

ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2010: INCUMBENTS IN CERTAIN SENIOR MANAGEMENT POSITIONS

EXECUTIVE SUMMARY AND BACKGROUND

As part of its commitment to transparency and public accountability, UC reports annually on compensation paid to the Senior Management Group (SMG), regardless of compensation amount. This report (**Attachment 1**) details all aspects of senior management compensation; it is posted on UC websites to provide public access to the information. This report also includes individuals who are not SMG members if their total potential cash compensation exceeds \$218,000.

KEY POINTS ABOUT UC EXECUTIVE COMPENSATION FOR 2010

- **UC health sciences personnel and coaches remain the highest paid:** As in previous years, the top earning employees at UC in 2010 were world-renowned physicians paid predominately from their clinical practices and senior administrators paid from UC medical center revenues – as well as athletic coaches who are paid from non-state funds.
- **No state funds used for incentive/bonus compensation:** State funds were not used for UC incentive awards to or bonus payments for: clinical and health sciences personnel, Treasurer’s Office personnel, coaches or other athletics personnel.
- **Executive compensation remains a small percentage of payroll:** Senior management salaries continue to represent less than 1 percent of UC’s total payroll.
- **Incentive compensation used to motivate excellent performance in support of University priorities:** Like many employers nationwide, UC uses incentive compensation plans to encourage and reward sustained individual and group performance in support of key University objectives:
 - **Medical Centers:** Incentive compensation plans for UC medical centers cover employees at all levels – from clerical and custodial staff to senior hospital leaders – and reward individual as well as group efforts that further key priorities, such as improving patient care and safety, enhancing operational efficiency and maintaining sound financial management.
 - **Treasurer’s Office:** Consistent with industry standards, the Treasurer’s Office incentive compensation plan motivates and rewards employees responsible for maximizing long-term total investment returns while assuming appropriate levels of risk and promoting teamwork. Awards are paid out over three years to help retain strong performers, with unpaid amounts forfeited if the participant voluntarily leaves UC for reasons other than retirement.
 - **Coaches:** Coaches’ compensation includes base salary, bonus and incentive compensation tied to revenue generated from television and radio contracts, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. Other compensation is tied to specific goals, such as winning a national championship,

and is paid only if those goals are met. Additional compensation may include signing or retention bonuses.

By the numbers: The 163 incentive and bonus payments in this report total just under \$15.5 million – approximately 0.1 percent of UC’s \$10 billion annual payroll. The \$8.1 million in payments from the Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans represents 53 percent of all incentive and bonus payments. Payments under the Treasurer’s Office Annual Incentive Plan (AIP), \$5.3 million, represent 34 percent of the total. Coaches’ bonus and incentive awards, \$1.3 million, represent 8 percent of the total. Local incentive/bonus program payments of \$800,000 make up the remaining 5 percent.

Salary Reduction and Furloughs: A number of cost-savings measures were taken to lessen the significant deficits caused by reduced state funding of the University. In June 2009, the President, Chancellors, Executive and Senior Vice Presidents, and certain Vice Presidents at the Office of the President volunteered to take a 5 percent salary reduction. Following that, the Regents approved a system-wide furlough plan to further offset the impact of state budget cuts. The plan, which applied to a large number of University employees, imposed a tiered salary reduction ranging from 4 percent for employees at the lowest salary levels up to 10 percent for the highest paid. These salary reductions began September 1, 2009, and continued through August 31, 2010. The furlough plan saved the University approximately \$236 million received from all fund sources.

The majority of employees included in this report, including all Senior Management Group (SMG) members, were subject to the furlough plan. Coaches were not subject to the furlough plan because the terms and conditions of their employment are governed by their respective contracts; however, many coaches volunteered to participate and took a salary reduction. In order to preserve patient safety, medical center employees other than SMG members were not subject to the furloughs. Instead, the medical centers developed alternative plans to generate savings comparable to what the furlough plan achieved at the campuses. Non-SMG staff members in the Treasurer’s Office were also exempt from the furloughs because their operations require trading and close management of the investments throughout the week; however, all SMG members in the Treasurer’s Office were subject to the salary reductions. Academic and staff employees at the Lawrence Berkeley National Laboratory were excluded from the furlough plan because their compensation is entirely funded by research and extramural funds from sources such as the Office of Science and U.S. Department of Energy, as well as private contracts and corporate grants.

For each employee included in the report who participated in the furlough plan, the report reflects the percentage of their salary reduction. It should be noted that the annualized base salary figures in the report do not reflect those reductions.

INFORMATION ON INCENTIVE PLANS

Clinical Enterprise Management Recognition Plan (CEMRP) and Other Clinical Incentive Plans: Under the authority granted by The Board of Regents to the President in 1992, the purpose of CEMRP and other similar clinical incentive plans is to provide variable, non-base

building awards to employees responsible for attaining or exceeding key medical center objectives consistent with University objectives. Achievement is measured based on specific financial, quality and strategic objectives that relate to the clinical enterprise's mission and goals. These plans focus participants on achieving local and systemwide institutional objectives, encourage teamwork, and recognize the joint effort required to meet challenging organizational goals. They also use individual performance measures to encourage participants to maximize their personal effort and demonstrate individual excellence. CEMRP is a key component of the overall competitive compensation for leadership at the medical centers. The program furthers important goals such as improving the quality of care, patient satisfaction and safety, as well as attaining or exceeding key financial objectives. All awards under CEMRP and the other clinical incentive plans this year were entirely funded through clinical revenues.

In January 2009, the Regents responded to the University's significant fiscal crisis by imposing certain restrictions on SMG compensation and both SMG and non-SMG participation in bonus, incentive, and variable pay programs for fiscal years 2007-08, 2008-09, and 2009-10. However, CEMRP and other similar locally-funded clinical incentive programs were allowed to continue as stated in item C1, "Proposal to Freeze Senior Management Group Salaries and Suspend Bonus and Certain Other Variable Pay Plans" approved by the Regents at the January 2009 Special Meeting. Subparagraph 4 of Item C1 pertaining to CEMRP and other similar locally-funded clinical incentive programs was later amended at the September 2009 Regents meeting to limit the individual awards from such programs for fiscal year 2009-10 as follows:

- i. For all CEMRP participants and SMG participants in substantially similar locally-funded clinical programs, the dollar amount of any award received by a participant will not exceed the dollar amount of any award received by that participant in 2008-09.
- ii. For all non-SMG participants in substantially similar locally-funded clinical incentive programs in fiscal year 2009-10, the awards will be determined in accordance with the terms of the respective programs without the above limitation.

At their July 2010 meeting, the Regents adopted Regents' Policy 7712, which established stricter protocols governing incentive compensation for members of the Senior Management Group. The policy requires Regental approval of any incentive plan that includes SMG participants after such plans have been approved by the President. The policy further provides that, once such a plan has been approved, an Administrative Oversight Committee (AOC) will be responsible for plan administration. The AOC will review and approve the objectives for participants in the plan and will also approve awards consistent with the plan. The Chief Audit and Compliance Officer will assure that appropriate auditing and monitoring will occur. Once approved by the Regents, an incentive award plan will be implemented each year upon the approval of the AOC without changes. If, however, the AOC recommends substantive or material changes, the President and the Regents' Committee on Compensation – and other committees as appropriate – must first approve those changes prior to implementation.

In this report, CEMRP awards for SMG participants may include awards for both fiscal year 2008-09 and fiscal year 2009-10. For fiscal year 2008-09, CEMRP awards for 38 SMG members totaled \$3,115,519. The awards were approved at the January 2010 Regents' meeting

and paid shortly thereafter. At the September 2010 Regents' meeting, CEMRP awards for fiscal year 2009-10 were approved for 37 SMG members. The awards totaled \$3,131,582. In September 2010, the President and the CEMRP AOC approved incentive payouts for the non-SMG participants for fiscal year 2009-10. The total incentive awards under all clinical plans, including CEMRP, totaled approximately \$32.7 million, with the \$3,131,582 in SMG incentive awards accounting for 9.5 percent of the total. It should be noted that non-SMG individuals that received payouts under CEMRP or a similar clinical incentive plan are included in the report if their total cash compensation for 2010 exceeds \$218,000.

Treasurer's Annual Incentive Plan (AIP): Under the authority granted by The Board of Regents, the purpose of the AIP is to provide variable, non-base building financial awards to employees responsible for attaining or exceeding key objectives in the Treasurer's Office that are consistent with University investment goals. Award amounts are based on achieving specific investment, non-financial, and strategic objectives relative to the mission and goals of the Treasurer's Office. The plan focuses participants on maximizing long-term total returns for all funds managed while assuming appropriate levels of risk. Payouts under this plan do not use state funds.

The Regents authorized this plan, like CEMRP and other clinical incentive plans, to continue in fiscal years 2008-09 and 2009-10. At the September 2009 meeting, however, the Regents deferred consideration of the 2008-09 AIP awards due to the ongoing fiscal crisis. Those awards were not approved until the March 2010 Regents' meeting. The 2008-09 awards for SMG participants totaled \$372,500. On February 26, 2010, the President approved 2008-09 award payouts for 34 eligible non-SMG participants, which totaled \$1,634,440. AIP awards for SMG participants for fiscal year 2009-10 were approved at the September 2010 Regents' meeting. The awards for the eligible SMG participants totaled \$1,859,056. Subsequently, the President and AOC for the Treasurer's AIP approved the 2009-10 awards for the non-SMG participants. The 2009-10 awards for eligible non-SMG participants totaled \$2,379,722. Not all non-SMG participants that received payout in 2010 appear in the report. The non-SMG participants whose total cash compensation for calendar year 2010 exceeds \$218,000 are included in the report.

The AIP awards are reported in the year in which they were approved even though only one third of the award is paid in the current year; one third is paid the second year, and the final third is paid in year three. The first third payments for fiscal year 2008-09 fiscal year were processed and paid in April 2010. For fiscal year 2009-10, the first third payments were processed and paid in October 2010. Incentive awards approved prior to 2010 are not included in the report.

REPORT FORMAT AND CONTENT

The Regents approved the content and layout of the Annual Report on Executive Compensation, compliant with legislative reporting requirements, at their January 2007 meeting. This report presents the following information for calendar year 2010:

Population covered: This report includes all incumbents in the "senior officials" listing as referenced in the Budget Act. This report also includes the population for which Regental approval of any compensation actions is currently required. This includes administrators whose positions are slotted in the Senior Leadership Compensation Group (SLCG) grade and those not

slotted in SLCG grade who are non-academic, non-represented exempt employees whose potential total cash compensation exceeds the current reporting threshold of \$218,000.

The attached report displays compensation details on 411 University employees who were active in calendar year 2010. These employees include those in acting capacities who are former members of the Senior Management Group and remain affiliated with the University. The report does not include employees who separated from the University prior to December 31, 2009. If an employee held more than one position during 2010 (e.g., he was acting vice chancellor and then was appointed vice chancellor), each position is reported.

Cash compensation: The report presents compensation using the following categories: annualized base salary, annualized stipends, actual payments received under incentive or bonus programs (see next section for more detail), Health Sciences Compensation Plan (HSCP) payments (see below for more detail) and other cash compensation or cash payments. A subtotal of these elements is provided for each employee listed. This information is a combination of data that represents actual payments and annualized figures. The annualized figures for base salary and stipends are used instead of actual compensation to provide comparable information, regardless of partial year appointments. For example, actual 2010 compensation for an employee who starts employment with the University in November with an annualized base salary of \$240,000 would be only \$40,000. Annualized stipend figures are reported even for situations where the total stipend period was less than a full year. This results in the overstatement of stipend amounts received for partial year appointments.

Incentive and Bonus Compensation: The incentive and bonus payments represented in the report can be categorized into one of the following: Awards to coaches and awards from the Clinical Enterprise Management Recognition Plan (CEMRP), other clinical incentive plans, the Treasurer's Annual Incentive Plan (AIP) and local bonus and incentive plans.

The report includes 163 incentive and bonus payments that totaled approximately \$15.5 million. Payments from CEMRP and other clinical incentive plans accounted for 53 percent of the total incentive and bonus payments.

Awards paid to coaches or other athletics personnel: The compensation for coaches is comprised of base salary plus various types of bonuses and incentives. These bonuses and incentives are recognition awards tied to revenue streams from contracts with television and radio, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. Other awards are based on specific performance goals and are only paid if those goals are attained (e.g., winning the national championship). Other forms of bonuses may include signing or retention bonuses.

The bonuses and incentive payments for the coaches included in this report came from non-state funds, generally from specific gifts and donations or sports-related revenue sources. There were 18 payments (approved by the Regents or under their delegated authority) reported in this category, totaling \$1,281,007.

The compensation for coaches is tied directly to market demand, with a coach's success driving the demand. As winning records increase, national attention brings employment opportunities, which may require adjusting compensation terms in order to retain successful coaches. When hiring a new coach or retaining an existing coach, the market demand for their services necessarily plays a role in determining the compensation offered by the University. In addition, the compensation offered to UC coaches is aligned with other coaches in the PAC-10 with comparable win/loss records.

Other local incentive and bonus plans: Local incentive and bonus plans were impacted by the *Proposal to Freeze Senior Management Group Salaries and Suspend Bonus and Certain Other Variable Pay Plans* (Item C1) approved by the Regents at the Special Meeting of January 14, 2009. That item was subsequently amended by Item C8 at the March 2009 meeting and Item C3 at the September 2009 meeting. Collectively, these items not only imposed a salary freeze on members of the Senior Management Group (SMG) for the 2008-09 and 2009-10 fiscal years but also imposed certain restrictions on SMG and non-SMG participation in bonus, incentive, and variable pay programs for those years, as well as for the 2007-08 fiscal year. With regard to variable and incentive pay programs, the Regents deferred paying such awards for non-clinical incentive plans for the 2007-08, 2008-09, and 2009-10 fiscal years until the end of the 2009-10 fiscal year; they indicated that this suspension would be reviewed at that time. With regard to bonus programs, the Regents cancelled all pending bonus payments for the 2007-08 fiscal year for SMG members and non-SMG members whose total potential cash compensation exceeded \$205,000, the applicable Indexed Compensation Level (ICL) at that time. They also restricted eligibility for bonus awards for the 2008-09 and 2009-10 fiscal years to those non-SMG staff with annual base salaries of less than \$100,000 and also capped such awards at \$1,000 per year.

Employees affected by these restrictions on bonus, incentive, and variable pay programs subsequently challenged the deferral or cancellation of their awards. A special complaint resolution (SCR) policy was developed to provide these employees with a process through which they could demonstrate whether payout of their awards was required because of a legal or contractual obligation. The SCR policy required that an outside hearing officer conduct hearings and then issue factual findings and a recommendation for consideration by the Special Complaint Resolution Committee (SCR Committee). The SCR Committee would then deliberate and decide whether to uphold, modify, or reverse the treatment of each complainant's award.

Richard L. Gilbert, a retired Sacramento Superior Court judge, served as the outside hearing officer with regard to complaints filed under the SCR Policy concerning 2007-08 fiscal year awards. After conducting hearings on complaints filed by 25 employees, he recommended payment for 22 of them. As indicated in the *Delegation of Authority to Pay Certain Incentive Awards Deferred by the Regents' 2009 Actions*, which the Regents approved at their September 2010 meeting, Judge Gilbert's findings and recommendations are relevant and instructive with regard to all of the incentive awards deferred by the Regents' 2009 actions.

In his recommendations, Judge Gilbert concluded that the University had properly distinguished incentive plans from bonus plans. He said the University was legally obligated to pay the deferred incentive awards as there was no legal basis for deferring them. He made this recommendation with regard to the awards of 18 complainants. He also recommended that the University pay the awards of four other complainants whose awards had been categorized as bonuses and therefore cancelled. He concluded that, although the University had properly categorized the plan in which these four complainants participated as a bonus plan, the complainants had demonstrated that the plan had been administered, for them, like an incentive arrangement, and, as a result, the University was legally obligated to pay their awards. With regard to the remaining three complaints, which were filed by employees whose awards had been categorized as bonuses and cancelled, Judge Gilbert concluded that the University did not have a legal obligation; he recommended that these cancellations be upheld.

Given Judge Gilbert's recommendations, the Regents delegated authority to the President to review and pay any other awards for the 2007-08, 2008-09, and 2009-10 fiscal years that were affected by the Regents' 2009 actions but not the subject of SCR complaints. Provisions for payments made under local incentive plans vary by plan. Please refer to the report comments and addendum, which is provided as **Attachment 2**, for details regarding each payment. In 2010, there were 24 individuals included in the report who received award payments totaling \$800,000. This includes deferred local award payments for 2007-08, 2008-09, and 2009-10. Payments in this category that were made under the Staff Recognition and Development Program (SRDP), or other similar locally funded programs, may use state funds.

There were other individuals that received payouts under this category, but because their total cash compensation for 2010 is below \$218,000, they are not included in this report.

Health Sciences Compensation Plan: Health Sciences Compensation Plan (HSCP) payments are displayed in a separate column for those Senior Management Group employees with faculty appointments who participate in this program. The amounts listed in this column reflect actual payments to the employees and include income processed through the HSCP, per policy, from qualified outside activities, such as clinical services, research and other professional activities. Because an employee's outside activities fluctuate from year to year, the HSCP payments may fluctuate accordingly. This report reflects 13 Senior Management Group employees receiving payments under the HSCP totaling \$1.3 million.

This program is under the authority of the Regents of the University of California and was established to create a mechanism by which UC faculty and certain SMG members in health sciences schools can be paid from revenues derived from the delivery of health services or research, thereby making their compensation more competitive with wages paid by other institutions in the healthcare market in and outside of California. The HSCP is designed to apply across a wide spectrum of faculty and administrators. Because income from services varies considerably among healthcare disciplines (e.g., medicine, nursing, dentistry, pharmacy, etc.), the payments from HSCP can vary widely. The funds distributed from the HSCP are not derived from state sources.

One-time payments/reimbursements: These payments are made to the employee or to a third party vendor on behalf of the employee. They include relocation allowances, temporary housing reimbursements or allowances, and moving expense reimbursements. Some of the information displayed in this section is described in more detail in the addendum, which is provided as **Attachment 2**.

Benefits and perquisites: This category includes leased auto expenses, auto allowances, senior management benefits (including some or all of the following: life insurance and executive salary continuation for disability), University-provided housing, severance benefits, senior management supplemental benefit program contributions, additional post-retirement benefits (including medical coverage, enhanced retirement income benefits, and enhanced retirement vesting schedules), and home mortgage loans provided under University programs. For home mortgage loans, the original loan amount is reported. Auto allowances are reported as annualized figures, even though, in some cases, employees received the allowance for less than the full year.

DATA COLLECTION, REVIEW, AUDIT AND CERTIFICATION PROCESS

The Annual Report on Executive Compensation was produced from data collected by each campus, medical center and laboratory using a variety of sources, such as payroll, accounts payable and personnel records, to populate a data warehouse, the Senior Leadership Information System (SLIS). Multiple data quality reviews were conducted by the Office of the President (OP) and local entities. The first certification occurred at the individual level when each person received a report from SLIS displaying his or her data and was asked to certify that the information was accurate and complete. In addition, campus and OP auditors reviewed the population and data to validate the accuracy and completeness of the data. Each Chancellor, Lab Director, and Executive Vice President reviewed his or her location's data and certified it to be accurate and complete. Thereafter, the President certified the contents of the report.

(Attachments)



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
BARBARA H ALLEN-DIAZ	ASSOCIATE VICE PRESIDENT, ACADEMIC PROGRAMS AND STRATEGIC INITIATIVES	ANR	YES	9%	\$225,000					\$225,000				Y	N	N		N	\$633,600
DANIEL M. DOOLEY	SENIOR VICE PRESIDENT - EXTERNAL RELATIONS & VP - AGRICULTURE & NATURAL RESOURCES	ANR	YES	10%	\$370,000					\$370,000			\$8,916	Y	N	N	5%	N	\$571,250
KAY H TABER	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS, AGRICULTURE AND NATURAL RESOURCES	ANR	YES	8%	\$180,000					\$180,000				Y	N	N	5%	N	\$329,750
A PAUL ALIVISATOS	LABORATORY DIRECTOR	LBNL	NO	N/A	\$417,144					\$417,144			\$8,916	Y	N	N		N	\$1,330,000
ADAM P ARKIN	SCIENTIFIC DIVISION DIRECTOR - FACULTY	LBNL	NO	N/A	\$253,333			\$25,333		\$278,666				N	N	N		N	
ALI BELKACEM	ACTING SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$183,480			\$12,840		\$196,320				N	N	N		N	
ASHOK J GADGIL	SCIENTIFIC DIVISION DIRECTOR - FACULTY	LBNL	NO	N/A	\$197,333			\$29,600		\$226,933				N	N	N		N	
DONALD J DEPAOLO	ACTING ASSOCIATE LABORATORY DIRECTOR - FACULTY	LBNL	NO	N/A	\$262,800			\$55,420		\$318,220				N	N	N		N	
DOUGLAS M FLEMING	OPERATIONS DIVISION DIRECTOR	LBNL	NO	N/A	\$239,700	\$15,000				\$254,700	\$15,645			N	N	N		N	
EDWARD M RUBIN	SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$289,992					\$289,992				N	N	N		N	
HORST D SIMON	DEPUTY LABORATORY DIRECTOR	LBNL	NO	N/A	\$334,992					\$334,992				Y	N	N	5%	N	
HOWARD K HATAYAMA	OPERATIONS DIVISION DIRECTOR	LBNL	NO	N/A	\$239,784					\$239,784				N	N	N		N	
JAMES L SIEGRIST	ASSOCIATE LABORATORY DIRECTOR	LBNL	NO	N/A	\$290,664					\$290,664				Y	N	N		N	
JAMES T KRUPNICK	CHIEF OPERATING OFFICER	LBNL	NO	N/A	\$326,372					\$326,372				Y	N	N	5%	N	
JAY D KEASLING	ASSOCIATE LABORATORY DIRECTOR	LBNL	NO	N/A	\$357,996					\$357,996				Y	N	N		N	
JEFFREY A BLAIR	LABORATORY COUNSEL	LBNL	NO	N/A	\$267,288					\$267,288				Y	N	N	5%	N	
JEFFREY A FERNANDEZ	CHIEF FINANCIAL OFFICER	LBNL	NO	N/A	\$273,936					\$273,936				Y	N	N	5%	N	
JENNIFER S RIDGEWAY	OPERATIONS DIVISION DIRECTOR	LBNL	NO	N/A	\$244,776					\$244,776				N	N	N		N	
JOE W GRAY	SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$321,324					\$321,324				N	N	N		N	
JUAN MEZA	ACTING SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$216,048			\$15,123		\$231,171				N	N	N		N	
KATHERINE A YELICK	ASSOCIATE LABORATORY DIRECTOR	LBNL	NO	N/A	\$273,996					\$273,996				Y	N	N		N	
KEM EDWARD ROBINSON	SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$255,876					\$255,876				N	N	N		N	
MIQUEL B SALMERON	SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$251,088					\$251,088				N	N	N		N	
PAUL ADAMS	ACTING SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$169,848			\$42,462		\$212,310				N	N	N		N	
PETER D LICHTY	CHIEF MEDICAL OFFICER	LBNL	NO	N/A	\$241,896					\$241,896				N	N	N		N	
PETER DENES	ACTING SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$208,992	\$5,000		\$15,674		\$229,666				N	N	N		N	
REBECCA RISHELL	DEPUTY CHIEF OPERATING OFFICER	LBNL	NO	N/A	\$204,000					\$204,000				N	N	N		N	
ROGER W FALCONE	ASSOCIATE LABORATORY DIRECTOR	LBNL	NO	N/A	\$278,940					\$278,940				Y	N	N		N	
ROSIO ALVAREZ	CHIEF INFORMATION OFFICER	LBNL	NO	N/A	\$266,508	\$15,000				\$281,508	\$28,375			N	N	N		N	
STEPHEN A GOURLAY	SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$224,940					\$224,940				N	N	N		N	
STEPHEN R LEONE	SCIENTIFIC DIVISION DIRECTOR - FACULTY	LBNL	NO	N/A	\$255,467			\$38,320		\$293,787				N	N	N		N	
TIMOTHY J SYMONS	SCIENTIFIC DIVISION DIRECTOR	LBNL	NO	N/A	\$252,252					\$252,252				N	N	N		N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
VERA POTAPENKO	OPERATIONS DIVISION DIRECTOR	LBNL	NO	N/A	\$253,500					\$253,500				N	N	N		N	
ANNE SAUNDERS BARBOUR	ATHLETIC DIRECTOR	UCB	NO	10%	\$370,150	\$114,568			\$28,235	\$512,953				N	N	N		N	
CHRISTOPHER M PATTI	CHIEF CAMPUS COUNSEL	UCB	YES	10%	\$240,000					\$240,000				Y	N	N	5%	N	
CLAIRE A. HOLMES	ASSOCIATE VICE CHANCELLOR-PUBLIC AFFAIRS	UCB	YES	9%	\$230,000					\$230,000				N	N	N		N	
CLANCY C. PENDERGAST	ASSISTANT COACH OF FOOTBALL	UCB	NO	9%	\$168,000				\$51,027	\$219,027	\$10,544			N	N	N		N	
DAVID A. DURDEN	HEAD COACH-MEN'S SWIMMING AND DIVING	UCB	NO	N/A	\$135,000	\$16,616			\$38,376	\$189,992				N	N	N		N	
DAVID BLINDER	ASSOCIATE VICE CHANCELLOR - UNIVERSITY RELATIONS	UCB	YES	9%	\$240,000					\$240,000				N	N	N		N	\$626,300
DAVID ESQUER	HEAD COACH-BASEBALL	UCB	NO	N/A	\$117,300	\$7,500			\$105,894	\$230,694				N	N	N		N	
DIANA WU DRAGUN	DEAN-UNIVERSITY EXTENSION	UCB	YES	8%	\$164,500					\$164,500				Y	N	N	5%	N	
DIANE L. NINEMIRE	HEAD COACH-SOFTBALL	UCB	NO	N/A	\$143,050	\$16,250			\$59,069	\$218,369				N	N	N		N	
EDWARD J. DENTON	VICE CHANCELLOR-FACILITIES SERVICES	UCB	YES	9%	\$220,500					\$220,500				Y	N	N	5%	N	
FRANK D. YEARY	VICE CHANCELLOR	UCB	YES	9%	\$200,000					\$200,000				Y	N	N	5%	N	
FRANKLIN SCOTT BIDDY	VICE CHANCELLOR-UNIVERSITY RELATIONS	UCB	YES	10%	\$322,000					\$322,000			\$8,916	Y	N	N	5%	N	\$434,100
GEORGE W. BRESLAUER	EXECUTIVE VICE CHANCELLOR & PROVOST	UCB	YES	10%	\$309,100					\$309,100			\$8,916	Y	N	N		N	
GIBOR BASRI	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	YES	9%	\$200,000					\$200,000				Y	N	N		N	
GRAHAM R. FLEMING	VICE CHANCELLOR-RESEARCH	UCB	YES	9%	\$300,000					\$300,000				Y	N	N		N	\$425,950
HARRY LE GRANDE	VICE CHANCELLOR-STUDENT AFFAIRS	UCB	YES	9%	\$215,000					\$215,000				Y	N	N	5%	N	
JEFF TEDFORD	HEAD FOOTBALL COACH	UCB	NO	10%	\$225,000	\$65,003			\$2,106,835	\$2,396,838				N	N	N		N	
JEFFREY GEORGE GENYK	ASSISTANT COACH OF FOOTBALL	UCB	NO	N/A	\$125,000	\$18,000			\$39,209	\$182,209	\$19,594			N	N	N		N	
JOANNE BOYLE	HEAD COACH-WOMEN'S BASKETBALL	UCB	NO	N/A	\$261,039	\$21,842			\$322,076	\$604,957				N	N	N		N	
KEITH POWER	HIGH PERFORMANCE DIRECTOR	UCB	NO	N/A	\$150,000				\$50,195	\$200,195		\$18,500		N	N	N		N	
KEVIN GRIMES	HEAD COACH-MEN'S SOCCER	UCB	NO	8%	\$120,000	\$22,500			\$110,400	\$252,900				N	N	N		N	
MATIAS TARNOPOLSKY	DIRECTOR OF CAL PERFORMANCES	UCB	YES	9%	\$240,000					\$240,000		\$34,760		N	N	N		N	
MICHAEL F. TETI	HEAD COACH-MEN'S CREW	UCB	NO	N/A	\$116,700	\$5,000			\$30,400	\$152,100				N	N	N		N	
MICHAEL J. MONTGOMERY	HEAD COACH-MEN'S BASKETBALL	UCB	NO	N/A	\$250,000	\$565,000			\$1,134,188	\$1,949,188				N	N	N		N	
NATHAN BROSTROM	FORMER VICE CHANCELLOR - ADMINISTRATION	UCB	YES	10%	\$283,100					\$283,100				Y	N	N	5%	N	
NEIL J. MCGUIRE	HEAD COACH - WOMEN'S SOCCER	UCB	NO	N/A	\$114,735	\$1,516			\$5,400	\$121,651				N	N	N		N	
RICHARD J. FELLER	HEAD COACH-WOMEN'S VOLLEYBALL	UCB	NO	N/A	\$114,600	\$10,000			\$36,848	\$161,448				N	N	N		N	
ROBERT J. BIRGENEAU	CHANCELLOR	UCB	YES	10%	\$436,800					\$436,800			\$8,916	Y	Y	N	5%	Y	
SHELTON WAGGENER	ASSOCIATE VICE CHANCELLOR FOR INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCB	YES	9%	\$218,500					\$218,500				Y	N	N	5%	N	
STEPHEN P. MARSHALL	ASSISTANT COACH OF FOOTBALL	UCB	NO	10%	\$168,000	\$41,712			\$91,089	\$300,801				N	N	N		N	
TERI J. MCKEEVER	HEAD COACH-WOMEN'S SWIMMING	UCB	NO	N/A	\$140,268	\$13,000			\$123,119	\$276,387				N	N	N		N	
THOMAS C. LEONARD	UNIVERSITY LIBRARIAN	UCB	YES	9%	\$196,000					\$196,000				Y	N	N		N	
ALLAN D. SIEFKIN	CHIEF MEDICAL OFFICER	UCD	YES	10%	\$342,000	\$170,248				\$512,248				Y	N	N	5%	N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
ANN D FRANKEL	ASSISTANT DIRECTOR OF FINANCE	UCD	NO	N/A	\$207,600	\$39,450				\$247,050				N	N	N		N	
ANN MADDEN RICE	CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER	UCD	YES	10%	\$584,300	\$333,401				\$917,701			\$8,916	Y	N	N	5%	N	
ANNA ORLOWSKI	HEALTH SYSTEM COUNSEL	UCD	YES	9%	\$200,590	\$20,059			\$250	\$220,899				N	N	N		N	
ANNIE M WONG	DIRECTOR, HEALTH SYSTEM CONTRACTS	UCD	NO	N/A	\$215,076	\$42,090				\$257,166				N	N	N		N	
BARRY M KLEIN	VICE CHANCELLOR - RESEARCH	UCD	YES	9%	\$237,400					\$237,400				Y	N	N		N	
BETTY M CLARK	ASSISTANT DIRECTOR, PATIENT CARE SERVICES	UCD	NO	N/A	\$190,680	\$29,528				\$220,208				N	N	N		N	
BEVERLY A SANDEEN	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCD	YES	9%	\$222,500					\$222,500			\$8,916	Y	N	N	5%	N	
CAROL A ROBINSON	CHIEF PATIENT CARE SERVICES OFFICER	UCD	YES	10%	\$273,300	\$111,096				\$384,396				Y	N	N	5%	N	
CHARLES E HESS	ACTING VICE CHANCELLOR - RESEARCH	UCD	NO	N/A	\$237,400					\$237,400				N	N	N		N	
CLAIRE POMEROY	VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE	UCD	YES	10%	\$468,800	\$290,701	\$75,000			\$834,501				Y	N	N		N	
DEBRA L GAGE	DIRECTOR - AMBULATORY CLINICAL OPERATIONS AND MANAGED CARE	UCD	NO	N/A	\$196,268	\$31,542				\$227,810				N	N	N		N	
DENNIS F PENDLETON	DEAN - UNIVERSITY EXTENSION	UCD	YES	8%	\$166,500					\$166,500				Y	N	N	5%	N	
ENRIQUE J LAVERNIA	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	YES	10%	\$307,500					\$307,500			\$8,916	Y	N	N		N	
FRED E. WOOD	VICE CHANCELLOR - STUDENT AFFAIRS	UCD	YES	9%	\$210,000					\$210,000				Y	N	N		N	
GAIL A YOKOTE	ACTING CO-UNIVERSITY LIBRARIAN	UCD	YES	8%	\$131,220			\$13,122		\$144,342				N	N	N		N	
HELEN K HENRY	ACTING CO-UNIVERSITY LIBRARIAN	UCD	YES	8%	\$120,756			\$12,076		\$132,832				N	N	N		N	
JOHN A MEYER	VICE CHANCELLOR - ADMINISTRATIVE AND RESOURCE MANAGEMENT	UCD	YES	9%	\$275,000					\$275,000				Y	N	N	5%	N	
LINDA KATEHI-TSEREGOUNIS	CHANCELLOR	UCD	YES	10%	\$400,000					\$400,000			\$8,916	Y	Y	N		N	
MARILYN J SHARROW	UNIVERSITY LIBRARIAN	UCD	YES	9%	\$191,300					\$191,300				Y	N	N	5%	N	
MICHAEL N MINEAR	CHIEF INFORMATION OFFICER - UC DAVIS HEALTH SYSTEM	UCD	YES	10%	\$310,000	\$143,376				\$453,376				Y	N	N	5%	N	
MICHAEL W BOYD	EXECUTIVE DIRECTOR, FACILITIES	UCD	NO	N/A	\$206,000	\$46,350				\$252,350				N	N	N		N	
PETER M SIEGEL	VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	YES	10%	\$262,500					\$262,500				Y	N	N	5%	N	
RANDOLPH M. SIVERSON	ACTING UNIVERSITY LIBRARIAN	UCD	NO	N/A	\$180,000					\$180,000				N	N	N		N	
ROBERT B TAYLOR	ASSISTANT DIRECTOR - ADMINISTRATIVE & PROFESSIONAL SERVICES	UCD	NO	N/A	\$190,680	\$33,595		\$9,080		\$233,355				N	N	N		N	
SHELTON J DURUISSEAU	ASSOCIATE VICE CHANCELLOR - DIVERSITY AND INCLUSION AND CHIEF EXTERNAL AFFAIRS OFFICER, UC DAVIS HEALTH SYSTEM	UCD	YES	10%	\$290,000	\$125,244				\$415,244				Y	N	N	5%	N	
STANLEY E NOSEK JR	ACTING VICE CHANCELLOR - RESEARCH	UCD	YES	9%	\$237,400					\$237,400				N	N	N		N	
STANLEY E NOSEK JR	SPECIAL CONSULTANT TO THE CHANCELLOR	UCD	YES	9%	\$224,000					\$224,000				Y	N	N	5%	N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
STEVEN A. DROWN	CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCD	YES	9%	\$205,045					\$205,045				Y	N	N	5%	N	
VINCENT L JOHNSON	CHIEF OPERATING OFFICER OF THE UC DAVIS MEDICAL CENTER	UCD	YES	10%	\$450,000	\$210,510				\$660,510				Y	N	N	5%	N	\$671,650
WILLIAM H MC GOWAN	CHIEF FINANCIAL OFFICER - UC DAVIS MEDICAL CENTER	UCD	YES	10%	\$419,700	\$208,927				\$628,627				Y	N	N	5%	N	
ALICE ISSAI	CHIEF OPERATING OFFICER	UCI	YES	10%	\$340,000	\$74,621				\$414,621				Y	N	N	5%	N	
CYNTHIA A. WINNER	CHIEF ADMINISTRATOR, CLINICAL SERVICES	UCI	YES	9%	\$238,200	\$43,670			\$13,690	\$295,560				N	N	N		N	
DANIEL G. ALDRICH III	INTERIM VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCI	NO	N/A	\$265,000					\$265,000				N	N	N		N	
DIANE FIELDS GEOCARIS	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCI	YES	9%	\$223,045					\$223,045				Y	N	N	5%	N	
EUGENE SPIRITUS	CHIEF MEDICAL OFFICER	UCI	YES	10%	\$310,000	\$93,000				\$403,000				Y	N	N	5%	N	
GERALD RAY LOWELL	INTERIM UNIVERSITY LIBRARIAN	UCI	YES	8%	\$180,000					\$180,000				N	N	N		N	
JIMMY MATHEW MURRY	CHIEF INFORMATION OFFICER	UCI	YES	10%	\$274,300	\$48,010				\$322,310				Y	N	N	5%	N	
JOHN C. HEMMINGER	VICE CHANCELLOR - RESEARCH	UCI	NO	N/A	\$300,000					\$300,000				Y	N	N		N	
KAREN A GRIMLEY	CHIEF NURSING OFFICER	UCI	NO	N/A	\$274,000					\$274,000	\$4,268			Y	N	N	5%	N	
KURT E STAUDER	EXECUTIVE DIRECTOR - AMBULATORY SERVICES	UCI	NO	N/A	\$238,000	\$31,733				\$269,733				N	N	N		N	
MARGARET T CONK	CHIEF STRATEGY OFFICER	UCI	NO	N/A	\$260,000					\$260,000				Y	N	N	5%	N	
MEREDITH MICHAELS JED	VICE CHANCELLOR - PLANNING AND BUDGET	UCI	YES	9%	\$225,000					\$225,000				Y	N	N	5%	N	\$300,000
MICHAEL J. GILLESPIE	HEAD COACH - BASEBALL	UCI	YES	8%	\$140,000				\$11,058	\$151,058				N	N	N		N	
MICHAEL RYAN GOTTFREDSON	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCI	YES	10%	\$301,500					\$301,500			\$8,916	Y	N	N		N	\$373,550
MICHAEL V DRAKE	CHANCELLOR	UCI	YES	10%	\$392,200					\$392,200			\$8,916	Y	Y	N	5%	N	
MONA M.C. WAPNER	ASSOCIATE DEAN OF FINANCE, SCHOOL OF MEDICINE	UCI	YES	9%	\$240,000					\$240,000				N	N	N		N	
MORRIS J. FRIELING	CHIEF FINANCIAL OFFICER	UCI	YES	10%	\$267,700	\$24,181				\$291,881				Y	N	N	5%	N	
PATRICIA D. THATCHER	EXECUTIVE DIRECTOR - HR AND CUSTOMER SERVICE, MEDICAL CENTER	UCI	YES	9%	\$196,547	\$34,401				\$230,948				N	N	N		N	
PETER SCHNEIDER	CHIEF HEALTH SCIENCES COUNSEL	UCI	YES	9%	\$220,000					\$220,000				N	N	N		N	
PETER WOON	CONTROLLER - FINANCIAL ADMINISTRATION, MEDICAL CENTER	UCI	NO	N/A	\$209,160	\$27,888			\$12,021	\$249,069				N	N	N		N	
RALPH V CLAYMAN	DEAN - SCHOOL OF MEDICINE	UCI	YES	10%	\$390,000		\$100,000			\$490,000				Y	N	N		N	
RUSSELL DEVLIN TURNER	HEAD MEN'S BASKETBALL COACH	UCI	YES	9%	\$205,000					\$205,000		\$5,500		N	N	N		N	
SUSAN J. RAYBURN	CHIEF CONTRACTING OFFICER	UCI	YES	9%	\$212,700	\$82,716				\$295,416				Y	N	N	5%	N	
SUSAN V BRYANT	FORMER VICE CHANCELLOR - RESEARCH	UCI	YES	10%	\$275,000					\$275,000				Y	N	N		N	
TERRY A BELMONT	CHIEF EXECUTIVE OFFICER	UCI	YES	10%	\$630,000	\$147,021				\$777,021			\$8,916	Y	N	N	5%	N	
THOMAS A. PARHAM	INTERIM VICE CHANCELLOR - STUDENT AFFAIRS	UCI	NO	N/A	\$200,000					\$200,000				Y	N	N		N	
WENDELL C BRASE	VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES	UCI	YES	9%	\$224,600					\$224,600				Y	N	N	5%	N	\$300,000
A. EUGENE WASHINGTON	VICE CHANCELLOR--HEALTH SCIENCES AND DEAN--DAVID GEFLEN SCHOOL OF MEDICINE	UCLA	YES	10%	\$515,000		\$154,167			\$669,167	\$14,233	\$64,375		Y	N	N		N	
ALLISON BAIRD-JAMES	ASSOCIATE VICE CHANCELLOR--CORPORATE FINANCIAL SERVICES AND CONTROLLER	UCLA	N/A	N/A	\$225,000					\$225,000		\$2,321		N	N	N		N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
AMIR DAN RUBIN	FORMER CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM	UCLA	YES	10%	\$547,600	\$267,064				\$814,664				Y	N	N	5%	N	
ARPI CHALIAN	ELECTRONIC HEALTH RECORD DIRECTOR, DEPLOYMENT SERVICES	UCLA	NO	N/A	\$225,000					\$225,000				N	N	N		N	
BENJAMIN CLARK HOWLAND	HEAD COACH, MEN'S BASKETBALL	UCLA	NO	10%	\$300,000				\$1,789,826	\$2,089,826				N	N	N		N	\$900,000
BERNADETTE LODGE-LEMON	DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM	UCLA	NO	N/A	\$234,000	\$21,870				\$255,870				N	N	N		N	
CATHY A. SANDEEN	DEAN -- CONTINUING EDUCATION AND UNEX	UCLA	YES	9%	\$213,400					\$213,400				Y	N	N	5%	N	\$560,000
CATHY RODGERS WARD	DIRECTOR, NURSING, UCLA HOSPITAL SYSTEM	UCLA	NO	N/A	\$234,662	\$21,870				\$256,532				N	N	N		N	
CHARLES GEORGE BULLOUGH	DEFENSIVE COORDINATOR, FOOTBALL	UCLA	NO	N/A	\$265,000				\$74,921	\$339,921				N	N	N		N	
CLAUDIA I MITCHELL-KERNAN	VICE CHANCELLOR -- GRADUATE STUDIES & DEAN -- GRADUATE DIVISION	UCLA	YES	9%	\$203,700					\$203,700				Y	N	N	5%	N	
DANIEL GENE GUERRERO	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	NO	7%	\$512,663	\$67,500			\$38,174	\$618,337				N	N	N		N	\$850,000
DAVID T FEINBERG	ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER, HOSPITAL SYSTEM	UCLA	YES	10%	\$900,000	\$429,467				\$1,329,467			\$8,916	Y	N	N		N	
DIANE J ZALBA	DIRECTOR - PHARMACEUTICAL SERVICES	UCLA	NO	N/A	\$213,185	\$16,628				\$229,813				N	N	N		N	
DOUGLAS A GUNDERSON	EXECUTIVE DIRECTOR, OPERATIVE SERVICES	UCLA	NO	N/A	\$214,322	\$39,564				\$253,886				N	N	N		N	
ELLEN S. POLLACK	INPATIENT BUILD DIRECTOR	UCLA	NO	N/A	\$225,000	\$15,313				\$240,313				N	N	N		N	
FARANAK K ELAHI	CHIEF ADMINISTRATIVE OFFICER	UCLA	YES	9%	\$231,900	\$20,165				\$252,065				N	N	N		N	
FRANCIS VAN RENSSLAER GANSZ	ASSISTANT COACH/SPECIAL TEAMS COORDINATOR, FOOTBALL	UCLA	NO	8%	\$205,000				\$1,293	\$206,293				N	N	N		N	
GARY EUGENE STRONG	UNIVERSITY LIBRARIAN	UCLA	YES	9%	\$244,600					\$244,600				Y	N	N	5%	N	
GENE D. BLOCK	CHANCELLOR	UCLA	YES	10%	\$416,000					\$416,000			\$8,916	Y	Y	N		N	
GEORGE N LETTENEY	INVESTMENT COORDINATOR FINANCE & INFORMATION MANAGEMENT	UCLA	YES	8%	\$212,600			\$31,890		\$244,490				N	N	N		N	
GERALD S. LEVEY	FORMER VICE CHANCELLOR -- MEDICAL SCIENCES & DEAN -- SCHOOL OF MEDICINE	UCLA	YES	10%	\$530,000		\$17,250			\$547,250			\$8,916	Y	N	N	5%	N	\$800,000
GINGER OSMAN	CHIEF ADMINISTRATIVE OFFICER, GEFLEN SCHOOL OF MEDICINE	UCLA	YES	9%	\$231,400	\$15,000				\$246,400				N	N	N		N	
HEIDI M. CROOKS	SR. ASSOCIATE DIRECTOR -- OPERATIONS & PATIENT CARE SERVICES	UCLA	YES	10%	\$266,800	\$121,556				\$388,356				Y	N	N	5%	N	
J THOMAS ROSENTHAL	CHIEF MEDICAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	YES	10%	\$431,500	\$201,815				\$633,315				Y	N	N		N	
JAMES S ECONOMOU	VICE CHANCELLOR FOR RESEARCH	UCLA	YES	7%	\$210,000					\$210,000				Y	N	N		N	
JANE ESTHER BOUBELIK	CHIEF LEGAL COUNSEL, MEDICAL SCIENCES	UCLA	YES	9%	\$235,000	\$54,027				\$289,027				N	N	N		N	
JANINA MONTERO	VICE CHANCELLOR -- STUDENT AFFAIRS	UCLA	YES	9%	\$228,400					\$228,400				Y	N	N	5%	N	\$639,200
JOHN JOSEPH SAVAGE	HEAD COACH, BASEBALL	UCLA	NO	2%	\$209,500	\$25,000			\$66,922	\$301,422				N	N	N		N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
JOHN SHANNON O'KELLEY	ASSOCIATE DIRECTOR, OPERATIONS -- CLINICAL SERVICES, UCLA HOSPITAL SYSTEM	UCLA	NO	N/A	\$279,000	\$46,948				\$325,948				N	N	N		N	
JUDITH ROTHMAN	ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE	UCLA	YES	10%	\$244,300	\$138,690				\$382,990				Y	N	N	5%	N	\$966,650
KATHARINE O CARPENTER	CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA--UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	YES	10%	\$266,800	\$116,220				\$383,020				Y	N	N	5%	N	
KATHRYN ATCHISON	VICE PROVOST -- INTELLECTUAL PROPERTY & INDUSTRY RELATIONS	UCLA	YES	9%	\$234,000					\$234,000				N	N	N		N	
KEVIN S. REED	VICE CHANCELLOR, LEGAL AFFAIRS & ASSOCIATE GENERAL COUNSEL	UCLA	YES	10%	\$265,500					\$265,500				Y	N	N	5%	N	
LUBBE LEVIN	ASSOCIATE VICE CHANCELLOR -- CAMPUS HUMAN RESOURCES	UCLA	YES	9%	\$200,000					\$200,000				Y	N	N	5%	N	
MARCIA LEE SMITH	ASSOCIATE VICE CHANCELLOR -- RESEARCH ADMINISTRATION	UCLA	YES	9%	\$225,000					\$225,000				N	N	N		N	
MARK A SPEARE	SR. ASSOC. DIRECTOR, MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES	UCLA	NO	N/A	\$297,400	\$58,752				\$356,152				N	N	N		N	
MARTHA ARVIN	CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES	UCLA	YES	10%	\$244,900	\$12,851				\$257,751	\$13,807	\$24,490		Y	N	N	5%	N	
MARY FRANCES FLYNN	DIRECTOR, MANAGED CARE PROGRAM, UCLA MEDICAL CENTER	UCLA	NO	N/A	\$251,347	\$44,936				\$296,283				N	N	N		N	
MICHAEL J. STORLIE	CHIEF TECHNOLOGY OFFICER, MEDICAL INFORMATION TECHNOLOGY SERVICES	UCLA	NO	N/A	\$204,478	\$19,221				\$223,699	\$534			N	N	N		N	
MICHAEL SWIERNIK	DIRECTOR, MEDICAL INFORMATICS	UCLA	NO	N/A	\$212,287	\$16,558				\$228,845				N	N	N		N	
NORA L VALDIVIEZO	DIRECTOR, FINANCIAL SYSTEMS, UCLA MEDICAL CENTER	UCLA	NO	N/A	\$218,700	\$19,464				\$238,164				N	N	N		N	
NORMAN YEW HEEN CHOW	FOOTBALL OFFENSIVE COORDINATOR	UCLA	NO	N/A	\$250,000	\$254,000			\$133,580	\$637,580				N	N	N		N	
PAMELA J JESTER	DIRECTOR, CONTINUING EDUCATION OF THE BAR	UCLA	YES	9%	\$203,000					\$203,000				Y	N	N	5%	N	
PAUL A STATON	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	YES	10%	\$420,000	\$185,334				\$605,334				Y	N	N	5%	N	
PAUL H. WATKINS	DIRECTOR, SUPPORT SERVICES, UCLA HOSPITAL SYSTEM	UCLA	NO	N/A	\$236,100	\$40,663				\$276,763				N	N	N		N	
PETER E HENDRICKSON	ASSOCIATE VICE CHANCELLOR, DESIGN & CONSTRUCTION	UCLA	YES	10%	\$244,400					\$244,400				N	N	N		N	
RHEA P TURTELTAUB	VICE CHANCELLOR -- EXTERNAL AFFAIRS	UCLA	YES	10%	\$300,000				\$558	\$300,558			\$8,916	Y	N	N	5%	N	
RICHARD GERALD NEUHEISEL	HEAD FOOTBALL COACH	UCLA	NO	10%	\$250,000				\$1,042,399	\$1,292,399				N	N	N		N	\$1,500,000
ROBERT DUWORS	DEPUTY DIRECTOR FOR ADMINISTRATION AND FINANCE	UCLA	YES	9%	\$239,200	\$18,907				\$258,107				N	N	N		N	
ROBERT WILLIAM PALCIC JR	ASSISTANT COACH, FOOTBALL	UCLA	NO	2%	\$210,000				\$8,541	\$218,541				N	N	N		N	
ROBERTO PECCEI	FORMER VICE CHANCELLOR -- RESEARCH	UCLA	YES	10%	\$248,400					\$248,400				Y	N	N	5%	N	\$400,000

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
S MORABITO	ADMINISTRATIVE VICE CHANCELLOR	UCLA	YES	10%	\$265,500					\$265,500				Y	N	N	5%	N	
SCOTT L WAUGH	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	YES	10%	\$366,000					\$366,000			\$8,916	Y	N	N	5%	N	
STEVEN A. OLSEN	VICE CHANCELLOR -- FINANCE, BUDGET & CAPITAL PROGRAMS	UCLA	YES	10%	\$288,300					\$288,300				Y	N	N	5%	N	\$709,400
SUSIE L. LU	ASSOCIATE DIRECTOR, OPERATIONS- OUTPATIENT/ANCILLARY SERVICES, UCLA HOSPITAL SYSTEM	UCLA	NO	N/A	\$279,000	\$45,165				\$324,165		\$5,375		N	N	N		N	
THOMAS H RICE	VICE CHANCELLOR -- ACADEMIC PERSONNEL	UCLA	YES	9%	\$236,500					\$236,500				Y	N	N		N	
TIM HUNDLEY	ASSISTANT COACH, FOOTBALL	UCLA	NO	N/A	\$190,000				\$5,576	\$195,576				N	N	N		N	
VIRGINIA A. MCFERRAN	CHIEF INFORMATION OFFICER -- UCLA MEDICAL ENTERPRISE	UCLA	YES	10%	\$344,000	\$79,085				\$423,085	\$8,887			Y	N	N	5%	N	\$640,800
WALTER LEE HOWARD JR	ASSISTANT HEAD COACH, FOOTBALL	UCLA	NO	9%	\$205,000				\$7,325	\$212,325				N	N	N		N	
WILLIAM W MARTIN	HEAD COACH, MEN'S TENNIS	UCLA	NO	3%	\$104,500				\$218,245	\$322,745				N	N	N		N	
YOLANDA NICOLE CALDWELL	HEAD WOMEN'S BASKETBALL COACH	UCLA	NO	2%	\$250,000				\$56,113	\$306,113				N	N	N		N	\$688,500
DAVID H. HOSLEY	INTERIM VICE CHANCELLOR - UNIVERSITY RELATIONS	UCM	YES	9%	\$201,000					\$201,000				N	N	N		N	
JANE FIORI LAWRENCE	VICE CHANCELLOR- STUDENT AFFAIRS	UCM	YES	9%	\$181,800					\$181,800				Y	N	N	5%	N	\$324,000
JANET ELIZABETH YOUNG	ASSOCIATE CHANCELLOR AND CHIEF OF STAFF	UCM	YES	8%	\$180,000					\$180,000				Y	N	N	3%	N	\$210,350
KEITH EDWARD ALLEY	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCM	YES	10%	\$240,500					\$240,500			\$8,916	Y	N	N		N	
MARY E MILLER	VICE CHANCELLOR- ADMINISTRATION	UCM	YES	9%	\$203,500					\$203,500				Y	N	N	5%	N	\$825,000
RICHARD MONROE KOGUT	ASSOCIATE VICE CHANCELLOR- CHIEF INFORMATION OFFICER	UCM	YES	9%	\$187,700					\$187,700				Y	N	N	5%	N	\$202,500
ROBERT BRUCE MILLER	UNIVERSITY LIBRARIAN	UCM	YES	8%	\$162,300					\$162,300				Y	N	N	5%	N	
SAMUEL JUSTIN TRAINA	VICE CHANCELLOR OF RESEARCH AND DEAN OF THE GRADUATE SCHOOL	UCM	YES	9%	\$202,000					\$202,000				Y	N	N		N	\$276,000
SUNG MO KANG	CHANCELLOR	UCM	YES	10%	\$295,000					\$295,000			\$8,916	Y	Y	N		N	
AILEEN LIU	ASSOCIATE DIRECTOR	UCOP	NO	N/A	\$180,438	\$148,230				\$328,668				N	N	N		N	
ALICE L YEE	SENIOR PORTFOLIO MANAGER	UCOP	NO	N/A	\$197,030	\$224,998				\$422,028				N	N	N		N	
ALYSSA CORINNE RIEDER	INVESTMENT OFFICER, PUBLIC EQUITY INVESTMENT	UCOP	NO	N/A	\$180,438	\$130,012				\$310,450				N	N	N		N	
ANITA P. GURSAHANI	DEPUTY TO THE ASSOCIATE VICE PRESIDENT - LABORATORY OPERATIONS	UCOP	YES	10%	\$256,000					\$256,000				Y	N	N	5%	N	
BRIAN JOHNSON	RA INVESTMENT OFFICER	UCOP	NO	N/A	\$180,438	\$131,994				\$312,432				N	N	N		N	
BRUCE B DARLING	EXECUTIVE VICE PRESIDENT	UCOP	YES	10%	\$391,400					\$391,400			\$8,916	Y	N	N	5%	N	\$573,750
CATHRYN L NATION	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	YES	9%	\$185,000					\$185,000				Y	N	N	5%	N	
CHARLES F ROBINSON	VICE PRESIDENT, GENERAL COUNSEL - LEGAL AFFAIRS	UCOP	YES	10%	\$416,000					\$416,000			\$8,916	Y	N	N	5%	N	\$800,000
CHRISTOPHER F EDLEY	SENIOR POLICY ADVISOR TO THE PRESIDENT	UCOP	YES	10%	\$307,000			\$43,000		\$350,000				Y	N	N		N	
DANIEL C SAMPSON	ASST VP FINANCIAL CONTROLS AND ACCOUNTABILITY	UCOP	YES	9%	\$213,200					\$213,200				Y	N	N	5%	N	
DANIEL G. ALDRICH III	FORMER SENIOR DEVELOPMENT ASSOCIATE	UCOP	YES	10%	\$185,000					\$185,000				N	N	N		N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
DANIEL I GREENSTEIN	VICE PROVOST-ACADEMIC INFORMATION AND STRATEGIC SERVICES	UCOP	YES	10%	\$244,700					\$244,700				Y	N	N	5%	N	
DAVID DOUGLAS HUGHES	INVESTMENT OFFICER-EXTERNALLY MANAGED INVESTMENTS	UCOP	NO	N/A	\$180,438	\$122,575				\$303,013				N	N	N		N	
DAVID JOSEPH ERNST	CHIEF INFORMATION OFFICER AND ASSOCIATE VICE PRESIDENT FOR INFORMATION TECHNOLOGY	UCOP	YES	9%	\$238,000					\$238,000				Y	N	N	5%	N	\$450,750
DAVID MARK BIRNBAUM	DEPUTY GENERAL COUNSEL-EDUCATIONAL AFFAIRS & CAMPUS SERVICES	UCOP	YES	9%	\$250,000					\$250,000				Y	N	N	5%	N	
DAVID W SCHROEDER	SENIOR PORTFOLIO MANAGER	UCOP	NO	N/A	\$269,620	\$280,717				\$550,337				N	N	N		N	
DEBORA OBLEY	ASSOCIATE VICE PRESIDENT - BUDGET OPERATIONS	UCOP	YES	9%	\$198,300					\$198,300				Y	N	N	5%	N	
DEBORAH WYLIE	ASSOCIATE VICE PRESIDENT - CAPITAL RESOURCES MANAGEMENT	UCOP	NO	N/A	\$180,000					\$180,000	\$7,084	\$15,000		Y	N	N	5%	N	
DIANE MARIE GRIFFITHS	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	YES	10%	\$295,000					\$295,000			\$8,916	Y	N	N	5%	Y	
DWAINE BRIAN DUCKETT	VICE PRESIDENT-HUMAN RESOURCES	UCOP	YES	10%	\$300,000					\$300,000	\$15,475		\$8,916	Y	N	N	5%	N	\$989,100
GEOFFREY A O'NEILL	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	YES	8%	\$178,500					\$178,500				Y	N	N	5%	N	
GLENN LAWRENCE MARA	ACTING ASSOCIATE VICE PRESIDENT - LABORATORY PROGRAMS	UCOP	YES	10%	\$136,826					\$136,826				N	N	N		N	
GLORIA BROWNING GIL	MANAGING DIRECTOR - REAL ASSETS	UCOP	NO	N/A	\$279,990	\$67,750				\$347,740				N	N	N		N	\$726,200
GRACE MARGUERITE CRICKETTE	CHIEF RISK OFFICER	UCOP	YES	9%	\$196,700					\$196,700				Y	N	N	5%	N	
HAGGAI HISGILOV	EXECUTIVE DIRECTOR, STRATEGIC SOURCING	UCOP	YES	9%	\$222,424					\$222,424				N	N	N		N	
JEFFREY A BLAIR	FORMER DEPUTY GENERAL COUNSEL - LITIGATION, LABOR & EMPLOYMENT	UCOP	YES	9%	\$250,000					\$250,000				Y	N	N	5%	N	
JESSE L PHILLIPS	SENIOR MANAGING DIRECTOR, RISK MANAGEMENT	UCOP	YES	10%	\$301,600	\$323,238				\$624,838				Y	N	N	5%	N	
JOHN DAVID STOBO DR.	SENIOR VICE PRESIDENT - HEALTH SCIENCES AND SERVICES	UCOP	YES	10%	\$580,000	\$206,625				\$786,625			\$8,916	Y	N	N	5%	N	\$1,330,000
JOHN E PLOTTS	FORMER ASST VP--FINANCIAL MANAGEMENT	UCOP	YES	9%	\$236,108					\$236,108				Y	N	N	5%	N	
JOHN GARY FALLE	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	YES	10%	\$270,000					\$270,000				Y	N	N	5%	N	
JUDY KAORU SAKAKI	VICE PRESIDENT--STUDENT AFFAIRS	UCOP	YES	10%	\$246,300					\$246,300			\$8,916	Y	N	N	5%	N	\$589,650
JULIA ANN WINTERSON	INVESTMENT OFFICER, PRIVATE EQUITY	UCOP	NO	N/A	\$180,438	\$161,456				\$341,894				N	N	N		N	
KIM B EVANS	SENIOR PORTFOLIO MANAGER	UCOP	NO	N/A	\$259,250	\$149,785				\$409,035				N	N	N		N	
LAWRENCE HOWELL PITTS	FORMER INTERIM PROVOST AND EXECUTIVE VICE PRESIDENT, ACADEMIC AFFAIRS	UCOP	YES	10%	\$350,000					\$350,000				N	N	N		N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
LAWRENCE HOWELL PITTS	PROVOST AND EXECUTIVE VICE PRESIDENT, ACADEMIC AFFAIRS	UCOP	YES	10%	\$350,000					\$350,000				Y	N	N	5%	N	
LINDA FRIED	INVESTMENT OFFICER	UCOP	NO	N/A	\$269,620	\$167,906				\$437,526				N	N	N		N	
LYNDA HEE CHOI	MANAGING DIRECTOR - ABSOLUTE RETURN	UCOP	NO	N/A	\$270,657	\$229,701				\$500,358				N	N	N		N	\$523,600
LYNNE E WITHEY	DIRECTOR, UNIVERSITY PRESS	UCOP	YES	9%	\$207,000					\$207,000				Y	N	N	5%	N	
MARIE N BERGGREN	CHIEF INVESTMENT OFFICER AND VICE PRESIDENT-INVESTMENTS AND ACTING TREASURER	UCOP	YES	10%	\$470,000	\$717,275				\$1,187,275			\$8,916	Y	N	N	5%	N	
MARK GEORGE YUDOF	PRESIDENT OF THE UNIVERSITY	UCOP	YES	10%	\$591,084					\$591,084			\$8,916	Y	Y	N		Y	
MARSHA KELMAN	ASSOCIATE VICE PRESIDENT - POLICY AND ANALYSIS	UCOP	YES	10%	\$248,000					\$248,000				Y	N	N	5%	N	
MARY LYNN TIERNEY	AVP - COMMUNICATIONS	UCOP	YES	9%	\$239,000					\$239,000				Y	N	N	5%	N	
MARY SHANNA CROUGHAN	EXECUTIVE DIRECTOR, RESEARCH GRANTS AND PROGRAM	UCOP	YES	8%	\$165,000					\$165,000				Y	N	N	5%	N	
MAX M REYNOLDS	INTERIM DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	YES	10%	\$205,205			\$44,795		\$250,000				N	N	N		N	
MAX M REYNOLDS	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	YES	10%	\$250,000					\$250,000				Y	N	N	5%	N	
MELVIN L STANTON	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	YES	10%	\$306,800	\$366,647				\$673,447				Y	N	N	5%	N	
MICHAEL REESE	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	YES	9%	\$236,300					\$236,300				Y	N	N	5%	N	\$545,000
MICHELE ELISE CUCULLU	INVESTMENT OFFICER-PRIVATE EQUITY INVESTMENTS	UCOP	NO	N/A	\$180,438	\$135,424				\$315,862				N	N	N		N	
NATHAN ERIC BROSTROM	FORMER INTERIM EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	YES	10%	\$283,100					\$283,100				N	N	N	5%	N	
NATHAN ERIC BROSTROM	EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	YES	10%	\$375,000					\$375,000				N	N	N	5%	N	
PATRICK JAMES LENZ	VICE PRESIDENT - BUDGET & CAPITAL RESOURCES	UCOP	YES	10%	\$272,500					\$272,500			\$8,916	Y	N	N	5%	N	
PAUL S WEISS	EXECUTIVE DIRECTOR, INFORMATION RESOURCES AND COMMUNICATIONS AND TECHNOLOGY SUPPORT SERVICES AND CIO	UCOP	YES	9%	\$227,337					\$227,337				N	N	N		N	
PEGGY MCNAMARA ARRIVAS	AVP SYSTEMWIDE CONTROLLER	UCOP	YES	10%	\$295,000					\$295,000	\$40,340	\$73,750		Y	N	N	5%	N	
PETER JOHN TAYLOR	EXECUTIVE VICE PRESIDENT AND CHIEF FINANCIAL OFFICER	UCOP	YES	10%	\$400,000					\$400,000			\$8,916	Y	N	N	5%	N	\$472,500
RANDOLPH E WEDDING	SENIOR MANAGING DIRECTOR-FIXED INCOME INVESTMENTS	UCOP	YES	10%	\$306,800	\$362,581				\$669,381				Y	N	N	5%	N	
RANDOLPH R. SCOTT	EXECUTIVE DIRECTOR - HUMAN RESOURCES TALENT MANAGEMENT & STAFF DEVELOPMENT	UCOP	YES	9%	\$224,398					\$224,398				N	N	N		N	
ROBERT O YASTISHAK	DIRECTOR OF OPERATIONS	UCOP	No	N/A	\$160,000	\$91,200				\$251,200				N	N	N		N	
ROBERT VAN NESS	ASSOC VP-LABORATORY OPERATIONS & ADMINISTRATION	UCOP	YES	10%	\$318,200					\$318,200				Y	N	N	5%	N	
RONALD A NELSON	DIRECTOR-CONTRACTS MANAGEMENT	UCOP	YES	9%	\$224,300					\$224,300				Y	N	N	3%	N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
RUSSELL WILLIAM RUMBERGER	VICE PROVOST - EDUCATION PARTNERSHIP	UCOP	NO	N/A	\$250,000					\$250,000				Y	N	N		Y	
SANDRA H KIM	EXECUTIVE DIRECTOR - EXTERNAL FINANCE	UCOP	YES	9%	\$225,000					\$225,000				Y	N	N	5%	N	
SANTIAGO MUNOZ III	ASSOCIATE VICE PRESIDENT- CLINICAL SERVICES DEVELOPMENT	UCOP	YES	9%	\$201,400	\$80,400				\$281,800				Y	N	N	5%	N	
SATISH ANANTHASWAMY	SENIOR PORTFOLIO MANAGER	UCOP	NO	N/A	\$254,065	\$95,769				\$349,834				N	N	N		N	
SHERYL JEANNE VACCA	SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER	UCOP	YES	10%	\$405,000					\$405,000			\$8,916	Y	N	N	5%	N	
STEVE JUAREZ	ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS	UCOP	YES	9%	\$230,000					\$230,000			\$8,916	Y	N	N		N	\$684,000
STEVEN VAN WALTER BECKWITH	VICE PRESIDENT, RESEARCH AND GRADUATE STUDIES	UCOP	YES	10%	\$320,000					\$320,000		\$16,000	\$8,916	Y	N	N		N	\$1,300,000
SUSAN L. CARLSON	VICE PROVOST - ACADEMIC PERSONNEL	UCOP	YES	10%	\$250,000					\$250,000	\$4,271	\$62,500		Y	N	N	5%	N	
THOMAS JOHAN LURQUIN	DIRECTOR-PRIVATE EQUITY	UCOP	NO	N/A	\$213,466	\$298,818				\$512,284				N	N	N		N	
TIMOTHY JACOB RECKER	MANAGING DIRECTOR-PRIVATE EQUITY INVESTMENTS	UCOP	NO	N/A	\$270,135	\$405,531				\$675,666				N	N	N		N	\$1,000,000
TINA W COMBS	DEPUTY GENERAL COUNSEL	UCOP	YES	10%	\$244,900					\$244,900				Y	N	N	5%	N	
VICTORIA OWENS	INVESTMENT OFFICER, PUBLIC EQUITY GROUP	UCOP	NO	N/A	\$180,438	\$47,322				\$227,760				N	N	N		N	
WILLIAM JORDAN COAKER JR.	SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS	UCOP	YES	10%	\$275,000	\$461,815				\$736,815				Y	N	N	5%	N	
WILLIAM TINSLEY TUCKER	EXECUTIVE DIRECTOR- INNOVATION ALLIANCES & SERVICES	UCOP	YES	9%	\$189,800					\$189,800				Y	N	N	5%	N	
XIAOCHUAN SHARON ZHANG	INVESTMENT OFFICER	UCOP	NO	N/A	\$180,438	\$160,812				\$341,250				N	N	N		N	
CHARLES FRANCIS LOUIS	VICE CHANCELLOR-RESEARCH	UCR	YES	9%	\$240,000					\$240,000				Y	N	N		N	\$350,000
DALLAS L. RABENSTEIN	ACTING EXECUTIVE VICE CHANCELLOR AND PROVOST	UCR	YES	9%	\$262,500					\$262,500				N	N	N		N	
GLENN RICHARD OLDS	AFFAIRS & DEAN-SCHOOL OF MEDICINE	UCR	YES	10%	\$525,000	\$66,667				\$591,667	\$14,696	\$131,250		Y	N	N		N	
GRETCHEN S. BOLAR	VICE CHANCELLOR--FINANCE AND BUSINESS OPERATIONS	UCR	YES	9%	\$237,100					\$237,100				Y	N	N	5%	N	
JAMES A. WOOLDRIDGE	HEAD COACH - MEN'S BASKETBALL	UCR	YES	9%	\$200,000					\$200,000		\$7,083		N	N	N		N	
JAMES W. SANDOVAL	VICE CHANCELLOR--STUDENT AFFAIRS	UCR	YES	9%	\$209,900					\$209,900				Y	N	N	5%	N	
JOHN P MARGARITIS	HEAD COACH - WOMEN'S BASKETBALL	UCR	YES	8%	\$182,500					\$182,500				N	N	N		N	
MICHELE C. COYLE	CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL	UCR	YES	9%	\$193,000					\$193,000				Y	N	N	5%	N	
PETER A. HAYASHIDA	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	YES	9%	\$265,000					\$265,000			\$8,916	Y	N	N	5%	N	\$409,500
PHYLLIS GUZE	FORMER ACTING VICE CHANCELLOR-HEALTH AFFAIRS AND DEAN-SCHOOL OF MEDICINE	UCR	YES	9%	\$126,400		\$180,533			\$306,933				N	N	N		N	
PHYLLIS GUZE	ASSOCIATE VICE CHANCELLOR-HEALTH AFFAIRS AND EXECUTIVE ASSOCIATE DEAN-SCHOOL OF MEDICINE	UCR	YES	9%	\$189,600		\$117,333			\$306,933				N	N	N		N	
RUTH M. JACKSON	UNIVERSITY LIBRARIAN	UCR	YES	9%	\$189,300					\$189,300				Y	N	N	5%	N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
SHARON A. DUFFY	ACTING DEAN-UNIVERSITY EXTENSION	UCR	YES	8%	\$131,994			\$52,006		\$184,000				N	N	N		N	
SHARON A. DUFFY	DEAN-UNIVERSITY EXTENSION	UCR	NO	N/A	\$184,000					\$184,000				Y	N	N		N	
SUSAN HACKWOOD	SPECIAL ASSISTANT TO THE CHANCELLOR	UCR	YES	0%	\$222,080					\$222,080				N	N	N		N	
TIMOTHY P WHITE	CHANCELLOR	UCR	YES	10%	\$325,000				\$2,580	\$327,580			Leased Auto	Y	Y	N		N	
ARTHUR GOSSARD	FORMER ASSOCIATE VICE CHANCELLOR FOR ACADEMIC PERSONNEL	UCSB	YES	10%	\$240,200				\$50,807	\$291,007				N	N	N		N	\$200,000
GLENN E LUCAS	EXECUTIVE VICE CHANCELLOR	UCSB	YES	10%	\$267,900					\$267,900			\$8,916	Y	N	N		N	
HENRY T. YANG	CHANCELLOR	UCSB	YES	10%	\$315,000					\$315,000			\$8,916	Y	Y	N	5%	N	
LINDSAY C GOTTLIEB	HEAD COACH WOMEN'S BASKETBALL	UCSB	YES	8%	\$155,000					\$155,000				N	N	N		N	
MICHAEL D YOUNG	VICE CHANCELLOR FOR STUDENT AFFAIRS	UCSB	YES	9%	\$195,700					\$195,700				Y	N	N	5%	N	
MICHAEL S WITHERELL	VICE CHANCELLOR FOR RESEARCH	UCSB	YES	10%	\$246,300					\$246,300				Y	N	N		N	
ROBERT ALLEN WILLIAMS	HEAD COACH MEN'S BASKETBALL	UCSB	YES	9%	\$235,000	\$16,000			\$39,000	\$290,000				N	N	N		N	
RONALD W TOBIN	FORMER ASSOCIATE VICE CHANCELLOR FOR ACADEMIC PROGRAMS	UCSB	YES	8%	\$172,520				\$32,464	\$204,984				N	N	N		N	
THOMAS MILTON PUTNAM III	ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCSB	YES	9%	\$200,000					\$200,000		\$9,583		Y	N	N	5%	N	
TODD G LEE	ASSISTANT CHANCELLOR OF BUDGET & PLANNING	UCSB	YES	9%	\$199,026					\$199,026				N	N	N		N	
ALISON GALLOWAY	CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	NO	N/A	\$265,000					\$265,000				Y	N	N		N	
ALISON GALLOWAY	FORMER VICE PROVOST AND DEAN, ACADEMIC AFFAIRS	UCSC	YES	9%	\$187,600					\$187,600				Y	N	N		N	
BRUCE H MARGON	VICE CHANCELLOR, RESEARCH	UCSC	YES	9%	\$228,800					\$228,800				Y	N	N		N	
CAROLE ROSEMARIE ROSSI	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSC	YES	9%	\$188,754					\$188,754				Y	N	N	5%	N	\$685,000
DAVID S KLIGER	FORMER CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	YES	10%	\$255,600					\$255,600			\$8,916	Y	N	N	5%	N	
DONNA MARIE MURPHY	VICE CHANCELLOR, UNIVERSITY RELATIONS	UCSC	YES	9%	\$214,100					\$214,100		\$693	\$8,916	Y	N	N	5%	N	\$760,000
FELICIA ELAINE MC GINTY	VICE CHANCELLOR, STUDENT AFFAIRS	UCSC	YES	9%	\$200,000					\$200,000				Y	N	N	5%	N	\$1,007,000
GEORGE R BLUMENTHAL	CHANCELLOR	UCSC	YES	10%	\$310,000					\$310,000			\$8,916	Y	Y	N		N	
LYNDA ROGERS	ACTING DEAN - UNIVERSITY EXTENSION	UCSC	NO	N/A	\$145,000					\$145,000				N	N	N		N	
MARGARET L DELANEY	VICE CHANCELLOR, PLANNING AND BUDGET	UCSC	NO	N/A	\$204,150					\$204,150				Y	N	N		N	
MARGARET L DELANEY	ACTING VICE CHANCELLOR OF PLANNING AND BUDGET	UCSC	YES	9%	\$204,150					\$204,150				N	N	N		N	
MARY M DOYLE	VICE CHANCELLOR, INFORMATION TECHNOLOGY	UCSC	YES	9%	\$214,000					\$214,000				Y	N	N	5%	N	\$945,000
THOMAS VANI	VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	YES	9%	\$226,100					\$226,100				Y	N	N	5%	N	\$310,500
VIRGINIA STEEL	UNIVERSITY LIBRARIAN	UCSC	YES	8%	\$170,900					\$170,900				Y	N	N	5%	N	\$1,049,000
ANGELA LYNN SCIOSCIA	CHIEF MEDICAL OFFICER	UCSD	YES	10%	\$374,800	\$142,264				\$517,064				Y	N	N	5%	N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
ANTHONY DOUGLAS JOHN HAYMET	VICE CHANCELLOR-MARINE SCIENCES, DEAN OF THE GRADUATE SCHOOL OF MARINE SCIENCES & DIRECTOR SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	YES	10%	\$295,000					\$295,000				Y	N	N		N	\$1,000,000
ANTHONY M PEREZ	ASST VICE CHANCELLOR-HEALTH SCIENCES AFFAIRS	UCSD	YES	9%	\$235,000	\$20,751				\$255,751				N	N	N		N	
BRIAN E. SCHOTTLAENDER	UNIVERSITY LIBRARIAN	UCSD	YES	9%	\$239,200					\$239,200				Y	N	N	5%	N	\$351,000
CLARE M KRISTOFKO	CHIEF ADMINISTRATIVE OFFICER - UNIVERSITY STRATEGIC COMMUNICATIONS AND PUBLIC AFFAIRS	UCSD	YES	9%	\$231,400					\$231,400				N	N	N		N	
DANIEL W PARK	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	YES	9%	\$235,000				\$2,400	\$237,400				Y	N	N	5%	N	
DAVID ALLEN BRENNER	VICE CHANC - HEALTH SCI AND DEAN, SCHOOL OF MEDICINE	UCSD	YES	10%	\$521,000		\$220,000			\$741,000		\$31,250		Y	N	N		N	\$2,660,000
DAVID V. KRAUS	CHIEF CONTRACTING OFFICER-MEDICAL CENTER	UCSD	NO	N/A	\$210,000	\$41,499			\$5,000	\$256,499				N	N	N		N	
DENNIS J MORAN	CHIEF PROFESSIONAL SERVICES OFFICER	UCSD	YES	9%	\$212,700	\$60,240				\$272,940				Y	N	N	3%	N	
DONALD A. LARSON	ASSISTANT VICE CHANCELLOR-BUSINESS AND FINANCIAL SERVICES, CONTROLLER	UCSD	YES	8%	\$159,300					\$159,300				Y	N	N	3%	N	
EDWARD BABAKANIAN	CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES	UCSD	YES	10%	\$312,600	\$123,147				\$435,747				Y	N	N	5%	N	
GARY CLIFFORD MATTHEWS	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	YES	9%	\$275,000					\$275,000				Y	N	N	5%	N	
HENRIETTA ELIZABETH RUE	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	YES	9%	\$215,000					\$215,000		\$13,438		Y	N	N	5%	N	\$819,900
JOHN DUNCAN CAMPBELL	MEDICAL GROUP EXECUTIVE DIRECTOR	UCSD	YES	10%	\$250,000					\$250,000	\$7,850	\$62,500		Y	N	N	5%	N	
JULIANNE JOY LARSEN	ASSOC VC UNIVERSITY DEVELOPMENT	UCSD	YES	9%	\$230,000	\$29,783				\$259,783				N	N	N		N	
LARRY V. SILVIA	ADMINISTRATIVE VICE CHAIR - SURGERY	UCSD	YES	8%	\$187,000	\$17,765		\$46,750		\$251,515				N	N	N		N	
LELAND M GIDDINGS	CHIEF COMPLIANCE OFFICER, PRIVACY OFFICER, AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT	UCSD	YES	9%	\$233,200	\$92,166				\$325,366				Y	N	N	5%	N	
LORI R DONALDSON	CHIEF FINANCIAL OFFICER-UCSD MEDICAL CENTER	UCSD	YES	8%	\$320,000	\$13,274		\$36,000		\$369,274				Y	N	N	5%	N	
MARGARITA M BAGGETT	CHIEF PATIENT CARE SERVICES OFFICER, UCSD MEDICAL CENTER	UCSD	YES	10%	\$252,000	\$95,398				\$347,398				Y	N	N	5%	N	
MARY LINDENSTEIN WALSHOK	ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION	UCSD	YES	8%	\$169,700					\$169,700				Y	N	N	5%	N	
MARYE ANNE FOX	CHANCELLOR	UCSD	YES	10%	\$392,200				\$1,034	\$393,234	\$1,251	\$10,000	\$8,916	Y	Y	N		N	
MAXWELL BOONE HELLMANN	ASSOC. VICE CHANCELLOR-FACILITIES DESIGN & CONSTRUCTION	UCSD	YES	9%	\$197,600					\$197,600				Y	N	N	3%	N	
MICHAEL PATRICK MYERS	CHIEF HEALTH SCIENCES COUNSEL	UCSD	YES	9%	\$220,000					\$220,000				N	N	N		N	
MONA L SONNENSHEIN	CHIEF OPERATING OFFICER, UCSD MEDICAL CENTER	UCSD	YES	10%	\$514,700	\$203,422				\$718,122				Y	N	N	5%	N	\$451,950

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
PATRICK JOSEPH CAREW	ASSOCIATE VICE CHANCELLOR - HEALTH SCIENCES DEVELOPMENT	UCSD	YES	9%	\$230,000					\$230,000	\$1,692			N	N	N		N	
PAUL A CRAIG	CHIEF HUMAN RESOURCES, RISK MANAGEMENT, AND PATIENT SAFETY OFFICER	UCSD	NO	N/A	\$285,000	\$45,599				\$330,599				N	N	N		N	
RONALDO G. ESPIRITU	ASSISTANT VICE CHANCELLOR FOR BUSINESS AND FISCAL AFFAIRS	UCSD	YES	9%	\$221,600	\$21,052				\$242,652				N	N	N		N	
SANDRA A BROWN	VICE CHANCELLOR-RESEARCH	UCSD	YES	7%	\$290,000					\$290,000				Y	N	N		N	
SHAWN TIFFANY SHEFFIELD	ASSIST VICE CHANCELLOR-RESOURCE STRATEGY & PLANNING, HEALTH SCIENCES	UCSD	NO	N/A	\$268,750	\$25,531				\$294,281				N	N	N		N	
STEVEN RELYEA	VICE CHANCELLOR - EXTERNAL AND BUSINESS AFFAIRS	UCSD	YES	9%	\$295,000				\$1,008	\$296,008			\$8,916	Y	N	N	5%	N	
SURESH SUBRAMANI	ACTING SR VICE CHANCELLOR-ACADEMIC AFFAIRS	UCSD	YES	8%	\$350,000					\$350,000				N	N	N		N	
THOMAS EDWARD JACKIEWICZ	ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER - UCSD MEDICAL CENTER	UCSD	YES	10%	\$600,000	\$259,306				\$859,306			\$1,200	Y	N	N	5%	N	
THOMAS VARDON MCAFEE	DEAN - CLINICAL AFFAIRS, HEALTH SCIENCES	UCSD	YES	10%	\$447,200	\$206,748			\$250	\$654,198				Y	N	N	5%	N	
A EUGENE WASHINGTON	FORMER EXECUTIVE VICE CHANCELLOR & PROVOST	UCSF	YES	10%	\$385,300		\$52,300			\$437,600			\$8,916	Y	N	N		N	
ANGELA M. HAWKINS	ASSISTANT VICE CHANCELLOR-BUDGET & RESOURCE MANAGEMENT	UCSF	YES	9%	\$210,400	\$10,761				\$221,161				N	N	N		N	
BARBARA J. FRENCH	FORMER ASSOCIATE VICE CHANCELLOR-UNIVERSITY RELATIONS	UCSF	YES	10%	\$251,900			\$37,785		\$289,685				N	N	N		N	
BARBARA J. FRENCH	VICE CHANCELLOR-UNIVERSITY RELATIONS	UCSF	YES	10%	\$251,900					\$251,900				Y	N	N	5%	N	
BARRIE E STRICKLAND	CHIEF FINANCIAL OFFICER, MEDICAL CENTER	UCSF	NO	N/A	\$450,000				\$22,500	\$472,500		\$45,000		Y	N	N	5%	N	
CAROL L MOSS	VICE CHANCELLOR-DEVELOPMENT	UCSF	YES	10%	\$376,600					\$376,600		\$51,783	\$8,916	Y	N	N	5%	N	\$1,237,500
CLIFFORD A SKINNER	DIRECTOR-MEDICAL GROUP BUSINESS SERVICES	UCSF	NO	N/A	\$195,000	\$57,910		\$29,250		\$282,160				N	N	N		N	
CYNTHIA G LIMA	EXECUTIVE DIRECTOR-MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER	UCSF	NO	N/A	\$273,000	\$64,380				\$337,380				N	N	N		N	
DAVID ODATO	CHIEF ADMINISTRATIVE AND HUMAN RESOURCES OFFICER, MEDICAL CENTER	UCSF	NO	N/A	\$319,000	\$62,145			\$9,983	\$391,128				N	N	N		N	
DAVID R. MORGAN	EXECUTIVE DIRECTOR-AMBULATORY CARE SERVICES, MEDICAL CENTER	UCSF	NO	N/A	\$272,500	\$51,789			\$8,372	\$332,661				N	N	N		N	
DAVID REIN	DIRECTOR-FINANCE & OPERATIONS, FACULTY MEDICAL GROUP	UCSF	NO	N/A	\$195,000	\$52,073				\$247,073				N	N	N		N	
DEBBIE GEE	DIRECTOR-ORTHOPEDIC INSTITUTE, MEDICAL CENTER	UCSF	NO	N/A	\$186,772	\$29,030			\$5,198	\$221,000				N	N	N		N	
ELAZAR C HAREL	VC-IT/CHIEF INFORMATION OFFICER	UCSF	YES	10%	\$310,800					\$310,800	\$6,317	\$19,896		Y	N	N	5%	N	
ELIZABETH A BOYD	CHIEF ETHICS AND COMPLIANCE OFFICER	UCSF	NO	N/A	\$230,000					\$230,000	\$1,163			Y	N	N	5%	N	
ERIC B VERMILLION	ASSOCIATE VICE CHANCELLOR-FINANCE	UCSF	YES	10%	\$298,313	\$51,091		\$20,813		\$370,217				Y	N	N	5%	N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
IRENE L BREZMAN	DIRECTOR-INFORMATION TECHNOLOGY APPLICATION, MEDICAL CENTER	UCSF	NO	N/A	\$228,300	\$34,245			\$1,021	\$263,566				N	N	N		N	
J RENEE NAVARRO	VICE CHANCELLOR-DIVERSITY AND OUTREACH	UCSF	YES	5.88%	\$270,000					\$270,000				Y	N	N	5%	N	
J STUART ECKBLAD	DIRECTOR-DESIGN & CONSTRUCTION/PROJECT DELIVERY-MISSION BAY, MEDICAL CENTER	UCSF	NO	N/A	\$200,800	\$28,971				\$229,771				N	N	N		N	
JAMES BENNAN	DIRECTOR-PERIOPERATIVE SERVICES, MEDICAL CENTER	UCSF	NO	N/A	\$198,400	\$24,996			\$9,248	\$232,644				N	N	N		N	
JAMES W HINE	EXEC DIR-PROCUREMENT & BUSINESS CONTRACTS/CAMPUS MATERIEL MANAGER	UCSF	YES	8%	\$202,500	\$9,144		\$20,250		\$231,894				N	N	N		N	
JANE Y. WONG	DIRECTOR-APPLICATION SERVICES	UCSF	YES	9%	\$199,800	\$14,659		\$29,970		\$244,429				N	N	N		N	
JANICE J EISELE	ASSISTANT VICE CHANCELLOR-MEDICAL DEVELOPMENT	UCSF	YES	8%	\$225,000					\$225,000				N	N	N		N	
JANNA M PAARDEKOOPER	ASSISTANT DEAN-FINANCIAL AFFAIRS, SCHOOL OF MEDICINE	UCSF	YES	8%	\$205,000	\$18,280		\$11,309		\$234,589				N	N	N		N	
JEFFREY A BLUESTONE	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	YES	10%	\$385,300	\$18,280	\$35,814			\$421,114			\$8,916	Y	N	N		N	\$750,000
JENNIFER SCHOON HERMANN	DIRECTOR OF HUMAN RESOURCES, MEDICAL CENTER	UCSF	NO	N/A	\$198,400	\$29,760				\$228,160				N	N	N		N	
JOHN C KULLI	MEDICAL DIRECTOR-PERIOPERATIVE ADMINISTRATION, MEDICAL CENTER	UCSF	NO	N/A	\$367,500	\$62,475				\$429,975				N	N	N		N	
JOHN CHAPMAN	EXECUTIVE DIRECTOR-CLINICAL SERVICES, MEDICAL CENTER	UCSF	NO	N/A	\$231,000	\$51,223			\$12,600	\$294,823				N	N	N		N	
JOHN D B FEATHERSTONE	DEAN-SCHOOL OF DENTISTRY	UCSF	YES	10%	\$300,000		\$50,000			\$350,000				Y	N	N		N	
JOHN E PLOTTS	SR VICE CHANCELLOR-FINANCE AND ADMINISTRATION	UCSF	YES	10%	\$350,000					\$350,000				Y	N	N	5%	N	
JOHN P HARRIS	CHIEF STRATEGY & BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER	UCSF	YES	10%	\$298,800	\$122,259				\$421,059				Y	N	N	5%	N	
JOHN W REAVES	DIRECTOR-INFORMATION TECHNOLOGY PROJECT MANAGEMENT OFFICE, MEDICAL CENTER	UCSF	NO	N/A	\$201,500	\$30,221				\$231,721				N	N	N		N	
JOSE R CLAUDIO	DIRECTOR-INFRASTRUCTURE SERVICES, MEDICAL CENTER	UCSF	NO	N/A	\$219,900	\$31,667				\$251,567				N	N	N		N	
JOSEPH I CASTRO	VICE CHANCELLOR-STUDENT ACADEMIC AFFAIRS	UCSF	YES	9%	\$235,000					\$235,000				Y	N	N	5%	N	\$864,000
JOSHUA S ADLER	CHIEF MEDICAL OFFICER, MEDICAL CENTER	UCSF	YES	8%	\$350,000	\$75,848				\$425,848				Y	N	N	5%	N	
JULIE A. AUGER	EXECUTIVE DIRECTOR-RESEARCH RESOURCE PROGRAM	UCSF	YES	8%	\$175,000	\$17,500				\$192,500	\$3,275	\$30,500		N	N	N		N	
JULIE M COX	DIRECTOR-IT, CUSTOMER SERVICE, MEDICAL CENTER	UCSF	NO	N/A	\$220,400	\$31,298			\$10,394	\$262,092				N	N	N		N	
KAREN A BUTTER	UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR	UCSF	YES	10%	\$247,700					\$247,700				Y	N	N	5%	N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
KAREN A RAGO	EXECUTIVE DIRECTOR-SERVICE LINE ADMINISTRATION AND DIRECTOR-CARDIOVASCULAR SERVICES, MEDICAL CENTER	UCSF	NO	N/A	\$227,300	\$47,625				\$274,925				N	N	N		N	
KATHLEEN A BALESTRERI	EXECUTIVE DIRECTOR OF PATIENT SERVICES, MEDICAL CENTER	UCSF	NO	N/A	\$225,000	\$26,879			\$11,351	\$263,230				N	N	N		N	
KATHLEEN A DRACUP	FORMER DEAN-SCHOOL OF NURSING	UCSF	YES	10%	\$290,000		\$60,000			\$350,000				Y	N	N		N	\$972,600
KEITH D FARMER	ACTING DIRECTOR OF FINANCE, MEDICAL CENTER	UCSF	NO	N/A	\$181,385	\$15,304		\$16,491	\$10,847	\$224,027				N	N	N		N	
KENNETH M JONES	CHIEF OPERATING OFFICER, MEDICAL CENTER	UCSF	YES	10%	\$547,600	\$202,903				\$750,503				Y	N	N	5%	N	
KIMBERLY SCURR	DIRECTOR-PEDIATRIC HEART CENTER, MEDICAL CENTER	UCSF	NO	N/A	\$200,500	\$22,606			\$10,117	\$233,223				N	N	N		N	
LAWRENCE J LOTENERO	CHIEF INFORMATION OFFICER, MEDICAL CENTER	UCSF	YES	10%	\$310,800	\$130,251				\$441,051				Y	N	Y	5%	N	\$836,600
LAWRENCE M TYBURSKI	DIRECTOR-HUMAN RESOURCES	UCSF	YES	9%	\$228,400	\$18,150				\$246,550				N	N	N		N	
LORI L YAMAUCHI	ASSISTANT VICE CHANCELLOR-CAMPUS PLANNING	UCSF	YES	9%	\$230,600					\$230,600				N	N	N		N	
LUCIA KWAN	DIRECTOR-REVENUE CYCLE SERVICES, MEDICAL CENTER	UCSF	NO	N/A	\$229,700	\$29,150			\$10,704	\$269,554				N	N	N		N	
LYNN M PAULSEN	DIRECTOR-PHARMACY SERVICES, MEDICAL CENTER	UCSF	NO	N/A	\$224,500	\$28,774			\$18,147	\$271,421				N	N	N		N	
MARCIA J CANNING	CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL	UCSF	YES	9%	\$234,210	\$16,747				\$250,957				Y	N	N	5%	N	
MARGARET MARTIN	EXECUTIVE DIRECTOR-PLANNING AND MANAGED CARE	UCSF	NO	N/A	\$195,000	\$53,785				\$248,785				N	N	N		N	
MARIE P CAFFEY	ASSOCIATE CHAIR-ADMIN & FINANCE, LPPI	UCSF	YES	9%	\$199,400	\$44,165				\$243,565				N	N	N		N	
MARIO R EHLERS	DEPUTY DIRECTOR-CLINICAL TRIALS GROUP, IMMUNE TOLERANCE NETWORK	UCSF	NO	N/A	\$225,000					\$225,000				N	N	N		N	
MARK R LARET	CHIEF EXECUTIVE OFFICER, MEDICAL CENTER	UCSF	YES	10%	\$739,700	\$358,139				\$1,097,839			\$8,916	Y	N	N	5%	N	
MARY ANNE KIMBLE	DEAN-SCHOOL OF PHARMACY	UCSF	YES	10%	\$290,000		\$60,000			\$350,000				Y	N	N	5%	N	
MAYE C. CHRISMAN	ASSOCIATE CHAIR-FINANCE AND ADMINISTRATION	UCSF	YES	9%	\$235,000	\$42,908				\$277,908				N	N	N		N	
MICHAEL A HINDERY	VICE DEAN-ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE	UCSF	YES	10%	\$335,000	\$64,632				\$399,632				Y	N	N	5%	N	
OPINDER SINGH BAWA	CHIEF TECHNOLOGY OFFICER-ITS	UCSF	YES	8%	\$220,000	\$23,311				\$243,311				N	N	N		N	
PAMELA LOU HUDSON	DIRECTOR-EPIC PROGRAM, MEDICAL CENTER	UCSF	NO	N/A	\$250,000					\$250,000				N	N	N		N	
RANDY L LOPEZ	ASSOCIATE VICE CHANCELLOR-STRATEGIC INITIATIVES	UCSF	YES	10%	\$277,500	\$44,966		\$41,625		\$364,091				Y	N	N	5%	N	
REECE I FAWLEY	EXECUTIVE DIRECTOR-HEALTH PLAN STRATEGY & REVENUE MANAGEMENT, MEDICAL CENTER	UCSF	NO	N/A	\$262,600	\$59,742				\$322,342				N	N	N		N	
ROXANNE FERNANDES	EXECUTIVE DIRECTOR-CHILDREN'S HOSPITAL, MEDICAL CENTER	UCSF	NO	N/A	\$265,800	\$44,130				\$309,930				N	N	N		N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.



Annual Report On Executive Compensation for Calendar Year 2010

Name	Title	Location	Subject to Salary Reduction/Furlough Program	Percent of Salary Reduction	Annualized Base Salary ¹⁾	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation ²⁾	Reimburse moving costs	Housing Relocation/ Recruitment Allowances Pd to Empl	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
SALLY HELLER RANKIN	ACTING DEAN-SCHOOL OF NURSING	UCSF	YES	8%	\$104,300			\$75,700		\$180,000				N	N	N		N	
SAMUEL HAWGOOD	DEAN, SCHOOL OF MEDICINE	UCSF	YES	9%	\$450,000		\$195,475			\$645,475				Y	N	N		N	
SHEILA E ANTRUM	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER	UCSF	YES	10%	\$250,000	\$95,115		\$37,500		\$382,615		\$8,333		Y	N	N	5%	N	
SORENA NADAF-RAHROV	DIRECTOR-TRANSLATIONAL INFORMATICS	UCSF	YES	3.40%	\$225,000	\$34,151				\$259,151				N	N	N		N	
SPENCER KOWAL	DIRECTOR-DECISION SUPPORT SVCS, MEDICAL CENTER	UCSF	NO	N/A	\$195,000	\$24,769			\$3,163	\$222,932				N	N	N		N	
STELLA Y HSU	ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE AND BUSINESS SERVICES	UCSF	YES	9%	\$235,000	\$22,812		\$27,430		\$285,242				N	N	N		N	
SUSAN B MOORE	DIRECTOR-FINANCE AND ACCOUNTING, MEDICAL CENTER	UCSF	NO	N/A	\$234,500	\$105,398		\$58,625		\$398,523				N	N	N		N	
SUSAN D DESMOND-HELLMANN	CHANCELLOR	UCSF	YES	10%	\$450,000					\$450,000			\$8,916	Y	Y	N		N	
TIMOTHY M MAHANEY	EXECUTIVE DIRECTOR-SUPPORT SERVICES, MEDICAL CENTER	UCSF	NO	N/A	\$273,100	\$64,775				\$337,875				N	N	N		N	
TRACI ANN HOITING	ASSOCIATE CHIEF NURSING OFFICER, MEDICAL CENTER	UCSF	NO	N/A	\$224,500	\$20,600				\$245,100				N	N	N		N	

¹⁾The annualized base salary reported does not reflect the salary reduction of those affected by the furlough/salary reduction program.

²⁾The "Subtotal Cash Compensation" does not reflect actual earnings.

Addendum to Annual Report on Executive Compensation for Calendar Year 2010

Compensation Element	Amount	Staff Comments
ADAMS,PAUL LBNL ACTING SCIENTIFIC DIVISION DIRECTOR		
Stipend	\$42,462.00	As an exception to policy, an extension of the 25.0 percent administrative stipend (\$42,462) for Mr. Adams to continue in the role of Acting Physical Biosciences Division Director. This constitutes an exception to policy because it exceeds the 15 percent allowed under the Lab's policy. The stipend extension was approved by President Mark Yudof on 03/22/2010.
ADLER,JOSHUA S UCSF CHIEF MEDICAL OFFICER, MEDICAL CENTER		
Annual Base	\$350,000.00	Appointment annual base salary: \$350,000. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 8% mandatory furlough salary reduction.
Clinical Enterprise Management Recognition Program	\$75,848.00	Payout level based on performance compared against pre-established incentive goal levels. 09/10 incentive payment approved by Regents on 9/16/10.
ALDRICH,DANIEL G. III UCI INTERIM VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Annual Base	\$265,000.00	Per policy, an annual base salary of \$265,000 (SLCG 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400) as the interim Vice Chancellor - University Advancement effective 5/1/2010 through December 31, 2010, or until the appointment of a permanent new Vice Chancellor - University Advancement, whichever occurs first.
ALDRICH,DANIEL G. III UCOP FORMER SENIOR DEVELOPMENT ASSOCIATE		
Annual Base	\$185,000.00	Mr. Aldrich provided support to the Office of the President as the Senior Development Associate at 100 percent time until April 30, 2010. Effective 5/1/2010, Mr. Aldrich was appointed into the Interim Vice Chancellor - University Advancement at the Irvine campus.
ALIVISATOS,A PAUL LBNL LABORATORY DIRECTOR		

Senior Management Supplement	Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits	Per policy, accrual of sabbatical credits as Laboratory Director with underlying faculty appointment.
Administrative Fund	Per policy, Administrative Fund allocation for use by the Laboratory Director as an additional resource that would otherwise not be available for the performance of official responsibilities. 2010 Administrative Fund net allocation: \$48,097.08

ALLEN-DIAZ, BARBARA H ANR
ASSOCIATE VICE PRESIDENT, ACADEMIC PROGRAMS AND STRATEGIC INITIATIVES

Senior Management Supplement	Per Policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
------------------------------	---

ALLEY, KEITH EDWARD UCM
EXECUTIVE VICE CHANCELLOR AND PROVOST

Exceptional Vacation accrual	Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
------------------------------	--

ALVAREZ, ROSIO LBNL
CHIEF INFORMATION OFFICER

Bonus	\$15,000.00	Per policy, a \$15,000 one-time, lump sum retention bonus to retain top talent essential to the success of the Laboratory. Approved by A. Paul Alivisatos, Laboratory Director, on 02/26/10.
Moving Expenses - Relocation/LBNL Only	\$24,010.00	Rental Allowance while on Change of Station greater than six months.
Moving Expenses - Other-Incl in Total Cash Comp	\$4,365.00	Per policy, expenses associated with Change of Station assignment of six months or longer

ANANTHASWAMY, SATISH UCOP
SENIOR PORTFOLIO MANAGER

Treasurer's AIP Plan	\$95,769.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw back". The total AIP award amount of \$95,769 includes the following: 1. 2008/2009 FY AIP of \$20,398 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$75,371 approved in September 2010.
----------------------	-------------	--

ANTRUM, SHEILA E UCSF
CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER

Annual Base	\$250,000.00	Appointment annual base salary: \$250,000. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Stipend	\$37,500.00	As an exception to policy, continued administrative stipend of \$37,500 (15.0 percent) to increase her current base salary of \$250,000 to an annual salary of \$287,500. The stipend is in recognition for assuming temporary responsibility of Pharmacy and Perioperative Services. The stipend extension was approved by the Regents at the November 2009 meeting.
Clinical Enterprise Management Recognition Program Executive Disability	\$95,115.00	Due to the deferred Regental approval for the 08/09 incentives, incentive payments for both 08/09 (\$49,656) and 09/10 (\$45,459) were paid in 2010. Payout level based on performance compared against pre-established incentive goal levels. 08/09 incentive payment approved by Regents on 1/21/10. 09/10 incentive payment approved by Regents on 9/16/10.
Relocation Allowance	\$8,333.00	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit. \$50,000 approved by Regents on 09/20/07 to offset higher cost of living in the Bay Area from San Diego. Incumbent is subject to standard payback parameters as outlined in policy. \$50,000 total (20% of \$250,000 base salary on 10/3/07). 2011 is last year of 4-year declining distribution (40%, 30%, 20%, 10%). Ends on 5/28/11.

**ARKIN, ADAM P LBNL
SCIENTIFIC DIVISION DIRECTOR - FACULTY**

Annual Base	\$253,333.00	100% of UCB base salary reimbursed by LBNL.
Stipend	\$25,333.00	Per Policy, an administrative stipend of 10.0 percent (\$25,333). This administrative stipend is warranted for his additional responsibilities as the Physical Biosciences (PBD) Division Director. The administrative stipend is effective 05/03/2010. The stipend is not intended for an acting or temporary position and therefore does not have an end date. President Yudof approved the stipend on 05/03/2010.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.

**ARRIVAS, PEGGY MCNAMARA UCOP
AVP SYSTEMWIDE CONTROLLER**

Relocation Allowance	\$73,750.00	Per policy, a 25 percent (\$73,750) relocation allowance paid as a single lump sum. If Ms. Arrivas resigns within four years, the repayment schedule would be as follows: 100 percent if resignation occurs within the first year of employment; 60 percent within the second year of employment; 30 percent within the third year of employment; and 10 percent within the fourth year of employment.
Temporary Housing	\$14,201.00	Per policy, 90-day temporary living assistance including cost of furnished temporary lodging and reasonable residential parking fees, reimbursed within normal policy limits, not to exceed \$15,000 in total.
Moving Expenses - Other-Excl from Total Cash Comp	\$26,139.00	Per policy, 100 percent reimbursement of all reasonable moving expenses for the purpose of relocation of the primary residence subject to the current policy guidelines.

**ARVIN, MARTHA UCLA
CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES**

Clinical Enterprise Management Recognition Program	\$12,851.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout depends on performance against pre-established goals and objectives.
Executive Disability		Per policy, eligible - has not yet met five year service requirement in SMG to receive benefit.
Relocation Allowance	\$24,490.00	Relocation allowance of 25% (\$61,225) payable over four years. First installment paid in 2010.
Temporary Housing	\$12,000.00	As an exception to policy, temporary housing for up to four months at \$3000 per month, not to exceed \$12,000 total as approved by the Regents on March 2010.
Moving Expenses - Initial Househunting	\$1,807.00	Reimbursement of costs associated with two trips to secure housing up to a total of \$4,000 for coach airfare, meals and temporary lodging. Approved by Regents on March 2010.

**AUGER,JULIE A. UCSF
EXECUTIVE DIRECTOR-RESEARCH RESOURCE PROGRAM**

Annual Base	\$175,000.00	Effective 6/1/10, appointment annual base salary. Appointment base salary reflects annualized pay and not actual 2010 base pay due to 6/1/10 begin date and furlough reduction (9/1/09-8/31/10). Appt parameters approved 4/14/10 Chancellor, as endorsed by UCSF Compensation Committee, per delegated authority.
Bonus	\$17,500.00	10% sign-on bonus. Approved 4/14/10 Chancellor, as endorsed by UCSF Compensation Committee, per delegated authority.
Relocation Allowance	\$30,500.00	Lump-sum relocation allowance. Approved 4/14/10 Chancellor, as endorsed by the UCSF Compensation Committee, per delegated authority.
Temporary Housing	\$3,275.00	Reimbursement for 30 days of temporary housing. Approved 4/14/10 Chancellor, as endorsed by UCSF Compensation Committee, per delegated authority.
Moving Expenses - Moving Services		Moving reimbursement for expenses expected to be incurred in 2011. Approved 4/14/10 Chancellor, as endorsed by UCSF Compensation Committee, per delegated authority.

**BABAKANIAN,EDWARD UCSD
CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES**

Annual Base	\$312,600.00	On May 2010, The Regents approved a change to Mr. Babakanian annual base salary to \$312,600 and an interim slotting of the position to SLCG 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500). Award amount is \$56,161 for 2008/09 and \$66,986 for 2009/10. Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives.
Clinical Enterprise Management Recognition Program	\$123,147.00	

**BAGGETT,MARGARITA M UCSD
CHIEF PATIENT CARE SERVICES OFFICER, UCSD MEDICAL CENTER**

Clinical Enterprise Management Recognition Program	\$95,398.00	Award amount is \$47,699 for 2008/09 and \$47,699 for 2009/10. Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout based on performance related to goals.
Executive Disability		Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.

BAIRD-JAMES,ALLISON UCLA
ASSOCIATE VICE CHANCELLOR--CORPORATE FINANCIAL SERVICES AND CONTROLLER

Relocation Allowance	\$2,321.00	Relocation allowance of 25% (\$56,250) payable over four years. First installment paid in 2010. Approved by the Chancellor under delegated authority on September 2010.
----------------------	------------	---

BALESTRERI,KATHLEEN A UCSF
EXECUTIVE DIRECTOR OF PATIENT SERVICES, MEDICAL CENTER

Incentive	\$26,879.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
Other Cash Payment	\$11,351.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

BARBOUR,ANNE SAUNDERS UCB
ATHLETIC DIRECTOR

Annual Base	\$370,150.00	Base salary approved as part of negotiated athletics' contract. Voluntary participation in furlough/salary reduction at 10% level.
Other Cash Payment	\$25,000.00	Approved as part of contract. Payout based on participation on TV; nonbase building.
Other Benefit	\$6,004.00	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Other Benefit	\$50,000.00	Initiation fee for Country Club. Disbursed in 2010, will be reflected on employee's 2011 W-2.
Other - Include in Total Cash Compensation	\$3,235.00	Courtesy vehicle approved as part of negotiated athletics' contract.
Coach - Incentive	\$114,568.00	\$42,660 for APR Threshold (Graduation Rates and Integration to Campus Programs @ \$14,220 each.), \$11,376 for MBB NCAA tournament participation, \$14,220 for APR accomplishment, Sears Cup bonus of \$11,376. Bowl, MBB NCAA, Sears Cup \$7131.50 each; APR Academic \$4287.50; Rugby Championship \$9253.75.

BASRI,GIBOR UCB
VICE CHANCELLOR - EQUITY AND INCLUSION

Annual Base	\$200,000.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% salary reduction.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Other Benefit	\$596.00	Complimentary discounted tickets to Cal athletic events - 2010 football season tickets; benefit reported on W-2.

BAWA,OPINDER SINGH UCSF
CHIEF TECHNOLOGY OFFICER-ITS

Annual Base	\$220,000.00	Promotion effective 8/16/10. An increase of 25.7% bringing Mr. Bawa's annual base salary from \$175,000 to \$220,000, in recognition of the increased levels of scope, complexity, and institutional impact in Mr. Bawa's position. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10). Approved 8/2/10 by Chancellor; endorsed by UCSF Comp Committee, per delegated authority. School of Medicine Management Incentive Program. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).
Incentive	\$23,311.00	

**BECKWITH,STEVEN VAN WALTER UCOP
VICE PRESIDENT, RESEARCH AND GRADUATE STUDIES**

Senior Management Supplement Ineligible due to dual tenured faculty appointment.

Relocation Allowance	\$16,000.00	Within policy, a relocation allowance of \$80,000 (25 percent)of base salary. This allowance will be paid in annual installments over a three year period from date of hire with installments of 50 percent, 30 percent, and 20 percent, to offset the costs of relocating Mr. Beckwith's home to the Bay Area. The first installment payment was made in 2008 for the amount of \$40,000. In 2009, a second installment payment of \$24,000 was paid. In 2010, his last installment of \$16,000 was paid.
----------------------	-------------	--

**BELKACEM,ALI LBNL
ACTING SCIENTIFIC DIVISION DIRECTOR**

Stipend	\$12,840.00	A 7% Administrative Stipend for Acting Division Director duties effective 07/01/2010 for a period not to exceed 12 months. The stipend was approved by President Yudof on August 30, 2010. On October 30, 2010, Mr. Belkacem stepped down as the Acting Division Director due to the new Division Director starting on November 1, 2010.
---------	-------------	--

**BELMONT,TERRY A UCI
CHIEF EXECUTIVE OFFICER**

Clinical Enterprise Management Recognition Program Executive Disability	\$147,021.00	Eligible to participate in CEMRP annually with a target of 20% and a maximum potential of 30%. Actual payout is based on performance against pre-established goals and objectives. Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
---	--------------	---

**BENNAN,JAMES UCSF
DIRECTOR-PERIOPERATIVE SERVICES, MEDICAL CENTER**

Incentive	\$24,996.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
Other Cash Payment	\$9,248.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

**BERGGREN, MARIE N UCOP
CHIEF INVESTMENT OFFICER AND VICE PRESIDENT-INVESTMENTS AND ACTING TREASURER**

Treasurer's AIP Plan	\$717,275.00	Approved at the September Regents meeting. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw back". The AIP award amount of \$717,275 is for fiscal year 2009/10.
----------------------	--------------	--

**BIDDY, FRANKLIN SCOTT UCB
VICE CHANCELLOR-UNIVERSITY RELATIONS**

Annual Base	\$322,000.00	Approved at the September 16, 2010 Regents meeting - salary adjustment to annual base pay. Eliminated exceptional performance bonus incentive and incorporated it into the current annual base salary. No total increase to the compensation package. UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 10% salary reduction.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**BIRGENEAU, ROBERT J. UCB
CHANCELLOR**

Annual Base	\$436,800.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; 10% reduction in pay for Chancellor.
Exceptional Vacation accrual		Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Sabbatical Payment/Transfer		Transfer of 24 sabbatical credits upon recruitment approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.
Post Retirement Agreement		As part of the appointment item that was approved by the Regents July 27, 2004, the University will provide a supplement to his earned retirement under UCRP, calculating his retirement benefit on the full amount of his base salary.
Other Benefit		Accelerated vesting in retiree health premium approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.
Other - Exclude from Total Cash Compensation		Future participation in GP MOP approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.

**BLINDER, DAVID UCB
ASSOCIATE VICE CHANCELLOR - UNIVERSITY RELATIONS**

Annual Base	\$240,000.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% salary reduction.
-------------	--------------	---

**BLOCK, GENE D. UCLA
CHANCELLOR**

Executive Disability		Per policy, eligible - has not yet met five year service requirement in SMG to receive benefit.
MOP Loan		Eligibility for MOP loan in order to purchase a primary residence in which to live when stepping down as Chancellor, if assuming a tenured faculty position at UCLA. Approved by Regents 12/2006.

**BLUESTONE,JEFFREY A UCSF
EXECUTIVE VICE CHANCELLOR AND PROVOST**

Annual Base	\$385,300.00	3/25/10: Entered Senior Management Group (SMG) program. Appointment annual base salary: \$385,300. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Auto Allowance	\$8,916.00	Executive auto allowance (\$8,916/annually) approved 3/25/10 Regents.
Health Sciences Compensation Plan	\$35,814.00	\$35,814.14: Actual 2010 HSCP pay, effective 3/25/10, versus annualized amount of \$52,300. Approved 3/25/10 Regents.
Executive Disability		Executive Disability: Per policy, eligible - has not yet met five year vesting requirement to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**BLUMENTHAL,GEORGE R UCSC
CHANCELLOR**

Senior Management Supplement		Underlying Faculty Appointment
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Moving Expenses - Shipment of Household Goods		Packing & relocation of household goods per policy for move into required University Housing. Approved for a maximum of \$10,000 for up to 6 months over the 1 month allowed by policy for a total of 7 months.
Moving Expenses - Strg of Hsehld Goods-short-term		

**BOUBELIK,JANE ESTHER UCLA
CHIEF LEGAL COUNSEL, MEDICAL SCIENCES**

Clinical Enterprise Management Recognition Program	\$54,027.00	Per policy, eligible to participate in CEMRP annually with a maximum potential payout rate of 25%. Actual payout based on performance related to pre-established goals and objectives.
--	-------------	--

**BOYD,ELIZABETH A UCSF
CHIEF ETHICS AND COMPLIANCE OFFICER**

Annual Base	\$230,000.00	11/18/10: New hire; Senior Management Group (SMG) program. Appointment and compensation approved 11/18/10 Regents.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

Moving Expenses - Initial Househunting	\$1,163.00	Househunting reimbursement approved on 11/18/10 by the Regents.
--	------------	---

**BOYD, MICHAEL W UCD
EXECUTIVE DIRECTOR, FACILITIES**

Clinical Enterprise Management Recognition Program	\$46,350.00	Per policy, eligible to participate in CEMRP with a target award potential of 15% and a maximum potential rate of 25%. Actual award for 2009/10 is 22.5% (\$46,350). Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

**BOYLE, JOANNE UCB
HEAD COACH-WOMEN'S BASKETBALL**

Other Cash Payment	\$321,039.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$1,037.00	Courtesy vehicle approved as part of negotiated athletics' contract. Imputed value reflected in employee's W-2.
Coach - Bonus	\$21,842.00	Season ticket incentive bonus of \$4,970, \$11,247.92 for 20 win season (24-14) and \$5,623.96 for top 25 recruiting class (12).

**BRENNER, DAVID ALLEN UCSD
VICE CHANC - HEALTH SCI AND DEAN, SCHOOL OF MEDICINE**

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Health Sciences Compensation Plan	\$220,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Executive Disability		Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$31,250.00	\$125,000 (25%) to be distributed over 4 years in equal annual payments of \$31,250. Subject to repayment if resigns within first 4 years.

**BRESLAUER, GEORGE W UCB
EXECUTIVE VICE CHANCELLOR & PROVOST**

Annual Base	\$309,100.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; 10% reduction in pay for Executive Vice Chancellor & Provost.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**BREZMAN, IRENE L UCSF
DIRECTOR-INFORMATION TECHNOLOGY APPLICATION, MEDICAL CENTER**

Incentive	\$34,245.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
Other Cash Payment	\$1,021.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

**BROSTROM,NATHAN UCB
FORMER VICE CHANCELLOR - ADMINISTRATION**

Annual Base	\$283,100.00	Separated from UC Berkeley and transferred to UCOP effective 1/31/2010.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**BROSTROM,NATHAN ERIC UCOP
EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS**

Annual Base	\$375,000.00	Per policy, appointment salary of \$375,000 at SLCG grade 113: Minimum \$333,900, Midpoint \$431,500, Maximum \$529,100 effective February 1, 2010. Mr. Brostrom annual base salary is below the midpoint for SLCG grade 113. This position is subjected to the systemwide salary reduction/furlough plan, which will result in Mr. Brostrom's effective salary being \$337,500, while the furlough is in effect.
-------------	--------------	---

**BROSTROM,NATHAN ERIC UCOP
FORMER INTERIM EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS**

Annual Base	\$283,100.00	Per policy, an 80 percent appointment as Interim Executive Vice President - Business Operations and 20 percent appointment as Vice Chancellor - Administration. Mr. Brostrom interim appointment ended January 31, 2010.
-------------	--------------	--

**BROWN,SANDRA A UCSD
VICE CHANCELLOR-RESEARCH**

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.

**BRYANT,SUSAN V UCI
FORMER VICE CHANCELLOR - RESEARCH**

Annual Base	\$275,000.00	Employee retired from the Vice Chancellor - Research position on June 30, 2010. The employee is currently on an academic recall appointment at 43% with an annualized base salary of \$194,900.
-------------	--------------	---

**BULLOUGH, CHARLES GEORGE UCLA
DEFENSIVE COORDINATOR, FOOTBALL**

Annual Base	\$265,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$60,000.00	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other - Include in Total Cash Compensation	\$1,293.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$13,628.00	Courtesy Vehicle (imputed income)
Other - Exclude from Total Cash Compensation	\$539.00	Spouse Travel

**BUTTER, KAREN A UCSF
UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR**

Annual Base	\$247,700.00	Appointment annual base salary: \$247,700. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
-------------	--------------	---

**CAFFEY, MARIE P UCSF
ASSOCIATE CHAIR-ADMIN & FINANCE, LPPI**

Annual Base	\$199,400.00	Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10).
Incentive	\$18,224.00	07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels.
Incentive	\$25,941.00	08/09 incentive deferred pending Regental approval. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).

**CALDWELL, YOLANDA NICOLE UCLA
HEAD WOMEN'S BASKETBALL COACH**

Annual Base	\$250,000.00	Base salary approved as part of negotiated athletics' contract. Ms. Caldwell was a contract employee and not subject to the furlough/salary reduction program. She voluntarily reduced her salary by 2 percent for the period of September 1, 2009 - August 31, 2010.
Other Cash Payment	\$4,143.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract. Ms. Caldwell was a contract employee and not subject to the furlough/salary reduction program. She voluntarily reduced her salary by 2 percent for the period of September 1, 2009 - August 31, 2010.
Other Cash Payment	\$49,500.00	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.

Other - Include in Total Cash Compensation	\$2,470.00	UCLA Sporting Event Tickets
--	------------	-----------------------------

**CAMPBELL,JOHN DUNCAN UCSD
MEDICAL GROUP EXECUTIVE DIRECTOR**

Executive Disability		Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$62,500.00	Relocation allowance paid on 05/15/2010. Subject to repayment on pro-rated basis if resigns within first 2 years.
Temporary Housing	\$6,000.00	Temporary housing for May 1, 2010 - July 31, 2010.
Moving Expenses - Initial Househunting	\$1,850.00	Moving from Belton, TX to San Diego, CA.

**CANNING,MARCIA J UCSF
CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL**

Annual Base	\$234,210.00	Appointment annual base salary: \$234,210. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction. 07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels. Paid on 10/6/10.
Incentive	\$8,041.00	
Incentive	\$8,706.00	08/09 incentive deferred pending Regental approval. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10). Paid on 12/8/10.

**CAREW,PATRICK JOSEPH UCSD
ASSOCIATE VICE CHANCELLOR - HEALTH SCIENCES DEVELOPMENT**

Temporary Housing	\$1,692.00	Temporary housing for August 1, 2010 - August 30, 2010.
-------------------	------------	---

**CARLSON,SUSAN L. UCOP
VICE PROVOST - ACADEMIC PERSONNEL**

Relocation Allowance	\$62,500.00	Per policy, a 25 percent (\$62,500)relocation allowance will be provided as a single lump-sum. If Ms. Carlson resigns within four years, the repayment schedule would be as follows: 100 percent if resignation occurs within the first year of employment; 60 percent within the second year of employment; 30 percent within the third year of employment; and 10 percent within the fourth year of employment.
Moving Expenses - Initial Househunting	\$2,472.00	Per policy, two house hunting trips each, subject to the limitations under policy for the candidate and his/her spouse/partner.

CARPENTER,KATHARINE O UCLA
CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA--UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL

Clinical Enterprise Management Recognition Program	\$116,220.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives. Payout of \$58,110 for 2010 CEMRP award. Payout of \$58,110 for 2009 CEMRP award was received in 2010, as approved by the Regents.
--	--------------	--

CASTRO,JOSEPH I UCSF
VICE CHANCELLOR-STUDENT ACADEMIC AFFAIRS

Annual Base	\$235,000.00	A title change from Vice Provost - Student Academic Affairs to Vice Chancellor-Student Academic Affairs. Personnel Program change from MSP to SMG. Also, a salary adjustment from \$211,500 to \$235,000 accommodate the loss of bonus opportunity, acknowledge the increased scope and responsibilities of his new role, and to reflect the significant skills, knowledge, expertise, value and credibility he brings to the University. Approved by President Yudof and Regent Varner on 11/17/2010.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

CHAPMAN,JOHN UCSF
EXECUTIVE DIRECTOR-CLINICAL SERVICES, MEDICAL CENTER

Clinical Enterprise Management Recognition Program	\$51,223.00	Eligible to participate in CEMRP annually. Actual payout is based on performance against pre-established goals and objectives. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.
Other Cash Payment	\$12,600.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

CHOI,LYNDA HEE UCOP
MANAGING DIRECTOR - ABSOLUTE RETURN

Treasurer's AIP Plan	\$229,701.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back". The AIP award amount of \$229,701 is for fiscal year 2009/10.
----------------------	--------------	---

CHOW,NORMAN YEW HEEN UCLA
FOOTBALL OFFENSIVE COORDINATOR

Annual Base	\$250,000.00	Base salary approved as part of negotiated athletics' contract. (Separation date: 1/31/2011.)
-------------	--------------	---

Other Cash Payment	\$121,250.00	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other - Include in Total Cash Compensation	\$2,586.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$9,744.00	Courtesy Vehicle (imputed income)
Other - Exclude from Total Cash Compensation	\$170.00	Spouse Travel
Coach - Bonus	\$250,000.00	Per contract, one-time retention bonus, approved by Regents February 2008.
Coach - Bonus	\$4,000.00	Bonus opportunity based on performance-related goals set in employment contract. Bonus payment received in 2010 for participation in the Eaglebank Bowl in 2009 (delayed payment).

**CHRISMAN, MAYE C. UCSF
ASSOCIATE CHAIR-FINANCE AND ADMINISTRATION**

Annual Base	\$235,000.00	Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10).
Incentive	\$31,117.00	07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels.
Incentive	\$11,791.00	08/09 School of Medicine Management Incentive Program. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).

**CLARK, BETTY M UCD
ASSISTANT DIRECTOR, PATIENT CARE SERVICES**

Annual Base	\$190,680.00	A 5% equity increase effective 7/1/10 to help alleviate compaction with represented nurses and will lessen the 20% gap between her salary and that of comparable positions at other UC Health Systems. The action was approved by Chancellor Katehi on June 29, 2010 and submitted on September 2010 bimonthly report.
Clinical Enterprise Management Recognition Program	\$29,528.00	Eligible to participate in CEMRP with a target potential rate of 15%. Actual award for 2009/10 is 15.49%. Actual payout is based on performance against pre-established goals and objectives.

**CLAUDIO, JOSE R UCSF
DIRECTOR-INFRASTRUCTURE SERVICES, MEDICAL CENTER**

Incentive	\$31,667.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
-----------	-------------	---

**CLAYMAN, RALPH V UCI
DEAN - SCHOOL OF MEDICINE**

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
----------------------	--	---

COAKER,WILLIAM JORDAN JR. UCOP
SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS

Treasurer's AIP Plan	\$461,815.00	Approved at the September Regents meeting. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw back". The incentive amount for 2008/2009 paid in 2010 for \$208,458 and for 2009/2010 the amount was \$235,692.00
----------------------	--------------	--

CONK,MARGARET T UCI
CHIEF STRATEGY OFFICER

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
----------------------	--	---

COX,JULIE M UCSF
DIRECTOR-IT, CUSTOMER SERVICE, MEDICAL CENTER

Incentive	\$31,298.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
Other Cash Payment	\$10,394.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

COYLE,MICHELE C. UCR
CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
----------------------	--	---

CRAIG,PAUL A UCSD
CHIEF HUMAN RESOURCES, RISK MANAGEMENT, AND PATIENT SAFETY OFFICER

Annual Base	\$285,000.00	A 13.1 percent salary increase bringing Mr. Craig's new base salary to \$285,000 for expansion of responsibilities including the new assignment of Chief Human Resources Officer for all of Health Sciences, not just the Medical Center. This action was approved by President Yudof in September 2010.
Clinical Enterprise Management Recognition Program	\$45,599.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout is based on performance against pre-established goals and objectives. Approved by Chancellor October 2009 and reported to the Regents January 2010 in the Bi-Monthly Transaction Monitoring Report.

CROOKS,HEIDI M. UCLA
SR. ASSOCIATE DIRECTOR -- OPERATIONS & PATIENT CARE SERVICES

Clinical Enterprise Management Recognition Program	\$121,556.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives. Payout of \$60,778 for 2010 CEMRP award. Payout of \$60,778 for 2009 CEMRP award was received in 2010, as approved by the Regents.
--	--------------	--

**CUCULLU,MICHELE ELISE UCOP
INVESTMENT OFFICER-PRIVATE EQUITY INVESTMENTS**

Treasurer's AIP Plan	\$135,424.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three-year period with potential for "claw-back". The total AIP amount of \$135,424 includes the following: 1. 2008/2009 FY AIP of \$57,320 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$78,104 approved in September 2010.
----------------------	--------------	---

**DELANEY,MARGARET L UCSC
VICE CHANCELLOR, PLANNING AND BUDGET**

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement

**DENES,PETER LBNL
ACTING SCIENTIFIC DIVISION DIRECTOR**

Stipend	\$15,674.00	A 7.5% Administrative Stipend for Acting Division Director duties. The action was approved by President Mark Yudof on 08/14/09.
Bonus	\$5,000.00	Outstanding Performance Award payment approved by President Yudof on 01/22/10. The purpose of the LBNL's Outstanding Performance Award (OPA) Program is to recognize and reward significant one-time exceptional contributions or noteworthy achievements of employees in pursuit and accomplishment of Laboratory objectives. The source of funding for the OPA is the organizational burden for the Engineering Division.

**DENTON,EDWARD J UCB
VICE CHANCELLOR-FACILITIES SERVICES**

Annual Base	\$220,500.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% salary reduction.
Other Benefit	\$596.00	Complimentary discounted tickets to Cal athletic events - 2010 football season tickets; benefit reported on W-2.

DEPAOLO,DONALD J LBNL
ACTING ASSOCIATE LABORATORY DIRECTOR - FACULTY

Annual Base	\$262,800.00	100% of UCB base salary reimbursed by LBNL. As an exception to policy, a 19.57% stipend of annualized UCB base salary for Acting Associate Laboratory Director duties. This constitutes an exception to policy because it exceeds the 15% maximum allowed under LBNL policy.
Stipend	\$51,420.00	This action was approved by the Regents on 05/20/10. As an exception to policy, a \$4,000 Administrative Stipend charged to State funds for his joint appointment as UCB/LBNL Director of the Center of Isotope Geochemistry. This constitutes an exception to policy because the total stipend amount exceeds the 15% maximum allowed under LBNL policy. This action was approved by the Regents on 05/20/10.
Stipend	\$4,000.00	
Accrual of Sabbatical Credits		Accrual of sabbatical credits due to underlying faculty appointment.

DESMOND-HELLMANN,SUSAN D UCSF
CHANCELLOR

Annual Base	\$450,000.00	Appointment annual base salary: \$450,000. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Executive Auto Allowance	\$8,916.00	Per policy, an automobile allowance in the amount of \$8,916 per annum. Approved on 05/07/09 by the Regents.

DONALDSON,LORI R UCSD
CHIEF FINANCIAL OFFICER-UCSD MEDICAL CENTER

Stipend	\$36,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2009 - June 30, 2010 for responsibilities associated with Acting Chief Financial Officer - UCSD Medical Center role.
Incentive	\$13,274.00	Per policy, is eligible for an incentive payment up to 10% of base salary annually, based on performance as judged against predetermined goals in key results areas. Approved by AOC 09/2010.
Executive Disability		Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.

DOYLE,MARY M UCSC
VICE CHANCELLOR, INFORMATION TECHNOLOGY

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement
----------------------	--	--

DRACUP,KATHLEEN A UCSF
FORMER DEAN-SCHOOL OF NURSING

Annual Base	\$290,000.00	Effective 10/1/10, returned to non-Dean academic appointment as approved by the President on 9/24/10. Effective 10/1/10, no longer a Senior Management Group member. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10) and return to academic appointment.
Health Sciences Compensation Plan	\$60,000.00	Effective 10/1/10, returned to non-Dean academic appointment as approved by the President on 9/24/10. Effective 10/1/10, no longer a Senior Management Group member.
Executive Life		Effective 10/1/10, returned to non-Dean academic appointment as approved by the President on 9/24/10. Effective 10/1/10, no longer a Senior Management Group member and ineligible to receive Executive Life Insurance.
Executive Disability		Effective 10/1/10, returned to non-Dean academic appointment as approved by the President on 9/24/10. Effective 10/1/10, no longer a Senior Management Group member and ineligible to receive Executive Disability.

**DROWN,STEVEN A. UCD
CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL**

Executive Disability Eligible per policy and vested.

**DUCKETT,DWAINE BRIAN UCOP
VICE PRESIDENT-HUMAN RESOURCES**

Temporary Housing \$13,189.00 Per policy, temporary living expenses for first 90 days of employment in 2009. Due to a delay in processing, Mr. Duckett received his reimbursement on June 1, 2010.

**DUFFY,SHARON A. UCR
ACTING DEAN-UNIVERSITY EXTENSION**

Stipend \$52,006.00 Continued administrative stipend of 39.4 percent (\$52,006) to increase her adjusted faculty salary of \$131,994 to a total annual salary of \$184,000 effective 10/1/2009 through 9/30/2010. The stipend was approved by the Regents at the September 2009 meeting.

**DURDEN,DAVID A. UCB
HEAD COACH-MEN'S SWIMMING AND DIVING**

Annual Base	\$135,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$20,000.00	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$1,476.00	Revenue from Athletic camp, per contract.
Coach Auto Allowance	\$5,400.00	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.

Coach - Bonus	\$16,616.00	Paid bonus of \$16,616 (\$27,000 less furlough pay reduction of \$10,384) for Pac-10 and NCAA accomplishments. \$1,000 for Pac-10 top 3, \$14,000 for 7 NCAA indiv. Titles, \$5,000 for NCAA top-10 and \$5,000 for NCAA top 4 finish, \$1,000 for Pac-10 coach of the year and \$1,000 for NCAA coach of the year.
---------------	-------------	---

**DURUISSEAU,SHELTON J UCD
ASSOCIATE VICE CHANCELLOR - DIVERSITY AND INCLUSION AND CHIEF EXTERNAL AFFAIRS OFFICER, UC DAVIS HEALTH SYSTEM**

Annual Base	\$290,000.00	Received a salary adjustment of 4.19%; effective upon approval by Regents on 9/16/10.
Clinical Enterprise Management Recognition Program Executive Disability	\$125,244.00	Eligible to participate in CEMRP with a target potential rate of 15% and a maximum potential rate of 25%. 2009/10 actual award is 22.5% (\$62,622.00). Also received 2008/09 deferred award payment of 22.5% (\$62,622.00). Actual payout is based on performance against pre-established goals and objectives. Eligible per policy and vested.

**DUWORS,ROBERT UCLA
DEPUTY DIRECTOR FOR ADMINISTRATION AND FINANCE**

Incentive	\$18,907.00	Deferred 2008 Staff Achievement Award payout based on performance related to goals.
-----------	-------------	---

**ECKBLAD,J STUART UCSF
DIRECTOR-DESIGN & CONSTRUCTION/PROJECT DELIVERY-MISSION BAY, MEDICAL CENTER**

Incentive	\$28,971.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
-----------	-------------	---

**ECONOMOU,JAMES S UCLA
VICE CHANCELLOR FOR RESEARCH**

Annual Base Executive Disability	\$210,000.00	Incumbent holds 70% SMG appointment (\$300,000 full-time rate) with 30% faculty appointment. Per policy, eligible - has not yet met five year service requirement in SMG to receive benefit.
-------------------------------------	--------------	--

**EDLEY,CHRISTOPHER F UCOP
SENIOR POLICY ADVISOR TO THE PRESIDENT**

Annual Base	\$307,000.00	Per policy, an annual base salary of \$307,000 for her role as the Dean, School of Law at UC Berkeley. The base salary is paid by UC Berkeley.
Stipend	\$43,000.00	Per policy, stipend of \$43,000 in recognition of his additional work as Senior Policy Advisor to the President.

Senior Management Supplement
Accrual of Sabbatical Credits

Ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

Per policy, continuation of accrual of sabbatical credits as a member of faculty.

EISELE, JANICE J UCSF
ASSISTANT VICE CHANCELLOR-MEDICAL DEVELOPMENT

Annual Base \$225,000.00

Appointment annual base salary: \$225,000. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 8% mandatory furlough salary reduction. Promotion from MSP 5 to 8 effective 6/1/10. Annual base salary and appointment retroactively approved by Chancellor on 7/13/10 (to 6/1/10) as endorsed by the UCSF Compensation Committee, per delegated authority.

ELAHI, FARANAK K UCLA
CHIEF ADMINISTRATIVE OFFICER

Clinical Enterprise Management Recognition Program \$20,165.00

CEMRP actual payout for 2008 award is 10% of base salary. Actual payout is based on performance against pre-established goals and objectives.

ESPIRITU, RONALDO G. UCSD
ASSISTANT VICE CHANCELLOR FOR BUSINESS AND FISCAL AFFAIRS

Incentive \$21,052.00

Per policy, is eligible for an incentive payment up to 10% of base salary annually, based on performance as judged against predetermined goals in key results areas. Approved by AOC on 09/2010.

ESQUER, DAVID UCB
HEAD COACH-BASEBALL

Annual Base \$117,300.00

Base salary approved as part of negotiated athletics' contract.

Other Cash Payment \$40,000.00

Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.

Other Cash Payment \$60,494.00

Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.

Other Benefit \$1,192.00

Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.

Coach Auto Allowance \$5,400.00

Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.

Coach - Bonus \$7,500.00

Per contract, bonus payment in the amount of \$7500 for team participation in the NCAA Regionals.

EVANS, KIM B UCOP
SENIOR PORTFOLIO MANAGER

Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back". The total AIP amount of \$149,785 includes the following: 1. 2008/2009 FY AIP of \$72,876 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$76,909 approved in September 2010.

Treasurer's AIP Plan \$149,785.00

**FALCONE, ROGER W LBNL
ASSOCIATE LABORATORY DIRECTOR**

Senior Management Supplement Per policy, not eligible to receive Senior Management Supplement as tenured faculty.

Executive Disability Per policy, eligible - has not yet met the five year vesting requirement in SMG to receive benefit.

Accrual of Sabbatical Credits Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.

**FARMER, KEITH D UCSF
ACTING DIRECTOR OF FINANCE, MEDICAL CENTER**

Stipend \$16,491.00 Stipend extension for additional responsibilities approved on 7/13/10 by the Chancellor, as endorsed by UCSF Compensation Committee, per delegated authority.

Incentive \$15,304.00 Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.

Other Cash Payment \$10,847.00 Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

**FAWLEY, REECE I UCSF
EXECUTIVE DIRECTOR-HEALTH PLAN STRATEGY & REVENUE MANAGEMENT, MEDICAL CENTER**

Clinical Enterprise Management Recognition Program \$59,742.00 Eligible to participate in CEMRP annually. Actual payout is based on performance against pre-established goals and objectives. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.

**FEATHERSTONE, JOHN D B UCSF
DEAN-SCHOOL OF DENTISTRY**

Annual Base \$300,000.00 Appointment annual base salary: \$300,000. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.

Health Sciences Compensation Plan \$50,000.00 Health Sciences Compensation Plan pay approved 10/1/08 Regents.

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

FEINBERG, DAVID T UCLA

ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER, HOSPITAL SYSTEM

Clinical Enterprise Management Recognition Program	\$429,467.00	Eligible to participate in CEMRP annually with a maximum potential payout of 30%. Actual payout is based on performance against pre-established goals and objectives. Payout of \$210,739 for 2010 CEMRP award. Payout of \$218,728 for 2009 CEMRP award was received in 2010, as approved by the Regents.
Executive Disability		Per policy, eligible - has not yet met five year service requirement in SMG to receive benefit.

FELLER, RICHARD I UCB

HEAD COACH-WOMEN'S VOLLEYBALL

Annual Base	\$114,600.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$36,848.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract. \$31,348 for 2010 summer camps. \$5,500 for 2009 summer camps (disbursed to employee in 2010)
Other Benefit	\$640.00	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Coach - Bonus	\$10,000.00	Coach earned a total of \$100K in performance bonuses for 2010. Although \$90K was disbursed in 2011. Winning Pac-10 Championship - \$10,000, Team participates in NCAA tournament - \$20,000 Team participates in NCAA Round of 16 - \$10,000 Team participates in NCAA Elite 8 - \$15,000 Team participates in NCAA Final 4 - \$15,000 Team participates in NCAA Championship game - \$10,000 Coach is named AVCA Coach of the Year - \$10,000 Pac 10 Coach of the Year \$10,000

FERNANDES, ROXANNE UCSF

EXECUTIVE DIRECTOR-CHILDREN'S HOSPITAL, MEDICAL CENTER

Clinical Enterprise Management Recognition Program	\$44,130.00	Eligible to participate in CEMRP annually. Actual payout is based on performance against pre-established goals and objectives. 09/10 incentive approved for payment on September 2010 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.
--	-------------	--

FLEMING, DOUGLAS M LBNL

OPERATIONS DIVISION DIRECTOR

Bonus	\$15,000.00	Per Policy, \$15,000 Hire Bonus to attract top talent.
Moving Expenses - Other-Incl in Total Cash Comp	\$1,338.00	Per policy, taxable pre-move house hunting expense reimbursement
Moving Expenses - Shipment of Household Goods	\$14,307.00	Per policy, cost of shipment of household goods paid by LBNL directly to relocation company.

FLEMING, GRAHAM R UCB

VICE CHANCELLOR-RESEARCH

Annual Base	\$300,000.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% salary reduction.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit

FLYNN,MARY FRANCES UCLA
DIRECTOR, MANAGED CARE PROGRAM, UCLA MEDICAL CENTER

Clinical Enterprise Management Recognition Program	\$44,936.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	---

FOX,MARYE ANNE UCSD
CHANCELLOR

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
University Housing		As a non-taxable benefit, per the offer letter, a house was rented off campus through June 2010, pending renovation of the University House.
Housing Allowance	\$10,000.00	Annual housing allowance of \$20,000; actual paid in 2010 is \$10,000. Approved by The Regents 03/2010 upon move into personal home pending renovation of University House.
Other Payment - Benefits	\$1,034.00	Annual membership renewal payment made to Cosmos Club to cover Chancellor Fox's 2010-11 membership fee. Membership is used to secure meeting and lodging facilities during business travel.
Moving Expenses - Other-Incl in Total Cash Comp	\$350.00	Move from rental property to personal home for cost savings and as Chancellor's housing remains unsuitable. Approved by The Regents 03/2010.
Moving Expenses - Shipment of Household Goods	\$901.00	Move from rental property to personal home for cost savings and as Chancellor's housing remains unsuitable. Approved by The Regents 03/2010.

FRANKEL,ANN D UCD
ASSISTANT DIRECTOR OF FINANCE

Clinical Enterprise Management Recognition Program	\$39,450.00	Eligible to participate in CEMRP with a target potential rate of 15%. Actual award for 2009/10 is 19%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

FRENCH,BARBARA J. UCSF
FORMER ASSOCIATE VICE CHANCELLOR-UNIVERSITY RELATIONS

Annual Base	\$251,900.00	MSP appointment annual base salary: \$251,900. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Stipend	\$37,785.00	Annualized stipend, effective 4/1/09-3/31/10. 2010 stipend amount reflects annualized pay and not actual 2010 stipend pay due to furlough reduction (9/1/09-8/31/10; 10%) as well as ending on 3/31/10 (actual 2010 gross stipend pay total=\$12,595-\$1,259.50 (10% cut)=\$11,335.50). Stipend approved by UCSF Compensation Committee per Regental delegation.

FRENCH, BARBARA J. UCSF
VICE CHANCELLOR-UNIVERSITY RELATIONS

Annual Base	\$251,900.00	SMG appointment effective 5/20/10 (0% increase to base salary upon SMG appointment). Appointment base salary of \$251,900 reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

FRIED, LINDA UCOP
INVESTMENT OFFICER

Treasurer's AIP Plan	\$167,906.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back".
----------------------	--------------	---

FRIELING, MORRIS J. UCI
CHIEF FINANCIAL OFFICER

Incentive	\$24,181.00	Medical Center Director's Incentive Plan (DIP): Eligible to participate in the MC DIP annually with a maximum potential of 15%.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

GADGIL, ASHOK J LBNL
SCIENTIFIC DIVISION DIRECTOR - FACULTY

Stipend	\$29,600.00	President Yudof approved an increase to the administrative stipend to \$29,600 (15.0 percent) upon Dr. Gadgil's appointment in the permanent Scientific Division Director - Faculty, Environmental Energy Technologies Division role. Because the Laboratory is not able to recommend an increase to his faculty base salary, instead to recognize a his expanded responsibilities a stipend is provided. The stipend is not intended for an acting or temporary position and therefore does not have an end date.
---------	-------------	--

GAGE, DEBRA L UCD
DIRECTOR - AMBULATORY CLINICAL OPERATIONS AND MANAGED CARE

Annual Base	\$196,268.00	Effective 7/1/10, 12% equity increase to current rate; approved by Chancellor; submitted on bimonthly report.
Clinical Enterprise Management Recognition Program	\$31,542.00	Eligible to participate in CEMRP with a target potential rate of 15%. Actual award for 2009/10 is 16.07%. Actual payout is based on performance against pre-established goals and objectives.

GALLOWAY,ALISON UCSC
CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement

GALLOWAY,ALISON UCSC
FORMER VICE PROVOST AND DEAN, ACADEMIC AFFAIRS

Senior Management Supplement		Underlying Faculty appt.
Executive Disability		Per policy, eligible - has not yet met 5 year vesting requirement

GANSZ,FRANCIS VAN RENSSLAER UCLA
ASSISTANT COACH/SPECIAL TEAMS COORDINATOR, FOOTBALL

Annual Base	\$205,000.00	Base salary approved as part of negotiated athletics' contract. Mr. Gansz was a contract employee and not subject to the furlough/salary reduction program. He voluntarily reduced his salary by 8 percent for the month of August 2010. Separation date: 3/31/2011. Not available for certification.
Other - Include in Total Cash Compensation	\$1,293.00	UCLA Sporting Event Tickets

GEE,DEBBIE UCSF
DIRECTOR-ORTHOPEDIC INSTITUTE, MEDICAL CENTER

Annual Base	\$186,772.00	MSP 5 appt effective 6/30/08. Approved Medical Center HR (MSP 5). An equity increase effective 10/30/10, increasing Ms. Gee's base salary from \$181,300 to \$186,722. Ms. Gee's is included in the AREC due to her new total cash compensation exceeding the \$218k threshold. The equity increase was approved by the Medical Center HR, but is subjected to the Chancellor's approval. The campus is currently working on obtaining retroactive approval from the Chancellor.
Incentive	\$23,830.00	Eligible to participate in Med Ctr management incentive plan annually. Actual payout based on performance related to goals. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.
Bonus	\$5,200.00	Sign-on bonus (payment 3 of 3 payments). Approved by Medical Center HR.

Other One-Time Payment	\$5,198.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
------------------------	------------	---

**GENYK,JEFFREY GEORGE UCB
ASSISTANT COACH OF FOOTBALL**

Annual Base	\$125,000.00	Per approved contract.
Other Cash Payment	\$24,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB. \$16,059 payment reduced by \$6,250 (voluntary furlough). Per approved contract, profit from summer camp for youth.
Other Cash Payment	\$9,809.00	
Other Benefit	\$1,788.00	Per approved contract, complimentary athletic tickets; some may have been used for business purposes.
Other Benefit	\$2,928.00	Sports club membership as part of University agreement with ISP.
Coach Auto Allowance	\$5,400.00	Stipend in lieu of courtesy vehicle, per approved contract.
Coach - Bonus	\$18,000.00	Discretionary bonus determined by Coach Tedford, per terms of approved contract.

**GIDDINGS,LELAND M UCSD
CHIEF COMPLIANCE OFFICER, PRIVACY OFFICER, AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT**

		Award amount is \$46,083 for 2008/09 and \$46,083 for 2009/10. Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives.
Clinical Enterprise Management Recognition Program	\$92,166.00	

**GIL,GLORIA BROWNING UCOP
MANAGING DIRECTOR - REAL ASSETS**

		Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back".
Treasurer's AIP Plan	\$67,750.00	

**GILLESPIE,MICHAEL J. UCI
HEAD COACH - BASEBALL**

		Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$11,058.00	

**GOSSARD,ARTHUR UCSB
FORMER ASSOCIATE VICE CHANCELLOR FOR ACADEMIC PERSONNEL**

Annual Base	\$240,200.00	Retired 6/29/10, so actual base compensation is for 6 months only. AVC annual rate=\$255,000; Prof annual rate=\$225,400.
Other Cash Payment	\$46,852.00	Paid \$46,852 as Recalled research professor at 43% for 5 month period 8/1/10-12/31/10. (Full time rate of \$261,500 x 0.43 = \$9370.42/month x 5 months = \$46,852.)
Summer Salary	\$3,955.00	Summer ninths paid in June: \$25,044.44 x 0.1579 = \$3954.52

**GRAY,JOE W LBNL
SCIENTIFIC DIVISION DIRECTOR**

Annual Base	\$321,324.00	Dr. Gray separated from employment on December 31, 2010 prior to obtaining certification of the AREC report.
-------------	--------------	--

**GRIFFITHS,DIANE MARIE UCOP
SECRETARY AND CHIEF OF STAFF TO THE REGENTS**

Executive Disability Post Retirement Agreement		As an exception to policy, eligible immediately upon hire. Normally must wait 5 years. Full University contribution for retiree health benefits.
---	--	---

**GRIMES,KEVIN UCB
HEAD COACH-MEN'S SOCCER**

Annual Base	\$120,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$90,000.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$15,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Benefit Coach Auto Allowance	\$1,192.00 \$5,400.00	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes. Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
Coach - Bonus	\$22,500.00	Coach wins Conference Coach of the Year = \$1,000 Team wins Pac-10 Championship = \$5,000 Team participates in NCAA Championship = \$4,500 Team participates in NCAA 2nd Round = \$4,000 Team participates in NCAA 3rd Round = \$4,000 Team participates in NCAA 4th round = \$4,000

**GRIMLEY,KAREN A UCI
CHIEF NURSING OFFICER**

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
----------------------	--	---

**GUERRERO,DANIEL GENE UCLA
DIRECTOR, INTERCOLLEGIATE ATHLETICS**

Annual Base	\$512,663.00	Per negotiated contract, annual retention increase of 5% approved by Regents May 2008. Mr. Guerrero is a contract employee and not subject to the furlough/salary reduction program. He voluntarily reduced his salary by 7 percent for the period of September 1, 2009 - August 31, 2010.
Bonus	\$67,500.00	Supplemental Compensation Opportunities based on performance related goals set in employment contract.
Other - Include in Total Cash Compensation	\$11,174.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$27,000.00	Courtesy Vehicles (imputed income)
Other - Exclude from Total Cash Compensation	\$3,500.00	Annual Physical Exam. Approved by Regents in May 2008.
Other - Exclude from Total Cash Compensation	\$695.00	Spousal Travel.

**GUNDERSON, DOUGLAS A UCLA
EXECUTIVE DIRECTOR, OPERATIVE SERVICES**

Clinical Enterprise Management Recognition Program	\$39,564.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	---

**GUZE, PHYLLIS UCR
ASSOCIATE VICE CHANCELLOR-HEALTH AFFAIRS AND EXECUTIVE ASSOCIATE DEAN-SCHOOL OF MEDICINE**

Health Sciences Compensation Plan	\$117,333.00	Health Sciences Compensation Plan: Non-base building 'Y' component.
-----------------------------------	--------------	---

**GUZE, PHYLLIS UCR
FORMER ACTING VICE CHANCELLOR-HEALTH AFFAIRS AND DEAN-SCHOOL OF MEDICINE**

Health Sciences Compensation Plan	\$180,533.00	Health Sciences Compensation Plan: Non-base building 'Y' component.
-----------------------------------	--------------	---

**HAREL, ELAZAR C UCSF
VC-IT/CHIEF INFORMATION OFFICER**

Annual Base	\$310,800.00	Appointment salary approved 3/25/10 Regents: \$310,800. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Temporary Housing	\$6,068.00	90 days of temporary housing, paid by University funds directly to UCSF Housing Office. Approved 3/25/10 Regents.
Moving Expenses - Initial Househunting	\$249.00	Househunting/moving expenses. Actual paid amount. Approved 3/25/10 Regents.

**HARRIS, JOHN P UCSF
CHIEF STRATEGY & BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER**

Annual Base	\$298,800.00	Appointment annual base salary: \$298,800. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction. Due to the deferred Regental approval for the 08/09 incentives, incentive payments for both 08/09 (\$63,196) and 09/10 (\$59,063) were paid in 2010. Actual payout is based on performance against pre-established goals and objectives. 08/09 incentive payment approved by Regents on 1/21/10. 09/10 incentive payment approved by Regents on 9/16/10.
Clinical Enterprise Management Recognition Program	\$122,259.00	

**HAWGOOD,SAMUEL UCSF
DEAN, SCHOOL OF MEDICINE**

Annual Base	\$450,000.00	Appointment annual base salary: \$450,000. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 9% mandatory furlough salary reduction. Health Sciences Compensation Plan: Payout reduced from \$248,029 to \$195,475. Approved by The Regents 9/18/2008. Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Health Sciences Compensation Plan	\$195,475.00	
Executive Disability		

**HAWKINS,ANGELA M. UCSF
ASSISTANT VICE CHANCELLOR-BUDGET & RESOURCE MANAGEMENT**

Annual Base	\$210,400.00	Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10). 08/09 incentive deferred pending Regental approval. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).
Incentive	\$10,761.00	

**HAYASHIDA,PETER A. UCR
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT**

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**HAYMET,ANTHONY DOUGLAS JOHN UCSD
VICE CHANCELLOR-MARINE SCIENCES, DEAN OF THE GRADUATE SCHOOL OF MARINE SCIENCES & DIRECTOR SCRIPPS INSTITUTION OF OCEANOGRAPHY**

Senior Management Supplement Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.

**HEMMINGER,JOHN C. UCI
VICE CHANCELLOR - RESEARCH**

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

HENRY, HELEN K UCD
ACTING CO-UNIVERSITY LIBRARIAN

Stipend \$12,076.00

A 10% stipend provided for expanded responsibilities as the Acting Co-University Librarian. The stipend would be recalculated if base salary is increased. The duration of the stipend was originally set for 1 year; as an exception to policy a 1 year extension was approved by President Yudof and Regent Varner under interim authority on March 3, 2009.

Senior Management Supplement

Not eligible to participate in the Senior Management Supplemental benefit due to acting SMG appointment. Incumbent is not a participant in the SMG personnel program.

HERMANN, JENNIFER SCHOON UCSF
DIRECTOR OF HUMAN RESOURCES, MEDICAL CENTER

Incentive \$29,760.00

Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.

HESS, CHARLES E UCD
ACTING VICE CHANCELLOR - RESEARCH

Annual Base \$237,400.00

The annual base reflects the full-time rate; this 1 year acting appointment (9/16/10 - 9/15/11) is 43%; at 43% the annual rate = \$102,082.00; actual earnings from 9/16/10 - 11/15/10 = \$39,566.67; employee resigned 11/15/10 and returned to Emeritus status.

Senior Management Supplement

Not eligible for this benefit; was rehired from Emeritus status into an acting SMG appointment.

HINDERY, MICHAEL A UCSF
VICE DEAN-ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE

Annual Base \$335,000.00

Appt annual base salary: \$335,000. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reductions. 9/1/09-8/31/10: Participant of mandatory 10% furlough salary reduction. Actual paid base salary for 2010=\$298,740.

Incentive \$22,087.00

07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels. Paid on 10/6/10.

Incentive	\$42,545.00	08/09 incentive deferred pending Regental approval. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10). Paid on 12/22/10.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**HINE, JAMES W UCSF
EXEC DIR-PROCUREMENT & BUSINESS CONTRACTS/CAMPUS MATERIEL MANAGER**

Annual Base	\$202,500.00	5/17/10: Reclassification from MSP 6 to MSP 7 with associated salary increase. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10). A 10 percent annualized stipend of \$20,250 approved under local authority per delegation of authority by the Chancellor on November 10, 2010. The stipend is in recognition of management oversight and strategic operational planning for the UC Berkeley Campus Procurement Department (in addition to current UCSF responsibilities).
Stipend	\$20,250.00	
Incentive	\$9,144.00	08/09 incentive deferred pending Regental approval. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).

**HISGILOV, HAGGAI UCOP
EXECUTIVE DIRECTOR, STRATEGIC SOURCING**

Annual Base	\$222,424.00	Per policy, a 10 percent salary increase effective November 1, 2010 to better align his salary to the market and internal comparators, and to recognize the loss of a 10 percent bonus opportunity that is being forfeited due to the discontinuance of an existing bonus program. This action was approved by President Yudof on October 25, 2010.
-------------	--------------	---

**HOITING, TRACI ANN UCSF
ASSOCIATE CHIEF NURSING OFFICER, MEDICAL CENTER**

Incentive	\$20,600.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
-----------	-------------	---

**HOLMES, CLAIRE A. UCB
ASSOCIATE VICE CHANCELLOR-PUBLIC AFFAIRS**

Annual Base	\$230,000.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% salary reduction.
-------------	--------------	---

**HOSLEY, DAVID H. UCM
INTERIM VICE CHANCELLOR - UNIVERSITY RELATIONS**

Senior Management Supplement

Not eligible to participate in the Senior Management Supplemental benefit due to acting SMG appointment. Incumbent is not a participant in the SMG personnel program.

HOWARD,WALTER LEE JR UCLA
ASSISTANT HEAD COACH, FOOTBALL

Annual Base	\$205,000.00	Per negotiated contract. Mr. Howard is a contract employee and not subject to the furlough/salary reduction program. He voluntarily reduced his salary by 9 percent for the period of September 1, 2009 - August 31, 2010.
Other - Include in Total Cash Compensation	\$1,293.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$6,032.00	Per contract, courtesy Vehicle (imputed income).
Other - Exclude from Total Cash Compensation	\$1,234.00	Spouse travel.

HOWLAND,BENJAMIN CLARK UCLA
HEAD COACH, MEN'S BASKETBALL

Annual Base	\$300,000.00	Base salary approved as part of negotiated athletics' contract. Mr. Howland is a contract employee and not subject to the furlough/salary reduction program. He voluntarily reduced his salary by 10 percent for the period of September 1, 2009 -August 31, 2010.
Other Cash Payment	\$1,683,333.00	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$68,572.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$12,237.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$25,684.00	Two Courtesy Vehicles (imputed income). Approved by Regents July 2006.

HSU,STELLA Y UCSF
ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE AND BUSINESS SERVICES

Annual Base	\$235,000.00	Equity increase effective 3/1/10 (stipend rolled into base salary). Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10). Approved 2/26/10 by the Chancellor as endorsed by the UCSF Compensation Committee, per delegated authority.
Stipend	\$27,430.00	Annualized stipend reflected. Reason: Responsibilities associated with Associate Vice Chancellor-Campus Life Services and Acting Associate Vice Chancellor-Facilities Management roles. 4/1/08-3/31/09 Stipend: Approved by Regents (7/17/08). 4/1/09-3/31/10 Stipend Extension: Approved by UCSF Compensation Committee (2/18/09). Stipend ended on 2/28/10 when stipend was rolled into base salary, effective 3/1/10, per local authority.

Incentive	\$14,239.00	07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels.
Incentive	\$8,573.00	08/09 incentive deferred pending Regental approval. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).

**HUDSON,PAMELA LOU UCSF
DIRECTOR-EPIC PROGRAM, MEDICAL CENTER**

Annual Base	\$250,000.00	Contract MSP 8 (SLCG unslotted) appointment effective 4/5/10-9/30/13. Annual base salary and appointment approved by Chancellor on 1/15/10 as endorsed by UCSF Compensation Committee, per delegated authority.
-------------	--------------	---

**HUGHES,DAVID DOUGLAS UCOP
INVESTMENT OFFICER-EXTERNALLY MANAGED INVESTMENTS**

Treasurer's AIP Plan	\$122,575.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three-year period with potential for "claw-back". The incentive amount for 2008/2009 was paid in 2010 for \$37,896 and for 2009/2010 the amount was \$84,679 for a total of \$122,575.
----------------------	--------------	--

**HUNDLEY,TIM UCLA
ASSISTANT COACH, FOOTBALL**

Annual Base	\$190,000.00	Base salary approved as part of negotiated athletics' contract. Mr. Hundley is a contract employee and not subject to the furlough/salary reduction program. He voluntarily reduced his salary by 8 percent for two months (July and August 2010).
Other - Include in Total Cash Compensation	\$1,293.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$4,283.00	Courtesy vehicle.
Other - Exclude from Total Cash Compensation	\$170.00	Spouse travel

**ISSAI,ALICE UCI
CHIEF OPERATING OFFICER**

Clinical Enterprise Management Recognition Program Executive Disability	\$74,621.00	Eligible to participate in CEMRP annually with a target of 15% and a maximum potential of 25%. Actual payout is based on performance against pre-established goals and objectives. Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
--	-------------	---

**JACKIEWICZ,THOMAS EDWARD UCSD
ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER - UCSD MEDICAL CENTER**

Executive Auto Allowance	\$1,200.00	Due to an administrative error, Tom Jackiewicz ceased receiving the auto allowance after 01/09/2010 pay period. Mr. Jackiewicz will receive the remainder in 2011 in the full annualized amount of \$8,916 as per policy. Retroactive adjustment to be made in 2011.
Clinical Enterprise Management Recognition Program Executive Disability	\$259,306.00	Award amount is \$113,267 for 2008/09 and \$146,039 for 2009/10. Eligible to participate in CEMRP annually with a maximum potential payout of 30%. Actual payout is based on performance against pre-established goals and objectives. Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.

**JOHNSON,BRIAN UCOP
RA INVESTMENT OFFICER**

Treasurer's AIP Plan	\$131,994.00	Approved by the Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with a potential for "claw-back". The total AIP amount of \$131,994 includes the following: 1. 2008/2009 FY AIP of \$49,892 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$82,102 approved in September 2010.
----------------------	--------------	--

**JOHNSON,VINCENT L UCD
CHIEF OPERATING OFFICER OF THE UC DAVIS MEDICAL CENTER**

Clinical Enterprise Management Recognition Program Executive Disability	\$210,510.00	Eligible to participate in CEMRP with a target rate of 15% and a maximum rate of 25%. 2009/10 actual award is 24.78% (\$111,510.00). Also received 2008/09 deferred award payment of \$99,000.00; actual award 22%. 2008/09 award was reduced due to 10/24/08 begin date in program. Actual payout is based on performance against pre-established goals and objectives. Eligible per policy but not yet vested.
--	--------------	---

**JONES,KENNETH M UCSF
CHIEF OPERATING OFFICER, MEDICAL CENTER**

Annual Base	\$547,600.00	Appointment annual base salary: \$547,600. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Clinical Enterprise Management Recognition Program	\$202,903.00	Due to the deferred Regental approval for the 08/09 incentives, incentive payments for both 08/09 (\$89,162) and 09/10 (\$113,741) were paid in 2010. Payout level based on performance compared against pre-established incentive goal levels. 08/09 incentive payment approved by Regents on 1/21/10. 09/10 incentive payment approved by Regents on 9/16/10.

**KATEHI-TSEREGOUNIS,LINDA UCD
CHANCELLOR**

Senior Management Supplement
Executive Disability
University Housing

Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Eligible per policy but not yet vested.
A University residence is provided while Chancellor.

**KEASLING,JAY D LBNL
ASSOCIATE LABORATORY DIRECTOR**

Senior Management Supplement

Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.

Executive Disability

Per policy, eligible - has not yet met the five year vesting requirement in SMG to receive benefit.

Accrual of Sabbatical Credits

Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.

**KIMBLE,MARY ANNE UCSF
DEAN-SCHOOL OF PHARMACY**

Annual Base
Health Sciences Compensation Plan

\$290,000.00
\$60,000.00

Appointment annual base salary: \$290,000. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Health Sciences Compensation Plan. Approved 9/18/08 Regents.

**KLEIN,BARRY M UCD
VICE CHANCELLOR - RESEARCH**

Senior Management Supplement
Executive Disability

Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Eligible per policy and vested.

**KLIGER,DAVID S UCSC
FORMER CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR**

Annual Base

\$255,600.00

Retired on 9/15/2010. Rehired as a Researcher on 11/01/2010

**KOWAL,SPENCER UCSF
DIRECTOR-DECISION SUPPORT SVCS, MEDICAL CENTER**

Incentive

\$24,769.00

Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.

Other Cash Payment	\$3,163.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
--------------------	------------	---

KRAUS,DAVID V. UCSD
CHIEF CONTRACTING OFFICER-MEDICAL CENTER

Clinical Enterprise Management Recognition Program	\$41,499.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives.
Other One-Time Payment	\$5,000.00	Payment as UNEX instructor

KRUPNICK,JAMES T LBNL
CHIEF OPERATING OFFICER

Executive Disability		Per policy, eligible - has not yet met the five year vesting requirement in SMG to receive benefit.
----------------------	--	---

KULLI,JOHN C UCSF
MEDICAL DIRECTOR-PERIOPERATIVE ADMINISTRATION, MEDICAL CENTER

Annual Base	\$367,500.00	Transfer from academic appointment to MSP 10 effective 9/19/10. Annual base salary exceeds MSP 10 salary grade range maximum of \$275,000. Approved on 8/30/10 by President Yudof. Eligible to participate in CEMRP annually. Actual payout is based on performance against pre-established goals and objectives. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.
Clinical Enterprise Management Recognition Program	\$62,475.00	

KWAN,LUCIA UCSF
DIRECTOR-REVENUE CYCLE SERVICES, MEDICAL CENTER

Incentive	\$29,150.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
Other Cash Payment	\$10,704.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

LARET,MARK R UCSF
CHIEF EXECUTIVE OFFICER, MEDICAL CENTER

Annual Base	\$739,700.00	Appointment annual base salary: \$739,700. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Executive Auto Allowance	\$8,916.00	Executive automobile allowance; approved 3/27/06 Regents

Clinical Enterprise Management Recognition Program	\$358,139.00	Due to the deferred Regental approval for the 08/09 incentives, incentive payments for both 08/09 (\$181,227) and 09/10 (\$176,912) were paid in 2010. Actual payout is based on performance against pre-established goals and objectives. 08/09 incentive payment approved by Regents on 1/21/10. 09/10 incentive payment approved by Regents on 9/16/10.
--	--------------	--

LARSEN,JULIANNE JOY UCSD
ASSOC VC UNIVERSITY DEVELOPMENT

Incentive	\$29,783.00	Deferred 07/08 incentive payment per decision of Complaint Resolution Committee
-----------	-------------	---

LAVERNIA,ENRIQUE J UCD
PROVOST AND EXECUTIVE VICE CHANCELLOR

Annual Base	\$307,500.00	No changes to base salary for the calendar year. This 100% appointment was effective for a 3-year term from 1/1/09 through 12/31/11; Lavernia's term ended 12/31/10 due to the arrival of the new Provost on 1/1/11. Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment. Eligible per policy and vested.
Senior Management Supplement		
Executive Disability		

LAWRENCE,JANE FIORI UCM
VICE CHANCELLOR- STUDENT AFFAIRS

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
------------------------------	--	---

LE GRANDE,HARRY UCB
VICE CHANCELLOR-STUDENT AFFAIRS

Annual Base	\$215,000.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% salary reduction. Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Executive Disability		
Other Benefit	\$596.00	Complimentary discounted tickets to Cal athletic events - 2010 football season tickets; benefit reported on W-2.

LEONARD,THOMAS C UCB
UNIVERSITY LIBRARIAN

Annual Base	\$196,000.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% salary reduction.
-------------	--------------	---

LEONE,STEPHEN R LBNL
SCIENTIFIC DIVISION DIRECTOR - FACULTY

Annual Base	\$255,467.00	75% of UCB base salary reimbursed by LBNL. Per policy, an administrative stipend of \$38,320 (15.0 percent) in recognition of the additional responsibilities associated with the Chemical Sciences Division Director role was approved by President Yudof on October 25, 2010.
Stipend	\$38,320.00	
Accrual of Sabbatical Credits		Accrual of sabbatical credits due to underlying faculty appointment.

LETTENEY,GEORGE N UCLA
INVESTMENT COORDINATOR FINANCE & INFORMATION MANAGEMENT

Annual Base	\$212,600.00	Reclassification from MSP 6 to MSP 7 and a 25% salary increase, effective 6/7/10, to reflect the significant growth in the size of the UCLA Foundation endowment over the years, the increased scope and financial responsibility carried by this position in managing the endowment, and the demand for individuals with this skill set. The endowment has grown from \$430M to \$1.1B in endowed assets. This action was approved by Chancellor Block on 6/5/10.
Stipend	\$31,890.00	Per policy, a 15% stipend to reflect the addition of higher level responsibilities following departure of Assistant Vice Chancellor, Finance and Information Management approved by the Chancellor on 6/5/10.

LEVEY,GERALD S. UCLA
FORMER VICE CHANCELLOR -- MEDICAL SCIENCES & DEAN -- SCHOOL OF MEDICINE

Health Sciences Compensation Plan	\$17,250.00	Health Sciences Compensation Plan amount approved by Regents September 2008.
-----------------------------------	-------------	--

LIMA,CYNTHIA G UCSF
EXECUTIVE DIRECTOR-MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER

Clinical Enterprise Management Recognition Program	\$64,380.00	Eligible to participate in CEMRP annually. Actual payout based on performance related to goals. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.
--	-------------	---

LIU,AILEEN UCOP
ASSOCIATE DIRECTOR

Treasurer's AIP Plan	\$148,230.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three-year period with potential for "claw-back". The total AIP amount of \$148,230 includes the following: 1. 2008/2009 FY AIP of \$47,360 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$100,870 approved in September 2010.
----------------------	--------------	--

**LODGE-LEMON,BERNADETTE UCLA
DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM**

Clinical Enterprise Management Recognition Program	\$21,870.00	Eligible to participate in CEMRP with a target potential rate of 6% and a maximum potential rate of 10%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

**LOPEZ,RANDY L UCSF
ASSOCIATE VICE CHANCELLOR-STRATEGIC INITIATIVES**

Annual Base	\$277,500.00	Appointment annual base salary: \$277,500. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Stipend	\$41,625.00	Annualized stipend for additional scope of responsibilities while in Acting Vice Chancellor-Finance and Administration role. Stipend first approved on 7/17/08 by the Regents and, subsequently, the Regents approved a stipend extension through 6/30/10. Upon appointment of the new Senior Vice Chancellor, effective 1/25/10, the stipend was ended as of 4/25/10 (the Regental approval allowed for a transition period).
Incentive	\$22,044.00	07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels. Paid on 10/6/10.
Incentive	\$22,922.00	08/09 incentive deferred pending Regental approval. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10). Paid on 12/8/10.

**LOTENERO,LAWRENCE J UCSF
CHIEF INFORMATION OFFICER, MEDICAL CENTER**

Annual Base	\$310,800.00	Appointment annual base salary: \$310,800. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Clinical Enterprise Management Recognition Program	\$130,251.00	Due to the deferred Regental approval for the 08/09 incentives, incentive payments for both 08/09 (\$66,045) and 09/10 (\$64,206) were paid in 2010. Payout level based on performance compared against pre-established incentive goal levels. 08/09 incentive payment approved by Regents on 1/21/10. 09/10 incentive payment approved by Regents on 9/16/10.

Severance/Separation Agreement	\$310,800.00	12 months of pay if the University terminates the incumbent for other than just cause. Per offer letter from 2001. Offer letter pre-dates need for Regental approval. This component was approved locally.
--------------------------------	--------------	--

LU,SUSIE L. UCLA
ASSOCIATE DIRECTOR, OPERATIONS-OUTPATIENT/ANCILLARY SERVICES, UCLA HOSPITAL SYSTEM

Clinical Enterprise Management Recognition Program	\$45,165.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout is based on performance against pre-established goals and objectives.
Relocation Allowance	\$5,375.00	Relocation allowance of 25% (\$53,750) payable over four years. Last installment paid in 2010.

LURQUIN,THOMAS JOHAN UCOP
DIRECTOR-PRIVATE EQUITY

Treasurer's AIP Plan	\$298,818.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three-year period with potential for "claw-back". The total AIP amount of \$298,818 includes the following: 1. 2008/2009 FY AIP of \$109,636 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$189,182 approved in September 2010.
----------------------	--------------	---

MAHANEY,TIMOTHY M UCSF
EXECUTIVE DIRECTOR-SUPPORT SERVICES, MEDICAL CENTER

Clinical Enterprise Management Recognition Program	\$64,775.00	Eligible to participate in CEMRP annually. Actual payout based on performance related to goals. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.
--	-------------	---

MARA,GLENN LAWRENCE UCOP
ACTING ASSOCIATE VICE PRESIDENT - LABORATORY PROGRAMS

Annual Base	\$136,826.00	Recall from retirement with a fixed appointment at 43 percent, at an annualized base salary of \$136,826 (SLCG Grade 110: Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500). Participated in the University Salary Reduction/Furlough Plan.
Standard Benefits		Per policy, health and welfare benefits based upon a 43 percent limited-time appointment.

MARGON,BRUCE H UCSC
VICE CHANCELLOR, RESEARCH

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
------------------------------	--	--

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**MARSHALL,STEPHEN P. UCB
ASSISTANT COACH OF FOOTBALL**

Annual Base	\$168,000.00	No longer an active UC employee. Employee separated before certification could be obtained.
Other Cash Payment	\$80,000.00	Standard fee for participating in radio/television interviews. Per approved contract.
Other Cash Payment	\$5,689.00	Profit from summer camp for youth. Per approved contract.
Other Benefit	\$1,788.00	Per approved contract, complimentary athletic tickets; may have been used for business purposes.
Coach Auto Allowance	\$5,400.00	Stipend in lieu of courtesy vehicle, per approved contract.
Coach - Bonus	\$41,712.00	Discretionary performance bonus determined by Coach Jeff Tedford. Per approved contract.

**MARTIN,MARGARET UCSF
EXECUTIVE DIRECTOR-PLANNING AND MANAGED CARE**

Incentive	\$28,694.00	07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels.
Incentive	\$25,091.00	08/09 School of Medicine Management Incentive Program. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).

**MARTIN,WILLIAM W UCLA
HEAD COACH, MEN'S TENNIS**

Annual Base	\$104,500.00	Base salary approved as part of negotiated athletics' contract. Mr. Martin is a contract employee and not subject to the furlough/salary reduction program. He voluntarily reduced his salary by 3 percent for the period of September 1, 2009 -August 31, 2010.
Other Cash Payment	\$217,008.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$1,237.00	UCLA Sporting Event Tickets

**MATTHEWS,GARY CLIFFORD UCSD
VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING**

Executive Disability

Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.

**MC GINTY,FELICIA ELAINE UCSC
VICE CHANCELLOR, STUDENT AFFAIRS**

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**MCAFFEE, THOMAS VARDON UCSD
DEAN - CLINICAL AFFAIRS, HEALTH SCIENCES**

Clinical Enterprise Management Recognition Program \$206,748.00
Other One-Time Payment \$250.00

Award amount is \$103,374 for 2008/09 and \$103,374 for 2009/10. Eligible to participate in CEMRP annually with a maximum potential payout of 30%. Actual payout is based on performance against pre-established goals and objectives.
Payment as UNEX instructor

**MCFERRAN, VIRGINIA A. UCLA
CHIEF INFORMATION OFFICER -- UCLA MEDICAL ENTERPRISE**

Clinical Enterprise Management Recognition Program \$79,085.00
Executive Disability
Temporary Housing \$8,863.00
Moving Expenses - Other-Excl from Total Cash Comp \$24.00

Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives.
Per policy, eligible - has not yet met five year service requirement in SMG to receive benefit.
Costs incurred in 2009; reimbursement received in 2010. Approved by Regents July 2009.
Costs incurred in 2009; car mileage reimbursement received in 2010.

**MCGOWAN, WILLIAM H UCD
CHIEF FINANCIAL OFFICER - UC DAVIS MEDICAL CENTER**

Clinical Enterprise Management Recognition Program \$208,927.00
Executive Disability

Eligible to participate in CEMRP with a target potential rate of 15% and a maximum potential rate of 25%. Actual awards for 2009/10: 24.78% (\$104,002.00). Also received 2008/09 deferred award payment of \$104,925.00; actual award 25%. Actual payout is based on performance against pre-established goals and objectives.
Eligible per policy and vested.

**MCGUIRE, NEIL J. UCB
HEAD COACH - WOMEN'S SOCCER**

Annual Base \$114,735.00
Other Benefit \$1,240.00
Coach Auto Allowance \$5,400.00
Coach - Bonus \$1,516.00

Base salary approved as part of negotiated athletics' contract.
Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
\$3,000 NCAA participation bonus, Less \$1,484 furlough reduction.

**MCKEEVER, TERI J UCB
HEAD COACH-WOMEN'S SWIMMING**

Annual Base	\$140,268.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$8,619.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$15,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Benefit	\$1,832.00	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Other - Include in Total Cash Compensation	\$99,500.00	Stipend/performance bonuses from outside apparel company, per approved contract.
Coach - Bonus	\$13,000.00	\$1,000 for top 3 Pac-10, \$2,000 for 1 NCAA title, \$5,000 for top 10 NCAA and \$5,000 for top 4 NCAA

MEYER,JOHN A UCD
VICE CHANCELLOR - ADMINISTRATIVE AND RESOURCE MANAGEMENT

Annual Base	\$275,000.00	Reslotted from SLCG 108 to 109 effective 1/1/10; the related promotional salary increase, approved by the Regents on December 2009, was deferred per Vice Chancellor Meyer's request until 9/1/10.
Executive Disability		Eligible per policy and vested.

MEZA,JUAN LBNL
ACTING SCIENTIFIC DIVISION DIRECTOR

Stipend	\$15,123.00	Per policy, an administrative stipend of 7 percent (\$14,612) to be effective August 30, 2010, in recognition of additional duties as Acting Scientific Division Director, Computational Research Division. Mr. Meza has been selected to temporarily fill the role vacated by Horst Simon, who has been selected as the permanent Deputy Laboratory Director, Lawrence Berkeley National Laboratory. President Yudof approved the stipend on August 30, 2010.
---------	-------------	--

MILLER,MARY E UCM
VICE CHANCELLOR-ADMINISTRATION

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
----------------------	--	---

MINEAR,MICHAEL N UCD
CHIEF INFORMATION OFFICER - UC DAVIS HEALTH SYSTEM

Clinical Enterprise Management Recognition Program	\$143,376.00	Eligible to participate in CEMRP with a target potential rate of 15% and a maximum potential rate of 25%. Actual payout for 2009/10 award; 23.13% (\$71,688.00). Also received 2008/09 deferred award payment of \$71,688.00; actual award 23.13%. Actual payout is based on performance against pre-established goals and objectives.
Executive Disability		Eligible per policy but not yet vested.

**MONTGOMERY, MICHAEL J. UCB
HEAD COACH-MEN'S BASKETBALL**

Other Cash Payment	\$1,100,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB. Country Club membership approved as part of negotiated athletics' contract. Figure is imputed income as reported on W-2.
Other One-Time Payment	\$23,388.00	
Other Benefit	\$10,440.00	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Coach Auto Allowance	\$10,800.00	Payment in lieu of 2 courtesy vehicles approved as part of negotiated athletics' contract.
Coach - Bonus	\$500,000.00	"If Coach is employed by the UNIVERSITY as Head Men's Basketball Coach continuously for the period from April 5, 2008 through April 4, 2010, Coach will receive a bonus payment of \$500,000. The bonus shall be payable on April 16, 2010."
Coach - Bonus	\$65,000.00	\$15,000 for Pac-10 season championship, \$10,000 for 20+ regular season wins, \$15,000 for NCAA tournament participation, \$25,000 for reaching the round of 32.

**MOORE, SUSAN B UCSF
DIRECTOR-FINANCE AND ACCOUNTING, MEDICAL CENTER**

Stipend	\$58,625.00	Stipend reflected acting role as Medical Center Chief Financial Officer. Stipend ended as of 12/31/10. Approved 5/6/09 Regents; approved extension 11/19/09 Regents through 6/30/10; approved extension 8/30/10 (President) and 8/31/10 (Chairman of the Committee on Compensation) through 12/31/10.
Clinical Enterprise Management Recognition Program	\$105,398.00	Due to the deferred Regental approval for the 08/09 incentives, incentives payments for both 08/09 (\$53,261) and 09/10 (\$52,137) were paid in 2010. Payout level based on performance compared against pre-established incentive goal levels. 08/09 incentive payment approved by Regents on 1/21/10. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.

**MORAN, DENNIS J UCSD
CHIEF PROFESSIONAL SERVICES OFFICER**

Clinical Enterprise Management Recognition Program	\$60,240.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Award amount is \$30,120 for 2008/09 and \$30,120 for 2009/10. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

**MORGAN, DAVID R. UCSF
EXECUTIVE DIRECTOR-AMBULATORY CARE SERVICES, MEDICAL CENTER**

Clinical Enterprise Management Recognition Program	\$51,789.00	Eligible to participate in CEMRP annually. Actual payout is based on performance against pre-established goals and objectives. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.
--	-------------	--

Other Cash Payment	\$8,372.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
--------------------	------------	---

MOSS,CAROL L UCSF
VICE CHANCELLOR-DEVELOPMENT

Annual Base	\$376,600.00	Appointment annual base salary: \$376,600. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction.
Executive Auto Allowance	\$8,916.00	Per policy, an executive auto allowance of \$8916 per annum approved on 7/29/09 by President Yudof and Regent Varner.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit. Payments made on a monthly basis as part of regular payroll over a three-year schedule with annual payments totaling a declining percentage \$94,150 [60% (\$56,490) year one, 30% (\$28,245) year two, and 10% (\$9,415) in year three].
Relocation Allowance	\$51,783.00	

MUNOZ,SANTIAGO III UCOP
ASSOCIATE VICE PRESIDENT-CLINICAL SERVICES DEVELOPMENT

Clinical Enterprise Management Recognition Program	\$80,400.00	Eligible to participate in CEMRP with a target potential rate of 15% and a maximum potential rate of 20%. The CEMRP award for 2009 and 2010 were both received in 2010. The CEMRP Award for 2008/2009 was \$40,200. CEMRP Award for 2009/2010 was \$40,200. Total \$80,400. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	---

MURPHY,DONNA MARIE UCSC
VICE CHANCELLOR, UNIVERSITY RELATIONS

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$693.00	Per policy, relocation allowance paid out in decreasing increments over 4 years in support of move from Oklahoma.

MURRY,JIMMY MATHEW UCI
CHIEF INFORMATION OFFICER

Clinical Enterprise Management Recognition Program	\$48,010.00	Eligible to participate in CEMRP annually with a target of 15% and a maximum potential of 25%. Actual payout is based on performance against pre-established goals and objectives.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

MYERS,MICHAEL PATRICK UCSD
CHIEF HEALTH SCIENCES COUNSEL

Annual Base	\$220,000.00	Employee separated from the University in January 2011 prior to obtaining certification, so information is not certified.
-------------	--------------	---

**NADAF-RAHROV,SORENA UCSF
DIRECTOR-TRANSLATIONAL INFORMATICS**

Annual Base	\$225,000.00	Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10).
Incentive	\$34,151.00	08/09 School of Medicine Management Incentive Program. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).

**NAVARRO,J RENEE UCSF
VICE CHANCELLOR-DIVERSITY AND OUTREACH**

Annual Base	\$270,000.00	Per policy, annual base salary of \$270,000 for the appointment and compensation of J. Renee Navarro as the Vice Chancellor - Diversity and Outreach effective 12/1/10. This action was approved by President Yudof on 11/29/10 and Regent Varner on 12/1/2010.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**NEUHEISEL,RICHARD GERALD UCLA
HEAD FOOTBALL COACH**

Annual Base	\$250,000.00	Base salary approved as part of negotiated athletics' contract. Mr. Neuheisel is a contract employee and not subject to the furlough/salary reduction program. He voluntarily reduced his salary by 10 percent for the period of September 1, 2009 -August 31, 2010.
Other Cash Payment	\$1,000,000.00	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$2,336.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$29,243.00	Courtesy Vehicle (imputed income)
Other - Include in Total Cash Compensation	\$7,526.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$3,294.00	Use of Rose Bowl Suite, per contract, to be utilized for donor relations.
Other - Exclude from Total Cash Compensation	\$680.00	Spousal Travel.

**NINEMIRE,DIANE L UCB
HEAD COACH-SOFTBALL**

Annual Base	\$143,050.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$11,700.00	Talent fee; per contract
Other Cash Payment	\$1,969.00	Payment for sport camp; per contract.

Other Benefit	\$1,192.00	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Other - Include in Total Cash Compensation	\$40,000.00	Per athletic contract, \$30K annual stipend and \$10k performance bonuses from outside athletic equipment and apparel supplier.
Coach Auto Allowance	\$5,400.00	Coach auto allowance in lieu of courtesy vehicle; per contract.
Coach - Bonus	\$16,250.00	\$7,500 for NCAA Regionals participation. \$8,750 for NCAA Super Regionals participation.

**NOSEK,STANLEY E JR UCD
ACTING VICE CHANCELLOR - RESEARCH**

Annual Base	\$237,400.00	The annual base reflects the full-time rate; actual earnings from 11/16/10 - 12/31/10 = \$29,675.00.
Senior Management Supplement		Not eligible for this benefit; is a retiree and was rehired into an acting SMG appointment.

**NOSEK,STANLEY E JR UCD
SPECIAL CONSULTANT TO THE CHANCELLOR**

Annual Base	\$224,000.00	The annual base reflects the full-time rate; the actual earnings from 1/1/10 through 6/29/10 = \$111,152.55 (retired).
Executive Disability		Eligible per policy and vested.

**O'KELLEY,JOHN SHANNON UCLA
ASSOCIATE DIRECTOR, OPERATIONS -- CLINICAL SERVICES, UCLA HOSPITAL SYSTEM**

Clinical Enterprise Management Recognition Program	\$46,948.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	---

**ODATO,DAVID UCSF
CHIEF ADMINISTRATIVE AND HUMAN RESOURCES OFFICER, MEDICAL CENTER**

Clinical Enterprise Management Recognition Program	\$62,145.00	Eligible to participate in CEMRP annually. Actual payout is based on performance against pre-established goals and objectives. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.
Other Cash Payment	\$9,983.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

**OLDS,GLENN RICHARD UCR
VICE CHANCELLOR-HEALTH AFFAIRS & DEAN-SCHOOL OF MEDICINE**

Incentive	\$66,667.00	As an exception to policy, an annual performance-based incentive compensation up to \$100,000. This constitutes an exception to policy because there is currently no approved incentive plan at the campus for such an incentive. This compensation will be in lieu of compensation pursuant to a Health Sciences Compensation Plan (HSCP), which does not yet exist at the Riverside campus. On 7/8/10, a payment of \$42,000 was made for 3/2010 and 6/2010. On 11/10/10 a payment of \$24,667 was made for 12/2010.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**ORLOWSKI,ANNA UCD
HEALTH SYSTEM COUNSEL**

Incentive	\$20,059.00	Eligible to participate in a clinically aligned incentive plan at a target potential rate of 5% and a maximum potential rate of 10%. Actual payout is based on performance against pre-established goals and objectives. 2009/10 actual award is 10%.
Other Cash Payment	\$250.00	Honorarium was paid for video conference for UCSD regarding telemedicine.

**OSMAN,GINGER UCLA
CHIEF ADMINISTRATIVE OFFICER, GEFLEN SCHOOL OF MEDICINE**

Incentive	\$15,000.00	Eligible for the UCLA Staff Achievement Award up to a maximum of 10 percent. The award amount of \$15,000 is for the deferred 2008 incentive payout.
-----------	-------------	--

**OWENS,VICTORIA UCOP
INVESTMENT OFFICER, PUBLIC EQUITY GROUP**

Treasurer's AIP Plan	\$47,322.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back". The total AIP amount of \$47,322 includes the following: 1. 2008/2009 FY AIP of \$23,525 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$23,797.
----------------------	-------------	---

**PAARDEKOOPER,JANNA M UCSF
ASSISTANT DEAN-FINANCIAL AFFAIRS, SCHOOL OF MEDICINE**

Annual Base	\$205,000.00	Effective 7/1/10, promotional appointment with associated increase to annual base salary. MSP 5 to MSP 7. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10). Approved 7/13/10 Chancellor, as endorsed by the UCSF Compensation Committee, per delegated authority.
-------------	--------------	--

Stipend	\$11,309.00	Annualized Stipend. Stipend was for additional responsibilities prior to assuming the role of Assistant Dean-Financial Affairs, School of Medicine, effective 6/1/10-6/30/10. The stipend stopped once the salary increase was implemented for the Assistant Dean position, effective 7/1/10.
---------	-------------	---

Incentive	\$18,280.00	08/09 School of Medicine Management Incentive Program. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).
-----------	-------------	--

**PALCIC,ROBERT WILLIAM JR UCLA
ASSISTANT COACH, FOOTBALL**

Annual Base	\$210,000.00	Base salary approved as part of negotiated athletics' contract. Mr. Palcic is a contract employee and not subject to the furlough/salary reduction program. He voluntarily reduced his salary by 2 percent for the period of September 1, 2009 -August 31, 2010.
Other - Include in Total Cash Compensation	\$1,293.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$7,248.00	Courtesy Vehicle (imputed income)
Other - Exclude from Total Cash Compensation	\$170.00	Spousal Travel.

**PARK,DANIEL W UCSD
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL**

Executive Disability		Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.
Other One-Time Payment	\$2,400.00	Payment as UNEX instructor.

**PATTI,CHRISTOPHER M UCB
CHIEF CAMPUS COUNSEL**

Annual Base	\$240,000.00	Approved by Regents under interim authority. UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 10% salary reduction.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**PAULSEN,LYNN M UCSF
DIRECTOR-PHARMACY SERVICES, MEDICAL CENTER**

Incentive	\$28,774.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
Other Cash Payment	\$18,147.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

**PENDERGAST,CLANCY C UCB
ASSISTANT COACH OF FOOTBALL**

Annual Base	\$168,000.00	Per approved contract.
Other Cash Payment	\$32,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.

Other Cash Payment	\$13,627.00	Income from summer camps for youth. Per approved contract.
Other Benefit	\$1,788.00	Complimentary athletic tickets per approved contract; some may have been used for business purposes.
Coach Auto Allowance	\$5,400.00	Stipend in lieu of courtesy vehicle, per approved contract

PENDLETON,DENNIS F UCD
DEAN - UNIVERSITY EXTENSION

Executive Disability Eligible per policy and vested.

PEREZ,ANTHONY M UCSD
ASST VICE CHANCELLOR-HEALTH SCIENCES AFFAIRS

Annual Base	\$235,000.00	Change to base salary due to new appointment to AVC-Health Sciences Affairs approved by Chancellor Fox 01/2010.
Incentive	\$20,751.00	Per policy, is eligible for an incentive payment up to 10% of base salary annually, based on performance as judged against predetermined goals in key results areas. Approved by AOC 09/2010.

PHILLIPS,JESSE L UCOP
SENIOR MANAGING DIRECTOR, RISK MANAGEMENT

Treasurer's AIP Plan \$323,238.00 Approved at the September Regents meeting. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw back". The AIP award amount of \$323,238 is for fiscal year 2009/10.

PITTS,LAWRENCE HOWELL UCOP
PROVOST AND EXECUTIVE VICE PRESIDENT, ACADEMIC AFFAIRS

Annual Base \$350,000.00 Annual base salary is equal to the salary received by Dr. Pitts for the Interim Executive Vice President & Provost appointment. The annual base salary is below the market median of \$415,800 and below the midpoint of \$431,500 for SLCG grade 113. This position is subject to the salary reduction/furlough plan.

Senior Management Supplement Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program. Dr. Pitts no longer holds a tenured academic appointment.

PLOTTS,JOHN E UCOP
FORMER ASST VP--FINANCIAL MANAGEMENT

Annual Base \$236,108.00 Mr. Plotts transferred employment from UCOP to UCSF effective 1/25/10.

**PLOTTS,JOHN E UCSF
SR VICE CHANCELLOR-FINANCE AND ADMINISTRATION**

Annual Base	\$350,000.00	UCSF appointment as SVC (1/25/10). Appointment annual base salary: \$350,000. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction. Approved 01/21/10 Regents.
-------------	--------------	---

**POLLACK,ELLEN S. UCLA
INPATIENT BUILD DIRECTOR**

Clinical Enterprise Management Recognition Program	\$15,313.00	Eligible to participate in CEMRP with a target potential rate of 6% and a maximum potential rate of 10%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

**POMEROY,CLAIRE UCD
VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE**

Incentive	\$290,701.00	2009/10 Z payment of \$154,983.00; also received 2008/09 deferred payment of \$135,718.00.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Health Sciences Compensation Plan	\$75,000.00	Monthly payments of \$6,250.00.
Exceptional Vacation accrual		Exceptional accrual approved by Regents; accrual rate 24 days/year.
Executive Disability		Eligible per policy and vested.

**POWER,KEITH UCB
HIGH PERFORMANCE DIRECTOR**

Annual Base	\$150,000.00	Base salary as part of approved contract.
Other Cash Payment	\$35,400.00	Standard payment for speaking at booster gatherings. Per approved contract.
Relocation Allowance	\$18,500.00	Relocation allowance approved as part of approved contract.
Other One-Time Payment	\$14,795.00	Signing bonus per approved contract.
Other Benefit	\$1,192.00	Per approved contract, complimentary tickets to athletic events; some may have been used for business purposes.

**PUTNAM,THOMAS MILTON III UCSB
ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER**

Relocation Allowance	\$9,583.00	Relocation allowance of \$50,000 is being paid out over 4 years, at 40%-30%-20%-10%. 2010 is third full year in payment schedule. The amount was calculated as 11 months at 833.33/month (1/1/10-11/30/10) and one month at 416.67 (12/2010).
----------------------	------------	---

RAGO,KAREN A UCSF
EXECUTIVE DIRECTOR-SERVICE LINE ADMINISTRATION AND DIRECTOR-CARDIOVASCULAR SERVICES, MEDICAL CENTER

Clinical Enterprise Management Recognition Program	\$47,625.00	Eligible to participate in CEMRP annually. Actual payout is based on performance against pre-established goals and objectives. 09/10 incentive approved for payment on 9/2/10 per Administrative Oversight Committee as relayed by the OP Executive Compensation Unit.
--	-------------	--

RANKIN,SALLY HELLER UCSF
ACTING DEAN-SCHOOL OF NURSING

Annual Base	\$104,300.00	Acting Dean (SMG) appointment approved 9/7/10 by the President; approved 9/27/10 by the Chair of the Committee on Compensation. Academic salary (no change in annual academic base salary upon assumption of Acting Dean SMG appointment on 10/1/10). Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10).
Stipend	\$75,700.00	Stipend, for Acting Dean appointment (SMG), effective 10/1/10-3/31/11. Acting appointment approved 9/7/10 by the President; approved 9/27/10 by the Chair of the Committee on Compensation.

RAYBURN,SUSAN J. UCI
CHIEF CONTRACTING OFFICER

Clinical Enterprise Management Recognition Program	\$82,716.00	Eligible to participate in CEMRP annually with a target of 15% and a maximum potential of 25%. Actual payout is based on performance against pre-established goals and objectives. Due to a delay in approval in the 2008-09 award, awards for 2008-09 (\$41,358) and 2009-10 (\$41,358) were both paid out in calendar year 2010. No CEMRP award was paid out to the employee in calendar year 2009.
--	-------------	---

REAVES,JOHN W UCSF
DIRECTOR-INFORMATION TECHNOLOGY PROJECT MANAGEMENT OFFICE, MEDICAL CENTER

Incentive	\$30,221.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
-----------	-------------	---

RECKER,TIMOTHY JACOB UCOP
MANAGING DIRECTOR-PRIVATE EQUITY INVESTMENTS

Treasurer's AIP Plan	\$405,531.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back". 2008/2009 FY AIP of \$169,839 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$253,692 approved in September 2010.
----------------------	--------------	--

**REIN, DAVID UCSF
DIRECTOR-FINANCE & OPERATIONS, FACULTY MEDICAL GROUP**

Incentive	\$30,123.00	07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels. 08/09 School of Medicine Management Incentive Program. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).
Incentive	\$21,950.00	

**RELYEA, STEVEN UCSD
VICE CHANCELLOR - EXTERNAL AND BUSINESS AFFAIRS**

Other Payment - Benefits	\$1,008.00	2010 membership used for access to facilities for business meetings.
--------------------------	------------	--

**REYNOLDS, MAX M UCOP
DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES**

Annual Base	\$250,000.00	Per policy, an annual base salary of \$250,000 at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). This appointment salary reflects no change in his prior compensation as the interim deputy general counsel, which was made up of base salary and administrative stipend.
-------------	--------------	---

**REYNOLDS, MAX M UCOP
INTERIM DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES**

Stipend	\$44,795.00	Per policy, an administrative stipend of \$44,795 (21.8 percent of current base salary) per year, effective March 4, 2009 through March 3, 2010 for a total of a \$250,000. The stipend was approved by the President and Regent Varner in March 2009.
---------	-------------	--

**RICE, ANN MADDEN UCD
CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER**

Clinical Enterprise Management Recognition Program	\$333,401.00	Eligible to participate in CEMRP with a target rate of 20% and a maximum rate of 30%. Actual payout for 2009/10 award is 28.31% (\$165,415.00). Also received 2008/09 deferred award payment of 28.75% (\$167,986.25);. Actual payout is based on performance against pre-established goals and objectives.
Executive Disability		Eligible per policy but not yet vested.

RICE, THOMAS H UCLA
VICE CHANCELLOR -- ACADEMIC PERSONNEL

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
----------------------	---

RIEDER, ALYSSA CORINNE UCOP
INVESTMENT OFFICER, PUBLIC EQUITY INVESTMENT

Treasurer's AIP Plan	\$130,012.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three-year period with potential for "claw-back". The total AIP amount of \$130,012 includes the following: 1. 2008/2009 FY AIP of \$51,974 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$78,038 approved in September 2010.
----------------------	--------------	---

ROBINSON, CAROL A UCD
CHIEF PATIENT CARE SERVICES OFFICER

Clinical Enterprise Management Recognition Program	\$111,096.00	2009/10 award target 25%; actual award 20.32% (\$55,548.00). Also received 2008/09 deferred award payment of \$55,548.00; target 15%; actual award 20.32%.
Executive Disability		Eligible per policy and vested.

ROGERS, LYNDA UCSC
ACTING DEAN - UNIVERSITY EXTENSION

Senior Management Supplement	Not eligible to participate in the Senior Management Supplemental benefit due to acting SMG appointment.
Executive Life	Incumbent is not a participant in the SMG personnel program.
Executive Disability	Acting appointment not eligible Acting appointment not eligible

ROSENTHAL, J THOMAS UCLA
CHIEF MEDICAL OFFICER, UCLA HOSPITAL SYSTEM

Clinical Enterprise Management Recognition Program	\$201,815.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives. Payout of \$99,203 for 2010 CEMRP award. Payout of \$102,612 for 2009 CEMRP award was received in 2010, as approved by the Regents.
Executive Disability		Per policy, eligible - has not yet met five year service requirement in SMG to receive benefit.

**ROSSI,CAROLE ROSEMARIE UCSC
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL**

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
----------------------	--	---

**ROTHMAN,JUDITH UCLA
ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE**

Incentive	\$24,430.00	Deferred 2008 UCLA Local Employee Award. Ms. Rothman was nominated by Dr. Levey.
Clinical Enterprise Management Recognition Program	\$114,260.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives. Payout of \$56,165 for 2010 CEMRP award. Payout of \$58,095 for 2009 CEMRP award was received in 2010, as approved by the Regents.

**RUBIN,AMIR DAN UCLA
FORMER CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM**

Annual Base	\$547,600.00	Separation date: 1/02/2011. Not available for certification.
Clinical Enterprise Management Recognition Program	\$267,064.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives. Payout of \$131,369 for 2010 CEMRP award. Payout of \$135,695 for 2009 CEMRP award was received in 2010, as approved by the Regents.

**RUE,HENRIETTA ELIZABETH UCSD
VICE CHANCELLOR - STUDENT AFFAIRS**

Executive Disability		Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$13,438.00	Per policy, \$53,750 (25%) to be distributed over 4 years in equal annual payments of \$13,437.50. Subject to repayment if resigns within first 4 years.

**RUMBERGER,RUSSELL WILLIAM UCOP
VICE PROVOST - EDUCATION PARTNERSHIP**

Annual Base	\$250,000.00	Per policy, appointment base salary of \$250,000 effective 9/15/10. Mr. Rumberger was not subjected to participate in the salary reduction/furlough program because the furlough program ended prior to his start date.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Post Retirement Agreement		Eligibility for University-provided retiree health benefits will be governed by UC Policy. Currently a minimum of 10 years of service is required for such benefits.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

SANDEEN, BEVERLY A UCD
VICE CHANCELLOR - UNIVERSITY RELATIONS

Executive Disability	Eligible per policy but not yet vested.
----------------------	---

SAVAGE, JOHN JOSEPH UCLA
HEAD COACH, BASEBALL

Annual Base	\$209,500.00	Base salary approved as part of negotiated athletics' contract. Mr. Savage is a contract employee and not subject to the furlough/salary reduction program. He voluntarily reduced his salary by 2 percent for the period of September 1, 2009 - August 31, 2010.
Other Cash Payment	\$66,922.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Coach - Bonus	\$25,000.00	Bonus opportunity based on performance-related goals set in employment contract. Combined bonus received for regional championships and college world series finals.

SCHOTTLAENDER, BRIAN E. UCSD
UNIVERSITY LIBRARIAN

Annual Base	\$239,200.00	Based on an assessment of competitive market data and comparisons to other similar positions internally, the position was re-slotted from SLCG grade 106 to 108 and Mr. Schottlaender received a retention salary increase of 15% (\$31,200) for a new base salary of \$239,200. The action was approved by the Regents on 05/2010.
-------------	--------------	---

SCHROEDER, DAVID W UCOP
SENIOR PORTFOLIO MANAGER

Treasurer's AIP Plan	\$280,717.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back". The total AIP amount of \$280,717 includes the following: 1. 2008/2009 FY AIP of \$104,280 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$176,437.
----------------------	--------------	--

SCIOSCIA,ANGELA LYNN UCSD
CHIEF MEDICAL OFFICER

Clinical Enterprise Management Recognition Program Executive Disability	\$142,264.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Award amount is \$71,132 for 2008/09 and \$71,132 for 2009/10. Actual payout is based on performance against pre-established goals and objectives. Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.
---	--------------	---

SCURR,KIMBERLY UCSF
DIRECTOR-PEDIATRIC HEART CENTER, MEDICAL CENTER

Incentive	\$22,606.00	Eligible to participate in MC-IAP annually. Actual payout based on performance related to goals. Approved 9/1/10, as relayed by the OP Executive Compensation Unit.
Other Cash Payment	\$10,117.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

SHARROW,MARILYN J UCD
UNIVERSITY LIBRARIAN

Annual Base	\$191,300.00	There was no change to Ms. Sharrow's base salary for calendar year 2010. This SMG employee was entitled to and paid full salary for one year, from 3/1/09 through 2/28/10, due to a non-work incurred disability (per PPSM II-42.B), and retired effective 3/1/10. Actual earnings from 1/1/10 through 2/28/10 = \$31,883.34. Employee was not able to certify the annual report.
-------------	--------------	---

SHEFFIELD,SHAWN TIFFANY UCSD
ASSIST VICE CHANCELLOR-RESOURCE STRATEGY & PLANNING, HEALTH SCIENCES

Annual Base	\$268,750.00	A 25 percent increase, raising Ms. Sheffield base salary from \$215,000 to \$268,750 in recognition of an market data, UC comparables, and expansion of responsibilities including the new assignment of Business Development, Government Affairs, Clinical Affiliation oversight, Marketing, and Communications functions, in addition to the previous areas of Strategic Planning, Space Management and Business Contracting. Action was approved by President Yudof on 09/2010.
Incentive	\$25,531.00	Per policy, is eligible for an incentive payment up to 10% of base salary annually, based on performance as judged against predetermined goals in key results areas. Approved by AOC 09/2010.

SIEFKIN,ALLAN D UCD
CHIEF MEDICAL OFFICER

Clinical Enterprise Management Recognition Program	\$170,248.00	Eligible to participate in CEMRP with a target potential rate of 15% and a maximum potential rate of 25%. Payout award for 2009/10 is \$84,748.00. Also received 2008/09 deferred award payment of \$85,500.00. Actual payout is based on performance against pre-established goals and objectives.
Executive Disability		Eligible per policy but not yet vested.

**SIEGEL,PETER M UCD
VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER**

Executive Disability		Eligible per policy but not yet vested.
----------------------	--	---

**SIEGRIST,JAMES L LBNL
ASSOCIATE LABORATORY DIRECTOR**

Senior Management Supplement		Per policy, not eligible to receive Senior Management Supplement as tenured faculty.
------------------------------	--	--

Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.
-------------------------------	--	---

**SILVIA,LARRY V. UCSD
ADMINISTRATIVE VICE CHAIR - SURGERY**

Stipend	\$46,750.00	A 25% stipend (\$46,750) of base salary for additional higher-level institution-wide duties effective January 1, 2010. The stipend was approved by Chancellor Fox on 02/2010.
---------	-------------	---

Incentive	\$17,765.00	Per policy, is eligible for an incentive payment up to 10% of base salary annually, based on performance as judged against predetermined goals in key results areas. Approved by AOC 09/2010.
-----------	-------------	---

**SIVERSON,RANDOLPH M. UCD
ACTING UNIVERSITY LIBRARIAN**

Annual Base	\$180,000.00	The annual base reflects the full-time rate; this acting appointment is 43%; at 43% the annual rate is \$77,400.00; actual earnings from 12/1/10 through 12/31/10 \$6,450.00.
-------------	--------------	---

Senior Management Supplement		Not eligible for this benefit; was rehired from Emeritus status into an acting SMG appointment.
------------------------------	--	---

**SKINNER,CLIFFORD A UCSF
DIRECTOR-MEDICAL GROUP BUSINESS SERVICES**

Stipend	\$29,250.00	Annualized 15% stipend, effective 9/1/10-2/28/11, as approved by the UCSF Compensation Committee on 11/1/10, per delegated authority provided by the Chancellor. An administrative error was discovered by the Coordinator as this action would require approval by the Chancellor due to the total cash compensation exceeding the \$218,000 threshold. Subsequently, the Chancellor approved on 03/22/11 the retroactive stipend to be effective 11/1/10.
Incentive	\$41,239.00	07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels.
Incentive	\$16,671.00	08/09 School of Medicine Management Incentive Program. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).

**SONNENSHEIN,MONA L UCSD
CHIEF OPERATING OFFICER, UCSD MEDICAL CENTER**

Clinical Enterprise Management Recognition Program Executive Disability	\$203,422.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Award amount is \$101,711 for 2008/09 and \$101,711 for 2009/10. Actual payout is based on performance against pre-established goals and objectives. Per policy, ineligible - has not yet met five year vesting requirement in SMG to receive benefit.
--	--------------	---

**SPEARE,MARK A UCLA
SR. ASSOC. DIRECTOR, MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES**

Clinical Enterprise Management Recognition Program	\$58,752.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual award received was 24% (\$58,752.00). Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

**SPIRITUS,EUGENE UCI
CHIEF MEDICAL OFFICER**

Clinical Enterprise Management Recognition Program	\$93,000.00	Eligible to participate in CEMRP annually with a target of 15% and a maximum potential of 25%. Actual payout based on achievement of performance related to goals. Due to a delay in approval in the 2008-09 award, awards for 2008-09 (\$46,500) and 2009-10 (\$46,500) were both paid out in calendar year 2010. No CEMRP award was paid out to the employee in calendar year 2009.
--	-------------	---

**STANTON,MELVIN L UCOP
ASSOCIATE CHIEF INVESTMENT OFFICER**

		Approved at the September Regents meeting. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw back". The total AIP amount of \$366,647 includes the following: 1. 2008/2009 FY AIP of \$55,228 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$311,419.
Treasurer's AIP Plan	\$366,647.00	

**STATON, PAUL A UCLA
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM**

		Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout is based on performance against pre-established goals and objectives. Payout of \$91,166 for 2010 CEMRP award. Payout of \$94,168 for 2009 CEMRP award was received in 2010, as approved by the Regents.
Clinical Enterprise Management Recognition Program	\$185,334.00	

**STAUDER, KURT E UCI
EXECUTIVE DIRECTOR - AMBULATORY SERVICES**

		Medical Center Director's Incentive Plan (DIP): Eligible to participate in MC DIP annually with a maximum potential of 15%. Payout based on performance related to goals.
Incentive	\$31,733.00	

**STEEL, VIRGINIA UCSC
UNIVERSITY LIBRARIAN**

Executive Disability		Vested
----------------------	--	--------

**STOBO, JOHN DAVID DR. UCOP
SENIOR VICE PRESIDENT - HEALTH SCIENCES AND SERVICES**

		Eligible to participate in CEMRP with a target potential rate of 20% and a maximum potential rate of 30%. The CEMRP award for 2009 and 2010 were both received in 2010. The 2009 award for \$76,125 was received in January 2010 and the 2010 award in the amount of \$130,500 was received in September 2010. The total for both these awards was \$\$206,625. Actual payout is based on performance against pre-established goals and objectives.
Clinical Enterprise Management Recognition Program	\$206,625.00	

**STORLIE, MICHAEL J. UCLA
CHIEF TECHNOLOGY OFFICER, MEDICAL INFORMATION TECHNOLOGY SERVICES**

		Eligible to participate in CEMRP with a target potential rate of 6% and a maximum potential rate of 10%. Actual payout is based on performance against pre-established goals and objectives.
Clinical Enterprise Management Recognition Program	\$19,221.00	
Moving Expenses - Initial Househunting	\$534.00	Reimbursement of costs to secure housing in Los Angeles area.

STRICKLAND,BARRIE E UCSF
CHIEF FINANCIAL OFFICER, MEDICAL CENTER

Annual Base	\$450,000.00	Appointment and Compensation of Barrie Strickland as the Chief Financial Officer, Medical Center at an annual base salary of \$450,000, effective 10/1/10. This action was approved on 8/30/10 by the President and approved on 8/31/10 by Regent Varner.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$45,000.00	First payment, of two, for relocation allowance. Second payment to be paid after 6-mths in position. Approved 8/30/10 President. Approved 8/31/10 Chairman of the Committee on Compensation.
Other One-Time Payment	\$22,500.00	Sign-On/Hiring Bonus. Approved on 8/30/10 by the President and approved on 8/31/10 by Regent Varner.

SWIERNIK,MICHAEL UCLA
DIRECTOR, MEDICAL INFORMATICS

Clinical Enterprise Management Recognition Program	\$16,558.00	Eligible to participate in CEMRP with a target potential rate of 6% and a maximum potential rate of 10%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

TARNOPOLSKY,MATIAS UCB
DIRECTOR OF CAL PERFORMANCES

Annual Base	\$240,000.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% reduction in pay.
Relocation Allowance	\$34,760.00	As an exception to the standard payout as outlined in the Business & Finance Bulletin, Chancellor Birgeneau approved on 05/26/09, the relocation allowance payment to be distributed over a two year period: \$30,000 in 2009, \$30,000 in 2010, and \$4,950 paid monthly over the period November 1, 2009 to June 30, 2010.
Other Benefit		Department parking space provided for Cal Performances Director position.

TAYLOR,ROBERT B UCD
ASSISTANT DIRECTOR - ADMINISTRATIVE & PROFESSIONAL SERVICES

Annual Base	\$190,680.00	Effective 7/1/10, 5% equity increase to current rate; approved by Chancellor on 06/29/10 and submitted on the September bimonthly report. The annual rate for the stipend is reflected under current compensation; this stipend was for effective for 3 months (02/01/2010 - 4/30/2010); the actual amount paid was \$2,270.00 (3 months at \$756.67/mo). Due to an administrative error, the stipend was approved by Associate Vice Chancellor - Human Resources, Karen Hull on 02/10/10, but should have been approved by the Chancellor. The campus is currently seeking retroactive approval for the stipend action.
Stipend	\$9,080.00	

Clinical Enterprise Management Recognition Program	\$33,595.00	Eligible to participate in CEMRP with a target potential rate of 15% and a maximum potential rate of 20%. Actual payout for 2009/10 is actual award 17.62% (\$33,595). Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

**TEDFORD,JEFF UCB
HEAD FOOTBALL COACH**

Annual Base	\$225,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$1,575,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other One-Time Payment	\$8,520.00	Country Club membership approved as part of negotiated athletics' contract. Figure is imputed income as reported on W-2.
Other Benefit	\$8,940.00	Per approved contract, complimentary tickets to athletic events; some may have been used for business purposes.
Other Benefit	\$2,928.00	Sports club membership as part of campus ISP agreement.
Other - Include in Total Cash Compensation	\$14,765.00	1 courtesy vehicle approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$500,000.00	1/2 of \$1M January 8, 2009 Retention Bonus. Deposited by ICA into a Deferred Compensation Plan. Approved as part of negotiated athletics' contract.
Coach Auto Allowance	\$8,550.00	Stipend in lieu of courtesy vehicle. \$5400 for 2010, \$3150 for 2009 (disbursed to employee in 2010). \$5,000 for 2009 Bowl Game (disbursed in 2010), \$20,000 for 2009 Academic Achievement (disbursed in 2010), \$20,000 for 2010 Academic Achievement, \$20,003 2010 Athletic Director Discretionary Bonus. Approved as part of negotiated athletics' contract.
Coach - Bonus	\$65,003.00	

**TETI,MICHAEL F. UCB
HEAD COACH-MEN'S CREW**

Other Cash Payment	\$25,000.00	Per approved contract.
Other Benefit	\$1,192.00	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Coach Auto Allowance	\$5,400.00	Stipend in lieu of courtesy car per contract.
Coach - Bonus	\$5,000.00	\$1,000 Pac-10 top 3, \$3,000 IRA Top 6, \$2,000 IRA top 3, \$2,000 1 individual championship, Less \$3,000 furlough reduction.

**THATCHER,PATRICIA D. UCI
EXECUTIVE DIRECTOR - HR AND CUSTOMER SERVICE, MEDICAL CENTER**

Clinical Enterprise Management Recognition Program	\$34,401.00	Eligible to participate in CEMRP annually with a target of 15% and a maximum potential of 25%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

**TOBIN,RONALD W UCSB
FORMER ASSOCIATE VICE CHANCELLOR FOR ACADEMIC PROGRAMS**

Annual Base	\$172,520.00	Retired 6/29/10, so actual base compensation 6 months only. AVC rate=\$176,600 at 80%; Prof rate=\$156,200 at 20% for annual rate=\$172,520.
Other Cash Payment	\$32,464.00	Recalled faculty advisor: Rate calculation of \$32,464 = \$181,192 annual at 43% for 5 month period (8/1/10-12/31/10).

TRAINA,SAMUEL JUSTIN UCM
VICE CHANCELLOR OF RESEARCH AND DEAN OF THE GRADUATE SCHOOL

Executive Disability Per policy, eligible - has not met five year vesting requirement in SMG to receive benefit.

TURTELTAUB,RHEA P UCLA
VICE CHANCELLOR -- EXTERNAL AFFAIRS

Executive Disability Per policy, eligible - has not yet met five year service requirement in SMG to receive benefit.
Regency Club Membership: Primarily used for business. Some personal usage, prorated and calculated as imputed income in 2010.

Other - Include in Total Cash Compensation \$558.00

TYBURSKI,LAWRENCE M UCSF
DIRECTOR-HUMAN RESOURCES

Annual Base \$228,400.00 Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10).

Incentive \$9,778.00 07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels.

Incentive \$8,372.00 08/09 incentive deferred pending Regental approval. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).

VALDIVIEZO,NORA L UCLA
DIRECTOR, FINANCIAL SYSTEMS, UCLA MEDICAL CENTER

Clinical Enterprise Management Recognition Program \$19,464.00 Eligible to participate in CEMRP with a target potential rate of 6% and a maximum potential rate of 10%. Actual payout is based on performance against pre-established goals and objectives.

VANI,THOMAS UCSC
VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES

Executive Disability

Vested

VERMILLION,ERIC B UCSF
ASSOCIATE VICE CHANCELLOR-FINANCE

Annual Base	\$298,313.00	Temporary increase in base salary effective 6/1/10-6/30/11, as approved by the Regents on 5/20/10, in recognition of continuing to assume oversight of the UCSF Controller's Office. The temporary increase in base salary replaced the former stipend with the same resultant total annual salary. On 7/1/11, annual base salary reverts to the previous level of \$277,500. Appointment base salary reflects annualized pay and not actual 2010 base pay due to mandatory 10% furlough reduction (9/1/09-8/31/10).
Stipend	\$20,813.00	6/1/08-5/31/09 annualized stipend reflected additional responsibilities assumed due to retirement of SVC-Finance and Administration, approved by the Regents (7/17/08). Stipend extension, covering 6/1/09-5/31/10, reflected continued recognition for additional scope of work due to organizational changes, approved by the Regents (5/7/09). Effective 6/1/10, the stipend ended and, in its place, a temporary increase to base salary was implemented, equivalent to the former stipend + base salary
Incentive	\$25,323.00	07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels. Paid on 10/6/10.
Incentive	\$25,768.00	08/09 incentive deferred pending Regental approval. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10). Payout level based on performance compared against pre-established incentive goal levels. Paid on 12/8/10.

WAGGENER,SHELTON UCB
ASSOCIATE VICE CHANCELLOR FOR INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER

Annual Base	\$218,500.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% salary reduction.
Executive Disability		Per policy, eligible - SMG appointment date of 12/1/2005.

WARD,CATHY RODGERS UCLA
DIRECTOR, NURSING, UCLA HOSPITAL SYSTEM

Clinical Enterprise Management Recognition Program	\$21,870.00	Eligible to participate in CEMRP with a target potential rate of 6% and a maximum potential rate of 10%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

WASHINGTON,A EUGENE UCSF
FORMER EXECUTIVE VICE CHANCELLOR & PROVOST

Annual Base	\$385,300.00	Annualized salary. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 10% mandatory furlough salary reduction. Transferred from UCSF to UCLA effective 2/1/10.
Executive Auto Allowance	\$8,916.00	Executive auto allowance at UCSF effective, for 2010, 1/1/10-1/31/10 only. Effective 2/1/10, transferred to UCLA.
Health Sciences Compensation Plan	\$52,300.00	Per policy, eligible to participate in Health Sciences Compensation Plan. Per UCOP counsel in 03/2007.

**WASHINGTON,A. EUGENE UCLA
VICE CHANCELLOR--HEALTH SCIENCES AND DEAN--DAVID GEFFEN SCHOOL OF MEDICINE**

Health Sciences Compensation Plan	\$154,167.00	Health Sciences Compensation Plan payout approved by Regents January 2010.
Relocation Allowance	\$64,375.00	Relocation allowance of 25% (\$128,750) payable over three years. First installment paid in 2010.
Temporary Housing	\$12,000.00	Temporary Housing Assistance; reimbursement up to \$12,000 approved by Regents January 2010.
Moving Expenses - Initial Househunting	\$1,452.00	Reimbursement of costs associated with two trips to secure housing in Los Angeles up to a total of \$4,000 for coach airfare, meals and temporary lodging.
Moving Expenses - Secondary Househunting	\$781.00	Reimbursement of costs associated with two trips to secure housing in Los Angeles up to a total of \$4,000 for coach airfare, meals and temporary lodging.

**WATKINS,PAUL H. UCLA
DIRECTOR, SUPPORT SERVICES, UCLA HOSPITAL SYSTEM**

Clinical Enterprise Management Recognition Program	\$40,663.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	---

**WEDDING,RANDOLPH E UCOP
SENIOR MANAGING DIRECTOR-FIXED INCOME INVESTMENTS**

Treasurer's AIP Plan	\$362,581.00	Approved at the September Regents meeting. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw back". The total AIP amount of \$362,581 includes the following: 1. 2008/2009 FY AIP of \$108,814 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$253,767.
----------------------	--------------	---

**WHITE,TIMOTHY P UCR
CHANCELLOR**

Executive Disability		Credit for 5 yrs. prior UC service recognized. This satisfied vesting requirement for eligibility.
----------------------	--	--

Other Payment - Benefits	\$2,580.00	Taxable items for personal use per policy; \$1,150 Cable TV + \$998 personal use of leased auto + \$432 club membership
--------------------------	------------	---

**WILLIAMS,ROBERT ALLEN UCSB
HEAD COACH MEN'S BASKETBALL**

Annual Base	\$235,000.00	1/1/10-8/31/10 annual rate \$195,270 (8 months x 16,272.50)=130,180.00; 9/1/10-12/31/10 annual rate \$235,000 (4 months x 19,583.33)=78,333.60; Total paid = 208,513.60
Other Cash Payment	\$39,000.00	Per contract, payment for conducting basketball camps.
Coach - Incentive	\$16,000.00	Coach post-season incentive pay of \$16,000.

**WINNER,CYNTHIA A. UCI
CHIEF ADMINISTRATOR, CLINICAL SERVICES**

Clinical Enterprise Management Recognition Program	\$43,670.00	Eligible to participate in CEMRP annually with a target of 15% and a maximum potential of 25%. Actual payout is based on performance against pre-established goals and objectives.
Other One-Time Payment	\$13,690.00	Paid Time Off Payout: Automatic payout for paid time off amount in excess of accumulation limits.

**WINTERSON,JULIA ANN UCOP
INVESTMENT OFFICER, PRIVATE EQUITY**

Treasurer's AIP Plan	\$161,456.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three-year period with potential for "claw-back". The total AIP amount of \$161,456 includes the following: 1. 2008/2009 FY AIP of \$63,686 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$97,770 approved in September 2010.
----------------------	--------------	---

**WITHEY,LYNNE E UCOP
DIRECTOR, UNIVERSITY PRESS**

Annual Base	\$207,000.00	There was no change in base salary during calendar year 2010. She participated in the University Salary Reduction/Furlough plan. Ms. Withey separated December 31, 2010 was not able to certify the information on the annual report.
-------------	--------------	---

**WONG,ANNIE M UCD
DIRECTOR, HEALTH SYSTEM CONTRACTS**

Annual Base	\$215,076.00	Received a reclassification and regrade (from TC 0280, MSP Grade 7 to TC 0245, MSP Grade 8) and an associated 15% increase effective 1/1/10; approved by the Chancellor on 01/19/10; submitted on the March 2010 bimonthly report.
-------------	--------------	--

Clinical Enterprise Management Recognition Program	\$42,090.00	Eligible to participate in CEMRP annually with a target potential rate of 15%. Actual award for 2009/10 is 19.57% (\$42,090). Actual payout is based on performance against pre-established goals and objectives.
--	-------------	---

**WONG,JANE Y. UCSF
DIRECTOR-APPLICATION SERVICES**

Annual Base	\$199,800.00	Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction (9/1/09-8/31/10).
Stipend	\$29,970.00	7/1/08-6/30/09: 10% stipend as Interim COO; approved 7/18/08 Regents. 7/1/09-6/30/10: Stipend increased from 10% to 15%, extended through 6/30/10, approved, per delegated authority, by UCSF Compensation Committee (6/29/09), as Interim COO. 7/1/10-9/30/10: 15% stipend extension approved by Chancellor (7/13/10), for overseeing two ITS units in addition to own unit. 10/1/10-1/15/11: 15% stipend extension approved by Chancellor (10/1/10), for overseeing IT unit in addition to own unit.
Incentive	\$8,635.00	07/08 incentive deferred pending review/decision under the "Special Complaint Resolution Policy Regarding Certain Decisions Affecting Bonus and Incentive Payments for Fiscal Year 2007-2008" and Regental approval (9/16/10). Payout level based on performance compared against pre-established incentive goal levels.
Incentive	\$6,024.00	08/09 incentive deferred pending Regental approval. Payout level based on performance compared against pre-established incentive goal levels. Approved by President Yudof (11/15/10) and Chairman of the Committee on Compensation Varner (11/22/10).

**WOOD,FRED E. UCD
VICE CHANCELLOR - STUDENT AFFAIRS**

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Eligible per policy but not yet vested.

**WOOLDRIDGE,JAMES A. UCR
HEAD COACH - MEN'S BASKETBALL**

Relocation Allowance	\$7,083.00	Per policy - 25% of the base salary paid out in lump sum, subject to repayment. Approved as an Interim Regents Item on 4/27/07.
----------------------	------------	---

**WOON,PETER UCI
CONTROLLER - FINANCIAL ADMINISTRATION, MEDICAL CENTER**

Incentive	\$27,888.00	Medical Center Director's Incentive Plan (DIP): Eligible to participate in MC DIP annually with a maximum potential of 15%. Payout based on performance related to goals.
Other One-Time Payment	\$12,021.00	Paid Time Off Payout: Automatic payout for paid time off amount in excess of accumulation limits.

WU DRAGUN, DIANA UCB
DEAN-UNIVERSITY EXTENSION

Annual Base	\$164,500.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 8% salary reduction.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

WYLIE, DEBORAH UCOP
ASSOCIATE VICE PRESIDENT - CAPITAL RESOURCES MANAGEMENT

Annual Base	\$180,000.00	Per policy, appointment base salary of \$180,000 effective 10/18/10. Ms. Wylie was not subjected to participate in the salary reduction/furlough program because the furlough program ended prior to her start date.
Relocation Allowance	\$15,000.00	Per policy, a relocation allowance of 25 percent (\$45,000) of annual base salary to be paid in annual installments of \$15,000 over a 3 year period. The relocation allowance is subject to re-payment on a pro-rated basis, should the appointee leave the University prior to the completion of five consecutive years of service. The repayment amount will be reduced 20 percent per year over five years. Any unpaid relocation allowance amounts will be forfeited at the time of separation.
Temporary Housing	\$7,084.00	Per policy, a temporary housing allowance not to exceed \$15,000 for a period of 90 days to offset limited housing-related expenses. If Ms. Wylie leaves the University prior to the completion of one year of service, or accepts an appointment at another University location within 12 months from her initial date of appointment, she will be required to pay back 100 percent of the temporary cash allowance.

YAMAUCHI, LORI L UCSF
ASSISTANT VICE CHANCELLOR-CAMPUS PLANNING

Annual Base	\$230,600.00	Appointment annual base salary: \$230,600. Appointment base salary reflects annualized pay and not actual 2010 base pay due to furlough reduction. 9/1/09-8/31/10: 9% mandatory furlough salary reduction.
-------------	--------------	--

YASTISHAK, ROBERT O UCOP
DIRECTOR OF OPERATIONS

Treasurer's AIP Plan	\$91,200.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back". The total AIP amount of \$91,200 includes the following: 1. 2008/2009 FY AIP of \$51,200 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$40,000.
----------------------	-------------	---

YEARY,FRANK D. UCB
VICE CHANCELLOR

Annual Base	\$200,000.00	UC Furlough Program effective 9/1/2009 through 8/31/2010; this position was subject to a 9% salary reduction.
Executive Disability		PLEASE NOTE: VC Yeary has agreed to work in 2010 for no compensation. This salary is only procedural as VC Yeary has executed a gift agreement to donate 100% of his UCB paid salary to the University; total compensation is zero.
Other Benefit		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit. Complimentary discounted tickets to Cal athletic events - 2010 football & basketball season tickets; used for business purposes.

YEE,ALICE L UCOP
SENIOR PORTFOLIO MANAGER

Treasurer's AIP Plan	\$224,998.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back". The total AIP amount of \$224,998 includes the following: 1. 2008/2009 FY AIP of \$86,753 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$138,245 approved in September 2010.
----------------------	--------------	--

YELICK,KATHERINE A LBNL
ASSOCIATE LABORATORY DIRECTOR

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible - has not yet met the five year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.

YOKOTE,GAIL A UCD
ACTING CO-UNIVERSITY LIBRARIAN

Stipend	\$13,122.00	A 10% stipend to be recalculated if base salary is increased; duration was originally set for 1 year; as an exception to policy a 1 year extension was approved by President Yudof and Regent Varner under interim authority on March 3, 2009.
Senior Management Supplement		Not eligible to participate in the Senior Management Supplemental benefit due to acting SMG appointment. Incumbent is not a participant in the SMG personnel program.

YUDOF,MARK GEORGE UCOP
PRESIDENT OF THE UNIVERSITY

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
University Housing		1 year leased housing at a cost of \$11,500/mo. Leased housing is necessary as a result of significant repairs and renovation requirements at Blake house.
Post Retirement Agreement		Supplemental pension funding will be provided to produce a vested single life annuity at the end of each of the first 7 years of employment of approximately: Year 1-\$229,554;Year 2-\$60,217; Year 3-\$92,029; Year 4- \$127,307; Year 5- \$230,000; Year 6- \$300,000; Year 7-\$350,000. For years 8 and beyond, funding will occur in accordance with the normal UCRP funding policy that is applicable to funding the benefits of all UCRP members. The University contribution for 2009 is \$237,286.
Accrual of Sabbatical Credits		Eligible to accrue sabbatical credits due to dual appointment as tenured faculty member.

ZALBA,DIANE J UCLA
DIRECTOR - PHARMACEUTICAL SERVICES

Clinical Enterprise Management Recognition Program	\$16,628.00	Eligible to participate in CEMRP with a target potential rate of 6% and a maximum potential rate of 10%. Actual payout is based on performance against pre-established goals and objectives.
--	-------------	--

ZHANG,XIAOCHUAN SHARON UCOP
INVESTMENT OFFICER

Treasurer's AIP Plan	\$160,812.00	Approved by the Administrative Oversight Committee and the President in September 2010. Actual pay is based on pre-established goals. Annual incentives are paid over a three year period with potential for "claw-back". The total AIP amount of \$160,812 includes the following: 1. 2008/2009 FY AIP of \$65,337 deferred by action of the President and the Regents and subsequently approved March 2010. 2. 2009/2010 FY AIP of \$95,475.
----------------------	--------------	--