California Institute of Technology (interim started July 2013)*	\$1,226,196	\$1,280,590	\$353,912	41%	\$324,965	34%
14	Northwestern University	\$883,747	\$1,211,285	\$54,131	7%	\$87,372	8%
15	Boston University	\$828,861	\$1,182,534	\$37,361	5%	\$18,456	2%
16	Duke University	\$873,792	\$1,159,855	\$56,652	7%	\$57,247	5%
17	Case Western Reserve University	\$635,668	\$1,092,979	-\$56,558	-8%	\$57,130	6%
18	Rice University	\$802,175	\$1,067,362	\$6,780	1%	-\$455,140	-30%
19	Emory University	\$902,865	\$1,039,772	\$14,225	2%	\$20,165	2%
20	Washington University, St. Louis	\$924,335	\$1,004,194	\$32,016	4%	\$33,307	3%
21	Stanford University	\$805,963	\$963,248	\$40,295	5%	\$44,615	5%
22	Brandeis University	\$709,821	\$938,759	\$115,825	19%	\$9,458	1%
23	University of Florida (started January 2015)*	\$860,000	\$935,000	\$295,447	52%	\$370,447	66%
24	Harvard University	\$779,283	\$929,584	\$27,323	4%	\$20,942	2%
25	Cornell University	\$790,839	\$907,191	\$80,095	11%	\$89,750	11%
26	Massachusetts Institute of Technology	\$737,241	\$878,324	\$122,576	20%	\$187,065	27%
27	Michigan State University	\$750,000	\$850,000	\$230,000	44%	\$205,000	32%
28	University of Rochester	\$753,772	\$846,890	\$13,505	2%	\$33,256	4%
29	Iowa State University	\$500,000	\$820,461	\$33,248	7%	\$353,709	76%
30 (Tie)	Ohio State University, Main Campus	\$800,000	\$800,000	\$165,428	26%	-\$196,169	-20%
30 (Tie)	Pennsylvania State University, Main Campus	\$800,000	\$800,000	\$0	0%	-\$247,538	-24%
32	University of California, San Francisco**	\$795,675	\$795,675	\$23,175	3%	\$23,175	3%
33	University of Michigan, Ann Arbor (started July 2014)	\$772,500	\$772,500	\$169,143	28%	\$69,143	10%

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UC campuses: Includes most recent increases approved by UC Regents in July 2016

Salary figures in red connote new leader

Rank - Total Comp	Institution Name	Base Salary	Total Comp	Base	Base	Total Comp	
		Pub: FY 14-15 Priv: CY 2013	One Year Change	% Change	One Year Change	% Change	
34	The University of Texas, Austin (started June 2015)* <sup>1</sup>	\$750,000	\$750,000	\$125,650	20%	\$99,048	15%
35	Rutgers University, New Brunswick	\$647,509	\$742,509	-\$2,115	0%	\$2,885	0%
36	Brown University	\$682,500	\$739,681	\$40,420	6%	\$63,357	9%
37	University of Washington, Seattle (started October 2015)* <sup>2</sup>	\$697,500	\$697,500	\$75,492	12%	\$75,492	12%
38	State University of New York, Stony Brook	\$690,640	\$690,640	\$40,640	6%	\$40,640	6%
39	Indiana University, Bloomington	\$566,860	\$680,332	\$11,115	2%	\$13,439	2%
40	Georgia Institute of Technology	\$676,980	\$676,980	\$236,980	54%	\$236,980	54%
41	University of Oregon (Started July 2015)* <sup>3</sup>	\$660,000	\$660,000	\$215,996	49%	\$115,996	21%
42	State University of New York, Buffalo	\$657,700	\$657,700	\$7,700	1%	\$7,700	1%
43	University of Minnesota, Twin Cities	\$625,250	\$625,250	\$15,250	3%	\$15,250	3%
44	University of Iowa (started November 2015)* <sup>4</sup>	\$590,000	\$590,000	\$76,997	15%	\$76,997	15%
45	University of Illinois, Urbana-Champaign (left August 2015)	\$549,069	\$549,069	\$18,568	4%	\$18,568	4%
46	University of California, Berkeley	\$531,939	\$531,939	\$15,493	3%	\$15,493	3%
47	Purdue University, Main Campus	\$420,000	\$530,880	\$0	0%	\$52,726	11%
48	University of Maryland, College Park	\$526,590	\$526,590	\$0	0%	\$0	0%
49	University of Pittsburgh (started August 2014)* <sup>5</sup>	\$525,000	\$525,000	-\$72,500	-12%	-\$72,500	-12%
50	University of North Carolina, Chapel Hill	\$520,000	\$520,000	\$0	0%	\$0	0%
51	University of Arizona	\$475,000	\$515,000	\$0	0%	\$40,000	8%
52	University of Virginia, Main Campus	\$509,700	\$509,700	\$15,000	3%	\$15,000	3%
53	University of Kansas	\$500,040	\$500,040	\$7,390	2%	\$7,390	2%
54	University of Wisconsin, Madison	\$499,950	\$499,950	\$0	0%	\$0	0%
55	University of California, Irvine	\$499,550	\$499,550	\$14,550	3%	\$14,550	3%
56	University of California, Los Angeles	\$454,574	\$454,574	\$13,240	3%	\$13,240	3%
57	University of California, San Diego	\$449,204	\$449,204	\$13,085	3%	\$13,085	3%
58	University of Colorado, Boulder	\$431,261	\$431,261	\$24,756	6%	\$24,756	6%
59	University of California, Davis	\$424,360	\$424,360	\$0	0%	\$0	0%
60	University of California, Santa Barbara	\$401,020	\$401,020	\$11,680	3%	\$11,680	3%
61	University of Missouri, Columbia (left November 2015)*	\$364,583	\$397,833	-\$85,417	-19%	-\$187,167	-32%
62 (Tie)	University of California, Merced**	\$394,655	\$394,655	\$11,495	3%	\$11,495	3%
62 (Tie)	University of California, Riverside**	\$394,655	\$394,655	\$11,495	3%	\$11,495	3%
62 (Tie)	University of California, Santa Cruz**	\$394,655	\$394,655	\$11,495	3%	\$11,495	3%

## APPENDIX

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

-Public institution information (fiscal year 2014-15) was collected by exclusive survey conducted by The Chronicle and published 7/17/2016.

-Private institution information (calendar year 2013) was obtained from IRS form 990 and published 12/6/2015. 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.

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

-UC salaries include the most recent increases approved by the UC Regents in July 2016 (<http://regents.universityofcalifornia.edu/aar/julyc.pdf>)

\*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 new president at the University of Texas at Austin, started June 2015 and turned down \$1M base salary. His base salary is reported at \$750,000 ([http://www.huffingtonpost.com/2015/05/13/ut-austin-president-salary\\_n\\_7276546.html](http://www.huffingtonpost.com/2015/05/13/ut-austin-president-salary_n_7276546.html)).

<sup>2</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>3</sup> The new president at the University of Oregon started July 2015 with an annualized base salary of \$660,000. (The former president left August 2014, had \$83,475 partial-year base salary and \$1,215,142 total compensation (consisting of \$940,000 severance and \$191,667 deferred compensation paid out)).

<sup>4</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>5</sup> The new president at the University of Pittsburgh started August 2014 with \$525,000 base salary (<http://www.post-gazette.com/local/city/2014/02/08/Pitt-trustees-name-Patrick-D-Gallagher-as-chancellor-to-succeed-Nordenberg/stories/201402080133>).