

**GOVERNANCE COMMITTEE**

September 19, 2024

**TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA**

**1. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR JUNE YU AS VICE PRESIDENT – UC NATIONAL LABORATORIES, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION**

**Recommendation**

The Committee recommends approval of the following items in connection with the appointment of and compensation for June Yu as Vice President – UC National Laboratories, Office of the President:

- A. Per policy, appointment of June Yu as Vice President – UC National Laboratories, Office of the President.
- B. Per policy, an annual base salary of \$456,500.
- C. Per policy, continuation of standard pension and health and welfare benefits and standard senior management benefits including eligibility for senior manager life insurance and executive salary continuation for disability (eligible after five consecutive years of Senior Management Group service).
- D. Per policy, continued eligibility to participate in the UC Employee Housing Assistance Program, subject to all program requirements.
- E. Ms. Yu will continue to comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- F. This action will be effective September 19, 2024.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** September 19, 2024.

**Annual Base Salary:** \$456,500

**Incentive Compensation:** N/A

**Target Cash Compensation:**\* \$456,500

**Funding:** Partially or fully State-funded

**Current Career Incumbent Data**

**Title:** Vice President – UC National Laboratories

**Annual Base Salary:** \$432,912 (\$451,094 when applying the 4.2 percent 2024 general increase)

**Incentive Compensation:** N/A

**Target Cash Compensation:**\* \$432,912 (\$451,094 when applying the 4.2 percent 2024 general increase)

**Funding:** Partially or fully State-funded

\*Target Cash Compensation consists of base salary and, if applicable, stipends, HSCP components, and/or short term and long term CEMRP incentives.

**COMPETITIVE ANALYSIS FOR  
VICE PRESIDENT – UC NATIONAL LABORATORIES  
(MRZ: Vice President – National Laboratories)**

	MARKET REFERENCE ZONE FOR BASE SALARY						MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
Percentiles	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>	Percentiles	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$397,400	\$495,900	\$555,500	\$644,900	\$848,200	Market Data	\$627,900	\$794,300	\$954,500	\$1,194,900	\$1,824,700
% Difference from Market	14.9%	-7.9%	-17.8%	-29.2%	-46.2%	% Difference from Market	-27.3%	-42.5%	-52.2%	-61.8%	-75.0%

**Survey Source:** Survey Source: Pearl Meyer Research Compensation Survey, Radford Life Sciences Salary Survey, Towers Watson General Industry Survey

The compensation described above shall constitute the University's total commitment until modified by the Regents or President, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Background to Recommendation**

The President of the University recommends approval for the appointment of and compensation for June Yu as Vice President – UC National Laboratories, Office of the President, at 100 percent time, with a proposed annual base salary of \$456,500, effective September 19, 2024.

The previous career incumbent, Craig Leasure, retired effective January 31, 2024, and in order to ensure continuity of leadership for this critical area, Ms. Yu was appointed as the Interim Vice President – UC National Laboratories effective February 1, 2024 for a period up to 12 months. The Office of the President conducted an open, competitive recruitment to hire a new career appointee, and Ms. Yu was identified by the interview panel as the top candidate for this position.

This position is classified as a Level One position in the Senior Management Group; therefore, approval by the Regents is required.

The proposed annual base salary of \$456,500 is at the 40th percentile of the position's Market Reference Zone (MRZ), which is 14.9 percent above the 25th percentile (\$397,400) and 7.9 percent below the 50th percentile (\$495,900) of the MRZ. In comparison to the previous career incumbent, the proposed base salary is 5.4 percent above his salary upon retirement (\$432,912), and 1.2 percent above his salary when

adjusted for the 2024 systemwide salary program general increase of 4.2 percent had he still been active in this role (\$451,094).

Committee vote: Regents Cohen, Drake, Hernandez, Leib, Pérez, Reilly, Robinson, Sarris, and Sures voting “aye.”

Board vote: Regents Cohen, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures voting “aye” and Regent Drake abstaining.

**2. APPROVAL OF 2024-25 SYSTEMWIDE SALARY PROGRAM INCREASES FOR CERTAIN LEVEL ONE SENIOR MANAGEMENT GROUP MEMBERS AS DISCUSSED IN CLOSED SESSION**

Recommendation

The Committee recommends approval of the following items in connection with the 2024-25 systemwide salary program increases for certain Level One Senior Management Group members:

- A. Per policy, as listed in Attachment 1, a general increase of 4.2 percent for each Level One Senior Management Group (SMG) employee systemwide who is eligible for such an increase pursuant to systemwide guidelines and any applicable local guidelines. As an exception to policy, a retroactive effective date for employees paid monthly of July 1, 2024 and a retroactive effective date for employees paid bi-weekly of June 23, 2024.
- B. Per policy, as listed in Attachment 1, a general increase of 4.2 percent for Level One Senior Management Group member Michael Witherell as Laboratory Director, Lawrence Berkeley National Laboratory, consistent with systemwide guidelines and the salary program approved by the Department of Energy. The effective date will be October 1, 2024.

Additionally, the Committee recommends approval of a 2024-25 systemwide salary program general increase of 4.2 percent for Michael V. Drake as President of the University, as listed on Attachment 1, and as an exception to policy, a retroactive effective date of July 1, 2024.

The resulting base salaries shall constitute the University’s total commitment for base salary until modified by the Regents, President, or Chancellor, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Background to Recommendation

Consistent with the 2024-25 systemwide salary program for policy-covered staff, the President of the University recommends approval of general increases for certain Level One members of the Senior Management Group (SMG).

The 2024-25 systemwide salary program increase is also recommended for approval for the President of the University, as noted in Attachment 1.

Increases for UC locations under the 2024-25 systemwide salary program are partially or fully State-funded, based on the funding source for each position, except for the general increase for the Director, Lawrence Berkeley National Laboratory, which is funded through Department of Energy funds.

The proposed effective date for the Level One SMG members noted in Attachment 1 at the locations and the Office of the President is retroactive to July 1, 2024 for monthly payees and retroactive to June 23, 2024 for bi-weekly payees except that the proposed effective date for the Lawrence Berkeley National Laboratory (LBNL) Director is October 1, 2024, in alignment with LBNL's fiscal year.

The increases as proposed in this item are in accordance with 2024-25 systemwide guidelines at the direction of the President and consistent with each location's 2024-25 salary program guidelines. The systemwide guidelines recommend limiting eligibility to employees who have at least six months of service and excluding those whose last performance review was unsatisfactory.

Attachment 1 lists the employees who are proposed for the 2024-25 systemwide salary program general increase of 4.2 percent as provided under the same terms applicable to other eligible policy-covered staff. The total amount for the increases for the Level One SMG members listed on Attachment 1 is \$886,672.

Committee vote: Regents Cohen, Drake, Hernandez, Leib, Pérez, Reilly, Robinson, Sarris, and Sures voting "aye."

Board vote: Regents Cohen, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures voting "aye" and Regent Drake abstaining.

3. **APPROVAL OF MARKET-BASED SALARY ADJUSTMENTS FOR CERTAIN UC CHANCELLORS AS DISCUSSED IN CLOSED SESSION**

Recommendation

The Committee recommends approval of market-based salary adjustments for certain chancellors, within policy, effective September 1, 2024 as noted below:

Location	Name of Chancellor	Base Salary* Including 2024 Systemwide General Increase (4.2%) Pending Approval	MRZ Percentile	Market-Based Increase Funded through Private Sources**	Increase %	Total Proposed Base Salary After Market-Based Increase	MRZ Percentile After Market-Based Increase
UCD	Gary May	\$669,588	29.3	\$225,412	33.7%	\$895,000	50.2
UCI	Howard Gillman	\$679,416	30.2	\$215,584	31.7%	\$895,000	50.2
UCM	Juan Sanchez Muñoz	\$594,444	23.8	\$190,556	32.1%	\$785,000	40.0
UCR	Kim Wilcox	\$629,472	25.6	\$180,528	28.7%	\$810,000	42.3
UCSB	Henry Yang	\$660,348	28.4	\$159,652	24.2%	\$820,000	43.2
UCSC	Cynthia Larive***	\$618,528	24.8	\$176,472	28.5%	\$795,000	40.9
UCSF	Sam Hawgood	\$1,020,024	62.1	\$169,236	16.6%	\$1,189,260	69.6

\* For the UCD and UCSF Chancellors, a portion of their current base salaries (including the pending 2024-25 general increases) are paid through private sources (UCD - \$100,437; UCSF - \$336,605).

\*\* No State funds or tuition revenue to be used for the proposed market-based salary adjustments; funding will be through private sources.

\*\*\* The UCSC Chancellor will voluntarily forego any increases to base salary for FY 24-25. This salary increase will be subject to approval by the President, Chair of the Board, and Vice Chair of the Board before implementation.

The base salaries described above shall constitute the University's total commitment for base salaries until modified by the Regents, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

### Background to Recommendation

The President of the University recommends approval of market-based salary adjustments for seven chancellors (UC Davis, UC Irvine, UC Merced, UC Riverside, UC Santa Barbara, UC Santa Cruz, and UC San Francisco) to bring their base salaries into alignment with the current market as well as internal and industry peers, effective September 1, 2024.

UC consistently ranks as one of the best institutions in the world, among both public and private universities, and is known for its excellence in teaching, research, patient care, and public service.

UC's faculty, staff and administrative leaders are responsible for the high quality of UC's myriad contributions to the public throughout California, across the nation, and around the world. Compensating personnel fairly at all levels is essential to maintaining the excellence of UC's workforce to meet the commitments UC makes to those the University serves.

The chancellors who lead UC's ten campuses, each a top-ranked university in its own right, are renowned scholars and administrative leaders with significant responsibility for ensuring instructional, research, and operational excellence and continually advancing UC's service to the public.

Although UC campuses consistently rank among the best in the U.S. and the world, UC chancellors are among the lowest-paid compared to their peers nationwide as reflected in Attachment 2. Base salaries for UC chancellors trail by 20 percent among their peers at other public Association of American Universities (AAU) member institutions, and by 43 percent among their peers at private AAU member institutions, despite the size, complexity, and stature of UC campuses.

The data in Attachment 2 is taken from an executive survey completed and published by the *Chronicle of Higher Education*. The data for AAU public universities is from calendar year 2023 and the AAU private university data is taken from publicly available 2021 Form 990 filings.

The gap in compensation between AAU institutions and UC locations may be larger than represented in Attachment 2 when one considers compensation actions and/or new appointments that have occurred at some or all of the AAU institutions since the data in Attachment 2 was gathered.

For example, recently announced increases in compensation for several AAU public university presidents/chancellors, including Pennsylvania State University, Georgia Institute of Technology, and University of Wisconsin-Madison, indicate that these base salaries increased by close to 20 percent compared to the data in Attachment 2. Announcements of newly appointed presidents/chancellors at several AAU public universities, including Michigan State University, Texas A&M University – College Station, and University of Colorado at Boulder, indicate that the base salaries for the new appointees were more than 30 percent above the salaries of the previous incumbents listed in Attachment 2.

As noted in Regents Policy 7103, Policy on Compensation for Chancellors, “When a UC chancellor’s compensation falls behind the market for university leaders ... the President shall recommend to the Regents an adjustment to the applicable chancellor’s compensation so that it is more competitive with ... peer institutions.”

There are seven UC chancellors whose compensation lags behind the market based on peer institution data as represented in the UC chancellor Market Reference Zone, which is an aggregate of data from salary survey data obtained from established salary survey resources, for example, the executive compensation survey by the College and University Personnel Association (CUPA).

Salary adjustments are being requested for these seven chancellors to better align their base salaries to their experience, expertise, and comparative market salaries for their roles. On average, prior to the 2024-25 systemwide salary program general increase

proposed under a separate item, the base salaries for the seven chancellors are at the 30th percentile of the UC Chancellor Market Reference Zone (MRZ). When the 2024-25 systemwide salary program general increase of 4.2 percent is included, the base salaries for the seven chancellors, on average, would be at the 32nd percentile of the MRZ.

For better market alignment, the market-based salary adjustments proposed in this item bring the base salaries for the seven chancellors, on average, to the 47th percentile of the MRZ.

The proposed salary adjustments will be funded through private sources and not use State funding or tuition revenue. The total amount for the seven proposed salary adjustments is \$1,222,440. The proposed salary adjustments are intended to help UC continue to recruit and retain the caliber of diverse leadership required to maintain UC's excellence and the quality of UC's contributions to the public.

Consistent with policy, the proposed increases are in addition to the 2024-25 systemwide salary program general increases of 4.2 percent for UC chancellors, effective July 1, 2024, which are being presented for approval under a separate item. Approval by the Regents of the market-based salary adjustments is required as the chancellors are Level One members of the Senior Management Group.

Committee vote: Regents Cohen, Drake, Leib, Pérez, Reilly, Robinson, Sarris, and Sures voting "aye."

Board vote: Regents Cohen, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures voting "aye" and Regent Drake abstaining.

**4. APPROVAL OF MARKET-BASED SALARY ADJUSTMENTS FOR CERTAIN LEVEL ONE SENIOR MANAGEMENT GROUP EMPLOYEES, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION**

Recommendation

The Committee recommends approval of market-based salary adjustments for certain Level One Senior Management Group members at the Office of the President, within policy, effective September 1, 2024, as noted below:

Title	Incumbent	Base Salary Including 2024 Systemwide General Increase (4.2%) Pending Approval	Current MRZ Percentile	Proposed Market-Based Increase \$	Proposed Market-Based Increase %	Total Proposed Base Salary After Market-Based Increase	MRZ Percentile After Market-Based Increase
Chief Investment Officer and Vice President - Investments	Bachher, Jagdeep	\$812,088	22.3	\$237,912	29.3%	\$1,050,000	59.1
Provost and Executive Vice President - Academic Affairs	Newman, Katherine	\$553,692	24.0	\$44,308	8.0%	\$598,000	32.9
Executive Vice President - Chief Operating Officer	Nava, Rachael	\$497,376	35.4	\$67,624	13.6%	\$565,000	43.1
Vice President - Agriculture and Natural Resources	Humiston, Glenda	\$357,240	28.3	\$32,760	9.2%	\$390,000	41.1

Additionally, the Committee recommends approval of the market-based salary adjustments for the President of the University and the Secretary and Chief of Staff to the Regents, within policy, effective September 1, 2024, as noted below:

Title	Incumbent	Base Salary Including 2024 Systemwide General Increase (4.2%) Pending Approval	Current MRZ Percentile	Proposed Market-Based Increase \$	Proposed Market-Based Increase %	Total Proposed Base Salary After Market-Based Increase	MRZ Percentile After Market-Based Increase
President of the University	Drake, Michael	\$1,044,132	46.0	\$263,868	25.3%	\$1,308,000	80.3
Secretary and Chief of Staff to the Regents	Lyall, Tricia	\$283,392	23.4	\$61,908	21.8%	\$345,300	40.0

The base salaries described above shall constitute the University's total commitment for base salaries until modified by the Regents, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

#### Background to Recommendation

The President of the University recommends approval of market-based salary adjustments for four Level One Members of the Senior Management Group (SMG) at the Office of the President: Chief Investment Officer and Vice President – Investments, Provost and Executive Vice President – Academic Affairs, Executive Vice President – Chief Operating Officer, and Vice President – Agriculture and Natural Resources.

This item also recommends approval of market-based salary adjustments for the President of the University and the Secretary and Chief of Staff to the Regents.



The market-based salary adjustments are being proposed in order to provide more competitive base salaries to bring compensation into alignment with market peers. The proposed effective date for the market-based increases is September 1, 2024.

Consistent with policy, the proposed increases are in addition to the 2024-25 systemwide salary program general increases of 4.2 percent for certain Level One SMG members, effective July 1, 2024, which are being presented for approval under a separate item. Approval by the Regents is required for market-based salary adjustments for Level One SMG members.

Committee vote on the market-based salary adjustments for the President of the University, Secretary and Chief of Staff to the Regents, and Chief Investment Officer and Vice President – Investments: Regents Cohen, Drake, Leib, Pérez, Reilly, Robinson, Sarris, and Sures voting “aye.”

Committee vote on the market-based salary adjustments for the Provost and Executive Vice President – Academic Affairs, Executive Vice President – Chief Operating Officer, and Vice President – Agriculture and Natural Resources: Regents Cohen, Drake, Reilly, Robinson, Sarris, and Sures voting “aye” and Regents Leib and Pérez abstaining.

Board vote: Regents Cohen, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures voting “aye” and Regent Drake abstaining.

**5. APPROVAL OF INCENTIVE COMPENSATION FOR FISCAL YEAR 2023-24 FOR CHIEF INVESTMENT OFFICER AND VICE PRESIDENT – INVESTMENTS, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION**

Recommendation

The Committee recommends approval of an incentive award of \$357,203 for Plan Year 2023-24, under the Office of the Chief Investment Officer Annual Incentive Plan (AIP), for Jagdeep Singh Bachher as Chief Investment Officer and Vice President – Investments, Office of the President. The recommended incentive award represents 50 percent of Mr. Bachher’s total salary paid as of the end of the plan year of \$714,406.

The incentive compensation described above shall constitute the University’s total commitment regarding incentive compensation until modified by the Regents or the President, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Background to Recommendation

The President of the University requests approval of an incentive award of \$357,203 payable in three annual installments for Jagdeep Singh Bachher, Chief Investment Officer (CIO) and Vice President – Investments, Office of the President, for the 2023-24 Plan Year. This award falls under the Office of the Chief Investment Officer (OCIO) Annual Incentive Plan (AIP).

The proposed award of \$357,203 has been reviewed by the President, as well as approved by the Administrative Oversight Committee (AOC) that oversees the OCIO AIP. The current AOC members are the Executive Vice President – Chief Financial Officer, Executive Vice President – Chief Operating Officer, Vice President – Systemwide Human Resources, and Associate Vice President – Total Rewards.

As Mr. Bachher reports directly to the Regents and the President, the payment of Mr. Bachher's award requires Regental approval in addition to approval by the AOC.

Assets under management by the Office of the Chief Investment Officer total \$180 billion for the Plan Year ending June 30, 2024, which is an increase of \$16 billion over the prior plan year. This was driven by strong growth in the UC Endowment of 12.8 percent and the Pension of 12.2 percent.

The AIP is a performance-based incentive plan that places a certain amount of pay at risk for each participant and pays out only if certain investment and other performance standards are met or exceeded. Performance-based, at-risk incentives are a typical component of total cash compensation for investment professionals, including those at the California State Teachers' Retirement System (CalSTRS), the California Public Employees' Retirement System (CalPERS), and other large public pension funds and endowment funds. Investment results for award calculations are based on a rolling three-year assessment against pre-established performance standards. The plan directs a portion of awards to be deferred for payout in subsequent years to help retain staff and focus efforts on adding longer-term value. The opportunity levels and weighting of performance measurements serve to motivate individual, asset class, and/or total entity performance as part of a competitive total cash compensation package.

Committee vote: Regents Cohen, Drake, Leib, Pérez, Reilly, Robinson, Sarris, and Sures voting "aye."

Board vote: Regents Cohen, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures voting "aye" and Regent Drake abstaining.

6. **DATES OF REGENTS MEETINGS FOR 2026 AND AMENDMENT OF NOVEMBER 2025 REGENTS MEETING DATES**

The Committee recommends that (1) the November 2025 Regents meeting be held on November 18-20, 2025; and (2) the following dates of Regents meetings for 2026 be approved:

2026

January 13-15

March 17-19

May 12-14

July 14-16

September 15-17

November 17-19

Committee vote: Regents Cohen, Drake, Leib, Pérez, Reilly, Robinson, Sarris, and Sures voting “aye.”

Board vote: Regents Cohen, Lee, Makarechian, Matosantos, Pack, Reilly, Robinson, Salazar, Sarris, and Sures voting “aye” and Regent Drake abstaining.

## Attachment 1

2024 UC Systemwide Salary Program Increase <sup>1</sup> for the President of the University						
Title	Incumbent		Appointment Date	Current Salary	4.2% General Increase	Proposed Annual Base Salary
President of the University	Michael V.	Drake	8/15/2020	\$1,002,036	4.2%	\$1,044,132
2024 UC Systemwide Salary Program Increase <sup>1</sup> for the Secretary and Chief of Staff to the Regents						
Title	Incumbent		Appointment Date	Current Salary	4.2% General Increase	Proposed Annual Base Salary
Secretary and Chief of Staff to the Regents	Tricia	Lyll	12/1/2022	\$271,968	4.2%	\$283,392
2024 UC Systemwide Salary Program Increase <sup>1</sup> for Level One SMGs Systemwide						
Title	Incumbent		Appointment Date	Current Salary	4.2% General Increase	Proposed Annual Base Salary
Dual Reporting to the Regents						
Chief Investment Officer and VP of Investments	Jagdeep	Bachher <sup>2</sup>	3/31/2014	\$779,352	4.2%	\$812,088
General Counsel and Vice President - Legal Affairs	Charles	Robinson	1/1/2007	\$542,976	4.2%	\$565,788
Senior Vice President - Chief Compliance and Audit Officer	Alex	Bustamante	9/5/2017	\$418,080	4.2%	\$435,648
UCOP - Direct Reports to the President						
Executive Vice President - Chief Financial Officer	Nathan	Brostrom	9/22/2014	\$575,328	4.2%	\$599,496
Executive Vice President - Chief Operating Officer	Rachael	Nava	2/9/2015	\$477,324	4.2%	\$497,376
Executive Vice President - UC Health	David	Rubin	10/1/2023	\$960,000	4.2%	\$1,000,320
Provost and Executive Vice President - Academic Affairs	Katherine	Newman	1/9/2023	\$531,372	4.2%	\$553,692
Interim Senior Vice Vice President - Ext. Relations & Comms	Meredith	Turner	10/1/2023	\$345,000	4.2%	\$359,496
Interim Vice President for UC National Labs	June	Yu	Interim 2/1/24-1/31/25	\$433,500	4.2%	\$451,716
Vice President - Agriculture and Natural Resources	Glenda	Humiston	8/3/2015	\$342,840	4.2%	\$357,240
LBNL						
Laboratory Director (LBNL)	Michael	Witherell	3/1/2016	\$562,992	4.2%	\$586,644
Chancellors						
Chancellor - UCD	Gary	May	8/1/2017	\$642,588	4.2%	\$669,588
Chancellor - UCI	Howard	Gillman	9/18/2014	\$652,020	4.2%	\$679,416
Chancellor - UCM	Juan	Munoz	7/1/2020	\$570,480	4.2%	\$594,444
Chancellor - UCR	Kim	Wilcox	8/19/2013	\$604,092	4.2%	\$629,472
Chancellor - UCSB	Henry	Yang	6/23/1994	\$633,720	4.2%	\$660,348
Chancellor - UCSC <sup>4</sup>	Cynthia	Larive	7/1/2019	\$593,592	4.2%	\$618,528
Chancellor - UCSD	Pradeep	Khosla	8/1/2012	\$1,141,324	4.2%	\$1,189,260
Chancellor - UCSF	Sam	Hawgood	7/1/2014	\$978,900	4.2%	\$1,020,024
Chief Executive Officer - Community-Based Services						
Chief Executive Officer - UCR	Tim	Collins <sup>2</sup>		\$550,000	4.2%	\$573,108
Chief Executive Officers - UC Medical Centers						
VC-Health and Human Services and CEO - UCD Health	David	Lubarsky <sup>2</sup>	7/2/18; CEO 1/1	\$1,206,708	4.2%	\$1,257,396
Chief Executive Officer - UCI	Chad	Lefteris <sup>2</sup>	3/31/2020	\$1,200,000	4.2%	\$1,250,400
Chief Executive Officer - UCLA	Johnesse	Spisso <sup>2,3</sup>	2/8/2016	\$1,751,018	4.2%	\$1,824,578
Chief Executive Officer - UCSD	Patricia	Maysent <sup>2,3</sup>	1/21/2016	\$1,404,702	4.2%	\$1,463,709
Chief Executive Officer - UCSF	Suresh	Gunasekaran <sup>2,3</sup>	3/1/2022	\$1,935,096	4.2%	\$2,016,382

<sup>1</sup>Increases under the 2024-25 systemwide salary program are partially or fully state funded, except for LBNL, which is funded through the Department of Energy

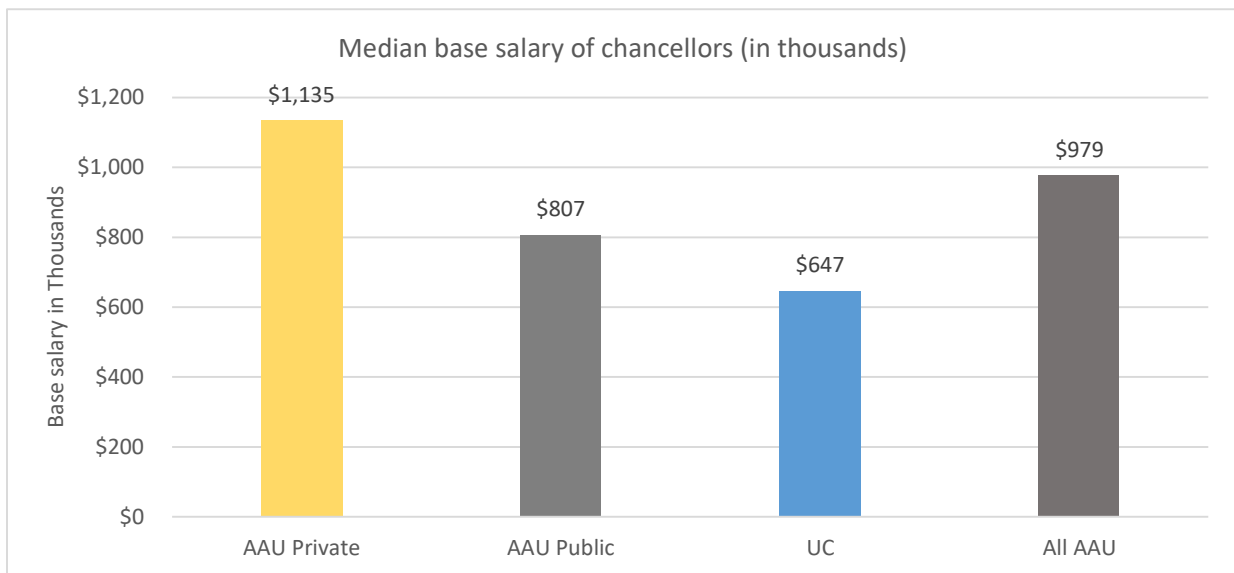
<sup>2</sup>Eligible for Incentive Pay (OCIO AIP or CEMRP).

<sup>3</sup>Bi-weekly Payee.

<sup>4</sup>The UCSC Chancellor will voluntarily forego any increases to base salary for FY 24-25. This salary increase will be subject to approval by the President, Chair of the Board, and Vice Chair of the Board before implementation.

**University of California chancellors remain among the lowest paid as compared to their Association of American Universities (AAU) peers.**

- The total compensation of UC chancellors remains below the median total compensation of their AAU peers in the United States, lagging this peer group by 47 percent. Similarly, UC chancellors' median base salary rate lags the AAU peers by 34 percent.
- UC chancellor compensation ranks below the median of the AAU comparison group.
- The median base salary of UC chancellors lags by 20 percent as compared to the AAU public institutions and by 43 percent as compared to that of AAU private institutions.



- These data are sourced from the most recent version of the Chronicle of Higher Education (CHE) Executive Compensation Report. For AAU public institutions, CHE utilized data from 2023 that they collected via their executive survey process through public records requests. For AAU private institutions, CHE utilized data from publicly available calendar year 2021 IRS Form 990s. The UC chancellors' data are sourced from UC records.

## Compensation for UC and AAU leaders

UC as of 9/3/2024 unless noted

AAU Public as of CY2023

AAU Private as of CY2021

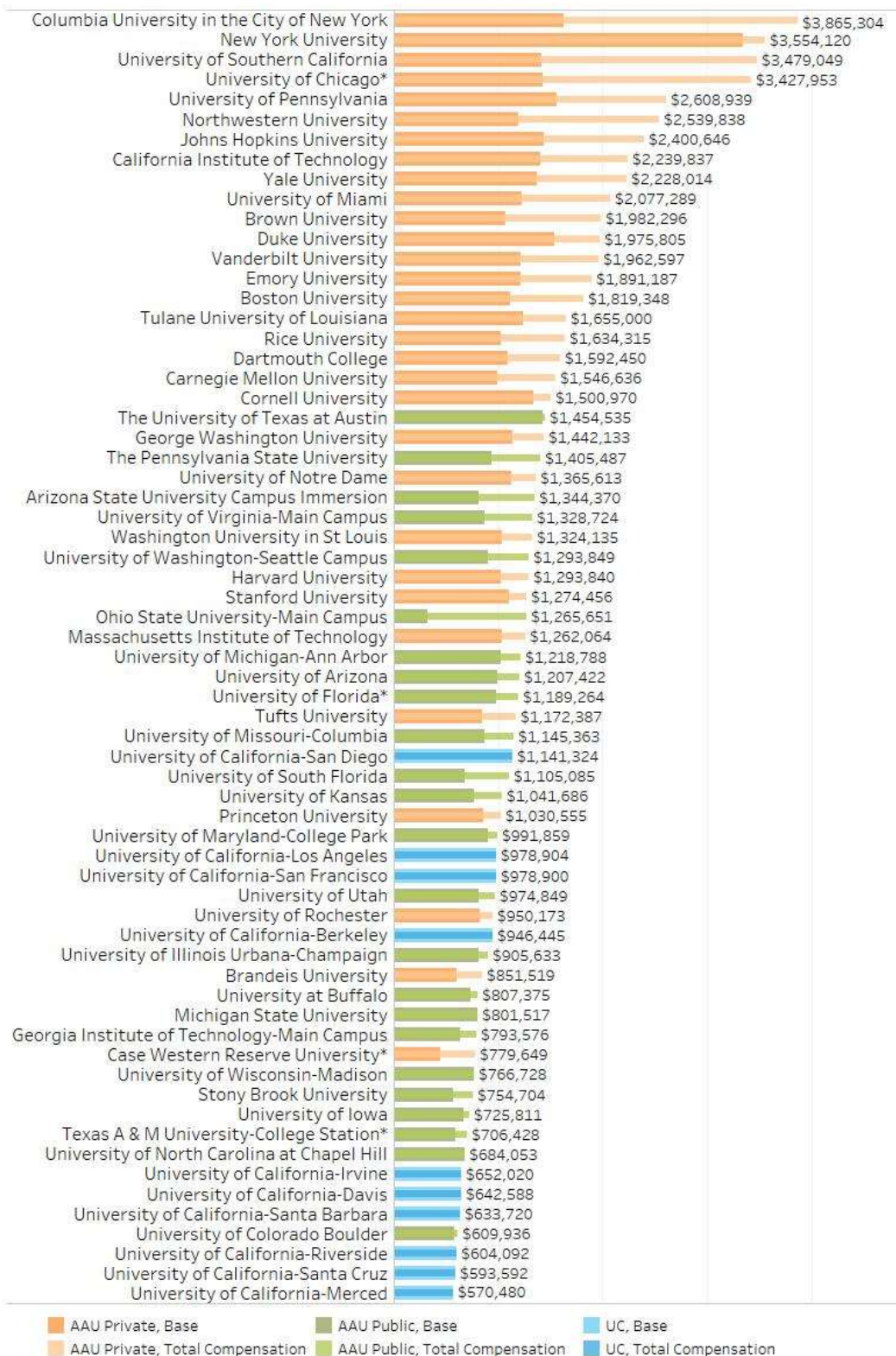
Institution category

All

Include comp for a partial year (\*)

● Yes

○ No



- Data source: The Chronicle of Higher Education - College Executive Compensation, UC institutional data sources
- This comparison uses the Association of American Universities (AAU) comparison group. AAU is composed of America's leading research universities that are associated with education, research, and innovation. UC Berkeley, UCLA, UC Davis, UC San Diego, UC Irvine, UC Santa Cruz, UC Santa Barbara, and UC Riverside are members of the Association of American Universities (AAU) as of September 2023. More information: <https://www.aau.edu/who-we-are>
- The Chronicle of Higher Education (CHE) collected public institution information (calendar year 2023) via an exclusive survey. Similarly, The Chronicle of Higher Education obtained the private institution information (calendar year 2021) from the IRS form 990 filed by each institution. CHE notes that some AAU institutions are excluded due to a lack of response from those institutions. For the University of Pennsylvania, the deferred pay of \$20,257,188 has been excluded for comparative purposes.
- The base salary is separate from bonuses, incentives, and other compensation. Base salary includes sick pay paid by the employer, employer contributions to a 401(k) or 403(b). For certain public institutions, base salary also includes compensation from private university-related foundations.
- Total compensation includes bonus pay, nontaxable benefits (health and medical benefits, life insurance, housing provided by the employer, personal legal and financial services, dependent care, adoption assistance, tuition assistance, cafeteria plan etc.), deferred compensation payout, and other pay. It excludes deferred compensation set aside or retirement benefits.
- The compensation information of UC leaders was sourced internally from UC's records and represents salaries as of 6/30/24. For UCLA, the data represent the base salary of the incoming Chancellor (starting in January 2025). UC leaders receive only base pay as their compensation packages do not include any incentive/at-risk pay.
- For an interactive dashboard, please visit <https://www.universityofcalifornia.edu/about-us/information-center/executive-compensation>