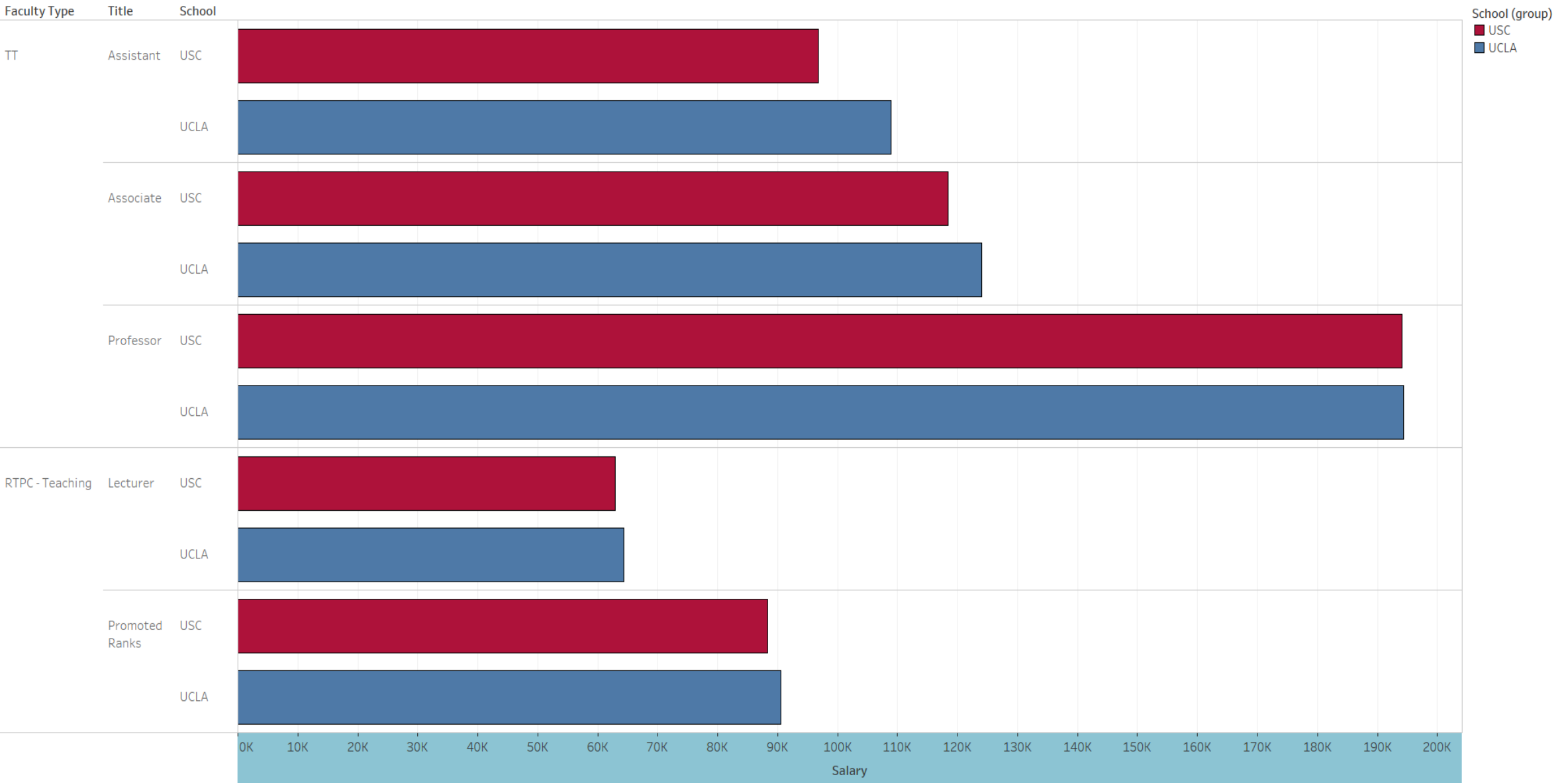# SALARY BENCHMARKING SUMMARY
USC-UCLA 2018-2019

Departments listed below were chosen as a sample to determine salary benchmarking between USC and UCLA.

- BIOLOGY
- CHEMISTRY
- ENGLISH
- HISTORY
- PSYCHOLOGY
- SOCIOLOGY

These departments were chosen due to their volume and only 2018-2019 salaries were pulled for this analysis. Salary figures and faculty titles for UCLA were gathered from UC annual wage website https://ucannualwage.ucop.edu/wage/

USC - UCLA Salary Mean Comparison 2018-2019

Faculty Type	Title	School

Mean of salary for each university broken down by faculty type and title.

USC - UCLA Salary Mean Comparison 2018-2019

			School	
Faculty Type	Title	School	USC	UCLA
TT	Assistant	USC	96,733	
		UCLA		108,853
	Associate	USC	118,459	
		UCLA		124,032
	Professor	USC	194,140	
		UCLA		194,412
RTPC - Teaching	Lecturer	USC	62,891	
		UCLA		64,377
	Promoted Ranks	USC	88,279	
		UCLA		90,544

Mean of salary for each university broken down by faculty type and title.

In some cases Chancellor's office subsidizes annual base rate for UCLA

SALARY BENCHMARKING SUMMARY FOR USC-UCLA 2018-2019 *Data Notes*

- Used annual base rate numbers for USC salary data.
- UCLA salary figures were gathered from UC annual wage website https://ucannualwage.ucop.edu/wage/. We reviewed the names provided by Sergio using the UC annual wage site. We checked salary and title per person. Only regular pay was used as salary, no total pay or overtime pay. Removed anyone under minimum wage threshold of $45,760 for 2018 as invalid.
- Removed any titles in the UCLA data labeled HCOMP (Health Sciences Compensation Plan). Title means that person has clinical trials and/or views patients in role, and their salary reflects pay of 11 months. Removed any UC titles labeled AY/B/E/E. This represents professional schools, such as business or engineering. Removed any administrators, prof in residency, recall faculty, coordinators or vice provosts. Removed any 1/9th title pay that showed up on UC site.

- TT Professor figures have full USC and UCLA professors which include distinguished professors for both universities. Removed Deans for both USC and UCLA data.
- USC - only used RTPC and RTPC teaching for data comparison. RTPC research title was removed UCLA does not disclose research salary so no comparable data available.
- Lecturers for both USC and UCLA are shown as is.
- RTPC Teaching - used Promoted Ranks to combine Continuing Lecturer and Senior Continuing Lecturer for UCLA. For USC we combined Sr. Lecturer, Master Lecturer, Assistant, Associate, and Professor for RTPC Teaching - Promoted Ranks due to the equivalency of these titles between Universities. UCLA does not have the same promotion track as USC.