

# ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2015: INCUMBENTS IN CERTAIN SENIOR MANAGEMENT POSITIONS

## EXECUTIVE SUMMARY

The University of California is committed to transparency and accountability in reporting the compensation of its employees. As part of this commitment, this report provides detailed information on compensation paid to the University's highest level administrators, the Senior Management Group (SMG) and officers of the University, regardless of compensation amount. This report also includes certain highly compensated non-SMG employees who met the report criteria. The report is posted on UC's compensation website (<http://compensation.universityofcalifornia.edu/reports.html>) to ensure public access to the information. The report adheres to a broad definition of compensation adopted by the Board of Regents.

Specifically, this report provides compensation information for calendar year 2015 for the following employees who were active employees as of December 31, 2015: (1) all incumbents in the SMG personnel program and incumbents in an acting or interim SMG role, regardless of their total cash compensation, (2) all officers of the University, regardless of their total cash compensation, (3) all incumbents in administrator positions who are non-academic, non-represented, exempt employees whose total cash compensation exceeds the current Indexed Compensation Level (ICL), and (4) incumbents in "Other Specified Employees" (OSE) positions, such as athletic directors and coaches, whose total cash compensation exceeds the ICL. The ICL during calendar year 2015 was \$301,000.

## OBSERVATIONS

- **Executive compensation remains a small percentage of payroll:** Compensation for incumbents in senior management positions included in this report represents less than 1 percent of UC's total payroll of \$13.2 billion.
- **UC health sciences personnel and coaches remain the highest paid employees:** As in previous years, athletic coaches and medical center senior administrators – who are included in this report – were among the top-earning employees at UC in 2015. They are paid from non-State funds. Top UC earners also include world-renowned faculty physicians paid predominantly from their clinical practice income. These academic appointees are not included in this report; however, they are included in the Annual Report on Employee Compensation. This report is also posted on UC's compensation website (<http://compensation.universityofcalifornia.edu/reports.html>).
- **A lack of annual merit or cost-of-living increases has impacted competitiveness:** For many years, budgetary challenges have meant that UC employees have not received regular salary increases. Level One Senior Management Group members (President of the University, all Chancellors, medical center Chief Executive Officers, and SMGs who report directly to the President and/or the Board of Regents) did not receive general salary increases from 2007 to 2014. Over this period, wages within the general labor market increased. The

lack of general salary increases over this multi-year period impacted the University's competitive position for talent. The lack of a regular salary program for SMG members at UC made it difficult to recruit and retain people for senior leadership positions.

In 2011, after several years without merit increases for non-represented staff – including one year when salaries were reduced through a furlough/salary reduction program – the University was able to fund such increases. However, SMG members were excluded from this program. In addition, many employees, including SMG members, have seen their take-home pay decrease as their contributions to health and pension plans increase.

In 2013, UC implemented a salary program for policy-covered (non-union represented) staff; however, the program excluded the following employees:

- Level One SMGs (the President of the University, all Chancellors, medical center Chief Executive Officers, and SMGs who report directly to the President and/or the Regents)
- Athletic coaches and other athletic personnel whose salaries are covered by multi-year contracts
- Level Two SMGs whose proposed base salary fell at or above the 75<sup>th</sup> percentile of their Market Reference Zone (MRZ)

In 2014, UC implemented another salary program for policy-covered (non-union represented) staff. This time the program excluded athletic coaches and other athletic personnel whose salaries are covered by multi-year contracts and student employees. SMGs were included in the program. They received modest salary increases averaging 3 percent, as did those in the Management and Senior Professional (MSP) categories whose total cash compensation exceeded the ICL. The President of the University was eligible to participate, but chose not to.

In 2015, consistent with the 2015-2016 salary program for non-represented staff at all levels, the President recommended approval of base salary increases for certain SMG members. The increases included Level One SMG members who were in their current role for at least a year and had not received a salary increase the previous year.

The lack of salary increases over a multi-year period poses talent retention issues and hiring challenges at UC. These challenges are expected to grow, particularly as the economy recovers and more institutions are in a position to recruit UC's top performers.

- **UC Chancellors' compensation relative to market:** In 2015, UC Chancellors' average salaries were 24 percent below the 50<sup>th</sup> percentile of the Market Reference Zone (MRZ). An MRZ is a unique range of market competitors' salary data that the University has established for each functional position in the Senior Management Group. The MRZ displays the 25th, 50th, 60th, 75th and 90th percentile base salary in the defined competitive market for each functional position. MRZs are intended to reflect the dynamic labor market in which the University competes for talent.

The salaries of most UC Chancellors fall in the bottom third as compared to other American Association of Universities (AAU) institutions. According to the *Chronicle of Higher Education Executive Compensation Report*, five UC Chancellors earn less than the median pay of \$428,250 for the nation's public AAU universities. Many institutions, particularly private ones, offer much higher cash compensation and additional forms of compensation that UC does not offer, which further exacerbates the disparity.

- **Incentive compensation is used to motivate excellent performance in support of University priorities:** Like many public institutions nationwide, UC uses incentive compensation plans to encourage and reward sustained individual and group performance in support of key University objectives in the following areas:
  - **Medical Centers:** Incentive compensation plans for UC medical centers include employees at all levels – from clerical and custodial staff to senior leadership – and reward individual as well as group efforts that accomplish key priorities, such as improving patient care and safety, enhancing operational efficiency and maintaining sound financial management.
  - **Office of the Chief Investment Officer:** Consistent with industry standards, the Office of the Chief Investment Officer (CIO) has an annual incentive compensation plan that motivates and rewards employees responsible for maximizing long-term total investment returns while assuming appropriate levels of risk and promoting teamwork.
  - **Athletic Directors, Coaches and Other Athletic Positions:** For athletic directors, coaches and other incumbents in athletic positions included in this report, incentive compensation is funded by athletic department revenue or other non-State sources, including revenue generated from television and radio contracts, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. The incentive compensation for athletic directors, coaches and other athletic positions is typically tied to the attainment of specific goals, such as winning a national championship, and is paid only if those goals are met. As teams improve their winning records, national attention brings outside employment opportunities, which may require adjusting compensation terms 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. The compensation offered to UC coaches is also aligned with that of other coaches in the PAC-12 with comparable win/loss records.
- **No State funds used for incentives:** State funds were not used to fund incentive award payments for clinical and health sciences personnel, CIO personnel, or coaches and other athletic personnel included in this report.

- **Funding source for recognition awards:** By policy, only non-SMG staff were eligible to receive recognition awards. Recognition awards may be funded within existing division and department budgets. Unrestricted fund sources (mainly general and common funds) may be used for recognition awards. The use of restricted funds is subject to any restrictions on those funds.
- **Incentive and recognition award pay by the numbers:** Of the 274 employees included in this report, 107 received incentive or recognition award pay, which collectively totaled approximately \$8.3 million, or approximately 0.06 percent of UC's \$13.2 billion annual payroll. Of this \$8.3 million, \$5 million, or 61.0 percent, consisted of payments from the medical enterprise's Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans. Approximately \$2.3 million, or 28.2 percent of the total incentive and recognition pay, consisted of payments under the CIO Annual Incentive Plan (AIP). Incentive awards for athletic directors, coaches, and incumbents in other athletic positions totaled approximately \$870,000, or 10.5 percent. Recognition award program payments of approximately \$28,000 made up the remainder.

## **REPORT FORMAT AND CONTENT**

The report includes compensation information for 274 University employees who were employed in a position that met the reportable population criteria on December 31, 2015. The report does not include employees who separated from the University prior to December 31, 2015.

The report consists of two sections: (1) a list of the employees and the compensation elements for each employee that make up their total cash compensation during the calendar year, and (2) an addendum with footnotes that provides additional information regarding some of the compensation elements listed for particular employees.

The following information provides a description of the data in each column of the report:

**Annualized Base Salary as of December 31:** This column reports the annualized base salary rate for the employee and includes any changes to the employee's base salary as of December 31, 2015 such as market, equity, merit, and other salary adjustments.

**Actual Base Salary Received:** This column reports the actual base salary received by the employee during the calendar year.

**Actual Bonuses/Incentives Received:** This column reports the total incentive awards and/or recognition awards received by the employee during the calendar year. Such compensation falls into one of the following categories: (a) incentive and/or recognition award compensation received by coaches, (b) incentive awards from the clinical incentive plans, CEMRP and CEMRP2, (c) incentive awards from the CIO's AIP, and (d) awards from recognition award plans.

*Actual Amount Received from the Health Sciences Compensation Plan:* This column reports the total compensation received by the employee during the calendar year from the Health Sciences Compensation Plan (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 will fluctuate accordingly. UC policy stipulates that the funds distributed from the HSCP not be derived from State sources.

*Actual Stipend Received:* This column reports the actual stipend total the employee received during the calendar year.

*Actual Auto Allowance Paid:* This column represents the actual auto allowance the employee received during the calendar year.

*Other Cash Compensation/Payments Received:* This column reports the total of any other compensation or payments that the employee received from the University during the calendar year.

*Actual Temporary Housing/Relocation Allowances Paid to Employee:* This column reports the actual temporary housing allowance and/or relocation allowances that were paid to an employee during the calendar year.

*Total Cash Compensation:* This column reports the sum of the actual amounts received by the employee in the following categories during the calendar year: base salary, incentive or recognition awards, health sciences compensation, stipend, auto allowance, other cash compensation/payments, and actual temporary housing/relocation allowances. The total cash compensation may not correspond with the employee's W-2 earnings because there are elements included in W-2 earnings that are not included in the University's definition of total cash compensation, such as imputed income.

*Senior Management Benefits:* A "Y" in this column indicates that the employee received one or both of the following benefits during the calendar year: Senior Manager Life Insurance and/or Executive Salary Continuation for Disability.

*University-Provided Housing:* A "Y" in this column indicates that the employee received University housing, which is provided to the President of the University and the Chancellors.

*Severance Benefits:* A "Y" in this column indicates that an individual received pay pursuant to a severance or separation agreement.

*Senior Management Supplemental Benefit:* This column reports the percentage of the employee's total eligible salary that the University contributed on the employee's behalf to the Senior Management Supplemental Benefit Program during the calendar year if the employee is an SMG member eligible for this benefit. SMG members with underlying tenured faculty

appointments are not eligible to receive this benefit unless it has been approved as an exception to policy.

*Additional Post-Retirement Benefits:* A “Y” in this column indicates that the employee received post-retirement benefits such as retiree medical coverage, enhanced retirement income benefits, and enhanced retirement vesting schedules. This may occur with rehired retirees.

*Reimbursed Moving Costs:* This column reports the total amount the employee received during the calendar year in connection with moving, such as a temporary housing and reimbursement for house-hunting trip expenses, travel expenses, and payments to outside vendors for the shipment of household goods, storage fees, or other moving expenses consistent with policy.

*University-Provided Home Mortgage:* This column reports the original loan amount if an employee is participating in one of the University’s home loan programs.

### **DATA COLLECTION, REVIEW, 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 staff reviewed the population and data to validate the accuracy and completeness of the data. Each Chancellor, Laboratory Director, and Executive Vice President reviewed his or her location’s data and certified it to be accurate and complete. Thereafter, the President of the University reviewed the contents of the report.

(Attachments)



## Annual Report On Executive Compensation for Calendar Year 2015

Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
A PAUL ALIVISATOS*	LABORATORY DIRECTOR	LBNL	MRZ	Below the 90th Percentile	\$464,532	\$462,278				\$8,916			\$471,194	Y	N	N		N		\$1,330,000
JEFFREY A BLAIR*	LABORATORY COUNSEL	LBNL	MRZ	Below the 75th Percentile	\$305,220	\$297,820							\$297,820	Y	N	N	5%	N		
DONALD J DEPAOLO*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Above the 90th Percentile	\$395,940	\$376,872							\$376,872	Y	N	N		N		
ROGER W FALCONE	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$313,032	\$305,192							\$305,192	N	N	N		N		
SUSAN S HUBBARD*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Above the 90th Percentile	\$353,004	\$308,009					\$25,000		\$333,009	Y	N	N	5%	N		
BARBARA V. JACAK*	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	Salary Range	Below the Maximum Salary Range	\$264,944	\$226,700			\$20,880		\$124,883		\$372,463	N	N	N		N	\$25,024	
JAY D KEASLING*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Above the 90th Percentile	\$399,096	\$389,376							\$389,376	Y	N	N		N		
GLENN D. KUBIAK*	CHIEF OPERATING OFFICER	LBNL	MRZ	Below the 75th Percentile	\$342,036	\$333,688							\$333,688	Y	N	N	5%	N		
RAMAMOORTHY RAMESH*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Above the 90th Percentile	\$360,492	\$351,742							\$351,742	Y	N	N		N		
EDWARD M RUBIN*	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Midpoint Salary Range	\$260,256	\$317,170							\$317,170	N	N	N		N		
HORST D SIMON*	DEPUTY LABORATORY DIRECTOR	LBNL	MRZ	Below the 90th Percentile	\$415,908	\$405,760							\$405,760	Y	N	N	5%	N		\$1,057,750
TIMOTHY JAMES SYMONS*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$304,728	\$297,338							\$297,338	Y	N	N	5%	N		
KIM P WILLIAMS*	CHIEF FINANCIAL OFFICER	LBNL	MRZ	Below the 75th Percentile	\$293,472	\$277,222							\$277,222	Y	N	N	5%	N		
KATHERINE A YELICK*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$331,932	\$314,545							\$314,545	Y	N	N		N		
XIANG ZHANG*	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	Salary Range	Below the Maximum Salary Range	\$303,800	\$260,000			\$44,910		\$76,179		\$381,089	N	N	N		N		
FRANKLIN SCOTT BIDDY*	VICE CHANCELLOR	UCB	MRZ	Below the 50th Percentile	\$398,103	\$389,386				\$8,916			\$398,302	Y	N	N	5%	N		
LARRY D CONRAD*	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCB	Salary Range	Below the Maximum Salary Range	\$332,896	\$330,973							\$330,973	N	N	N		N		
NICHOLAS DIRKS*	CHANCELLOR	UCB	MRZ	Below the 50th Percentile	\$516,446	\$506,799				\$8,916	\$246	\$30,425	\$546,386	Y	Y	N		N		
DANIEL DYKES*	HEAD COACH - FOOTBALL	UCB	Salary Range	No independent survey data available	\$250,000	\$250,000	\$50,000			\$5,400	\$1,733,333		\$2,038,733	N	N	N		N		
TONY L FRANKLIN*	OFFENSIVE COORDINATOR - FOOTBALL	UCB	Salary Range	No independent survey data available	\$175,000	\$175,000	\$10,000				\$375,000		\$560,000	N	N	N		N		
LINDSAY GOTTLIEB*	HEAD WOMEN'S BASKETBALL COACH	UCB	Salary Range	No independent survey data available	\$310,000	\$297,500	\$100,000			\$5,400	\$225,000		\$627,900	N	N	N		N		
JULIE MORGAN HOOPER*	VC OF UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCB	MRZ	Below the 50th Percentile	\$380,000	\$310,424						\$18,670	\$329,094	Y	N	N	5%	N		
ARTHUR A KAUFMAN*	DEFENSIVE COORDINATOR - FOOTBALL	UCB	Salary Range	No independent survey data available	\$225,000	\$225,000	\$10,000				\$325,000		\$560,000	N	N	N		N		

\*Includes notes in the addendum

1)Total cash compensation is not intended to reflect W-2 earnings.



## Annual Report On Executive Compensation for Calendar Year 2015

Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
CATHERINE P KOSHLAND*	VC-UNDERGRADUATE EDUCATION	UCB	MRZ	Below the 75th Percentile	\$270,300	\$267,208							\$267,208	Y	N	N		N		
ROBERT JOSEPH LALANNE*	VICE CHANCELLOR - REAL ESTATE	UCB	Salary Range	Below the Maximum Salary Range	\$249,498	\$246,502							\$246,502	N	N	N		N		
HARRY LE GRANDE*	VICE CHANCELLOR - STUDENT AFFAIRS	UCB	MRZ	Below the 50th Percentile	\$250,807	\$246,546							\$246,546	Y	N	N	5%	N		
JEFFREY MACKIE-MASON*	UNIVERSITY LIBRARIAN	UCB	MRZ	Below the 90th Percentile	\$302,000	\$50,333						\$75,500	\$125,833	Y	N	N		N	\$25,497	\$1,330,000
CUONZO LAMAR MARTIN*	HEAD MEN'S BASKETBALL COACH	UCB	Salary Range	No independent survey data available	\$250,000	\$250,000	\$325,000			\$5,400	\$1,290,000		\$1,870,400	N	N	N		N		
CHRISTOPHER MCKEE	VC - RESEARCH (INTERIM)	UCB	MRZ	Below the 50th Percentile	\$325,000	\$129,229							\$129,229	Y	N	N		N		
CHRISTOPHER M PATTI*	CHIEF CAMPUS COUNSEL	UCB	MRZ	Below the 60th Percentile	\$264,546	\$258,754							\$258,754	Y	N	N	5%	N		
CLAUDE STEELE*	EXECUTIVE VICE CHANCELLOR & PROVOST	UCB	MRZ	Below the 75th Percentile	\$481,577	\$471,032				\$8,916			\$479,948	Y	N	N		N		\$1,330,000
NAILAH SUAD-BAKARI*	VC EQUITY AND INCLUSION	UCB	MRZ	Below the 50th Percentile	\$233,350	\$133,904			\$15,040		\$43,632	\$25,000	\$217,576	Y	N	N		N		\$722,000
HAROLD MICHAEL WILLIAMS*	ATHLETICS DIRECTOR	UCB	Salary Range	Above the 90th Percentile	\$519,000	\$359,392				\$3,064			\$362,456	N	N	N		N		
JOHN WILTON*	VICE CHANCELLOR - ADMINISTRATION & FINANCE	UCB	MRZ	Below the 90th Percentile	\$393,975	\$389,469							\$389,469	Y	N	N	5%	N		
DIANA WU DRAGUN	DEAN - UNIVERSITY EXTENSION	UCB	MRZ	Below the 50th Percentile	\$218,315	\$213,534							\$213,534	Y	N	N	5%	N		
JACOB A APPELSMITH*	CHIEF CAMPUS COUNSEL	UCD	MRZ	Below the 60th Percentile	\$257,088	\$251,320							\$251,320	Y	N	N	5%	N		
JOHN K COOK*	INTERIM CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 50th Percentile	\$307,945	\$258,446	\$29,441				\$10,559		\$298,446	N	N	N		N		
ADELA DE LA TORRE*	VICE CHANCELLOR - STUDENT AFFAIRS AND CAMPUS DIVERSITY	UCD	MRZ	Below the 90th Percentile	\$310,000	\$273,318							\$273,318	Y	N	N		N		\$359,300
ANN D FRANKEL*	DIRECTOR - PATIENT ACCOUNTS ADMINISTRATION	UCD	Salary Range	Above the Maximum Salary Range	\$260,355	\$255,219	\$39,829				\$11,678		\$306,726	N	N	N		N		
JULIE ANN FREISCHLAG*	VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND DEAN-SCHOOL OF MEDICINE	UCD	MRZ	Below the 25th Percentile	\$521,493	\$512,633		\$195,475					\$708,108	Y	N	N		N	\$3,142	
RALPH J HEXTER*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	MRZ	Below the 50th Percentile	\$389,167	\$380,856				\$8,916			\$389,772	Y	N	N		N		\$607,500
VINCENT L JOHNSON*	CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER	UCD	MRZ	Below the 75th Percentile	\$607,761	\$597,435	\$98,343						\$695,778	Y	N	N	5%	N		\$671,650
LINDA KATEHI-TSREGOUNIS*	CHANCELLOR	UCD	MRZ	Below the 50th Percentile	\$424,360	\$416,433				\$8,916			\$425,349	Y	Y	N		N		
SHAUN B. KEISTER*	VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS	UCD	MRZ	Below the 50th Percentile	\$374,984	\$367,587				\$8,916			\$376,503	Y	N	N	5%	N		
JAMES D KIRK*	CHIEF MEDICAL OFFICER	UCD	MRZ	Below the 50th Percentile	\$438,136	\$430,692	\$81,530						\$512,222	Y	N	N	5%	N		
DAVID D LAWLOR*	VICE CHANCELLOR - FINANCE AND RESOURCE MANAGEMENT AND CHIEF FINANCIAL OFFICER	UCD	MRZ	Below the 25th Percentile	\$422,300	\$415,125							\$415,125	Y	N	N	5%	N	\$25,460	\$1,246,500

\*Includes notes in the addendum

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JAMES LES*	HEAD MEN'S BASKETBALL COACH	UCD	Salary Range	No independent survey data available	\$300,000	\$273,263					\$30,000		\$303,263	N	N	N		N		
HARRIS A LEWIN*	VICE CHANCELLOR - RESEARCH	UCD	MRZ	Below the 75th Percentile	\$397,502	\$389,013							\$389,013	Y	N	N		N		\$600,000
TIMOTHY R MAURICE*	CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH SYSTEM	UCD	MRZ	Below the 50th Percentile	\$437,091	\$429,664	\$78,509						\$508,173	Y	N	N	5%	N		\$651,000
PAUL M. MCNEIL*	DEAN - UC DAVIS EXTENSION	UCD	MRZ	Below the 75th Percentile	\$250,712	\$245,630					\$48,400		\$294,030	Y	N	N	5%	N	\$2,123	
VIJAYALAKSHMI MURALIDHARAN*	VICE PROVOST- INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 75th Percentile	\$323,750	\$317,188					\$3,906	\$19,531	\$340,625	Y	N	N	5%	N	\$3,803	\$810,000
ANN MADDEN RICE*	CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER	UCD	MRZ	Below the 50th Percentile	\$848,720	\$832,867	\$203,253			\$8,916			\$1,045,036	Y	N	N	5%	N		
CAROL A ROBINSON*	CHIEF PATIENT CARE SERVICES OFFICER AND DIRECTOR OF NURSING	UCD	MRZ	Below the 50th Percentile	\$318,098	\$312,693	\$57,134						\$369,827	Y	N	N	5%	N		
MACKENZIE SMITH*	UNIVERSITY LIBRARIAN	UCD	MRZ	Below the 60th Percentile	\$253,077	\$246,720							\$246,720	Y	N	N	5%	N		
ANNIE M WONG*	DIRECTOR - HEALTH SYSTEM CONTRACTS	UCD	Salary Range	Below the Maximum Salary Range	\$251,520	\$247,246	\$46,804				\$11,336		\$305,386	N	N	N		N		
WENDELL C BRASE*	VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES	UCI	MRZ	Below the 60th Percentile	\$318,270	\$312,863							\$312,863	Y	N	N	5%	N		\$300,000
MARGARET T CONK*	CHIEF STRATEGY OFFICER	UCI	Salary Range	Below the 90th Percentile	\$350,938	\$344,976	\$52,598				\$12,795		\$410,369	N	N	N		N		
HOWARD J FEDEROFF*	VICE CHANCELLOR - HEALTH AFFAIRS AND DEAN - SCHOOL OF MEDICINE; INTERIM CHIEF EXECUTIVE OFFICER - UCI MEDICAL CENTER	UCI	MRZ	Below the 25th Percentile	\$550,000	\$229,167		\$162,500				\$137,500	\$529,167	Y	N	N		N	\$87,467	
DIANE FIELDS GEOCARIS*	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCI	MRZ	Below the 75th Percentile	\$278,646	\$273,912							\$273,912	Y	N	N	5%	N		
HOWARD AARON GILLMAN*	CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$485,000	\$485,000				\$8,916			\$493,916	Y	Y	N		N		
BRIAN T HERVEY*	INTERIM VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCI	MRZ	Below the 25th Percentile	\$325,000	\$162,763						\$50,000	\$212,763	N	N	N		N		
JAMES W. HICKS*	INTERIM VICE CHANCELLOR - RESEARCH	UCI	MRZ	Below the 25th Percentile	\$273,900	\$192,217					\$39,467		\$231,684	N	N	N		N		
MEREDITH MICHAELS JED*	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCI	MRZ	Below the 60th Percentile	\$320,000	\$286,362							\$286,362	Y	N	N	5%	N		
ENRIQUE JOSE LAVERNIA*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$375,000	\$156,250				\$3,715		\$93,750	\$253,715	Y	N	N		N	\$27,762	
GREGORY R LEET*	SPECIAL ADVISOR	UCI	Salary Range	Below the Maximum Salary Range	\$349,673	\$343,732							\$343,732	N	N	N	5%	N		\$498,600
DOUGLAS G. MERRILL*	CHIEF MEDICAL OFFICER	UCI	MRZ	Below the 75th Percentile	\$473,800	\$465,750	\$63,272					\$10,000	\$539,022	Y	N	N	5%	N		

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## Annual Report On Executive Compensation for Calendar Year 2015

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THOMAS A. PARHAM*	VICE CHANCELLOR - STUDENT AFFAIRS	UCI	MRZ	Below the 50th Percentile	\$254,616	\$250,290							\$250,290	Y	N	N	5%	N		
CHARLES H PODESTA*	CHIEF INFORMATION OFFICER	UCI	MRZ	Below the 90th Percentile	\$386,250	\$379,688	\$45,556						\$425,244	Y	N	N	5%	N		
LORELEI A. TANJI*	UNIVERSITY LIBRARIAN	UCI	MRZ	Below the 50th Percentile	\$228,094	\$224,218							\$224,218	Y	N	N	5%	N		
RUSSELL DEVLIN TURNER*	HEAD MEN'S BASKETBALL COACH	UCI	Salary Range	No independent survey data available	\$325,000	\$318,750	\$100,000				\$214,583		\$633,333	N	N	N		N		
STEPHEN TODD ALFORD*	HEAD COACH, MEN'S BASKETBALL, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No independent survey data available	\$300,000	\$300,000	\$60,000				\$2,343,508		\$2,703,508	N	N	N		N		
SAL PETER ALOSI*	HEAD FOOTBALL STRENGTH & CONDITIONING COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$10,000				\$118,875		\$378,875	N	N	N		N		
RICHARD F AZAR*	EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$262,545	\$256,727	\$38,235				\$17,107		\$312,069	N	N	N		N		
GENE D. BLOCK*	CHANCELLOR	UCLA	MRZ	Below the 50th Percentile	\$441,334	\$432,805				\$8,916			\$441,721	Y	Y	N		N		
LAURA AMY BLUM-HERKENHOFF*	INTERIM VICE CHANCELLOR-LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL	UCLA	MRZ	Below the 50th Percentile	\$235,000	\$215,502	\$12,000		\$11,815				\$239,317	N	N	N		N		
JANE ESTHER BOUBELIK*	CHIEF LEGAL COUNSEL, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$249,328	\$248,373	\$59,008				\$3,821		\$311,202	N	N	N		N		
THOMAS M. BRADLEY*	DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$191,667	\$10,000				\$207,500		\$409,167	N	N	N		N	\$1,950	
KATHRYN A CARRICO*	ASSISTANT VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT	UCLA	Salary Range	Below the Maximum Salary Range	\$340,673	\$331,209	\$3,000					\$22,974	\$357,183	N	N	N		N		
CORI RASHEL CLOSE*	HEAD COACH, WOMEN'S BASKETBALL	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$30,000			\$5,400	\$159,361		\$444,761	N	N	N		N		
YOULONDA MARIE COPELAND-MORGAN*	ASSOCIATE VICE CHANCELLOR-ENROLLMENT MANAGEMENT, STUDENT AFFAIRS	UCLA	Salary Range	Below the Maximum Salary Range	\$280,830	\$276,059	\$10,000					\$16,063	\$302,122	N	N	N		N		
RONALD ANTHONY DAVIS*	INTERIM CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$341,586	\$335,317	\$82,909					\$10,413	\$428,639	N	N	N		N		
JAMES S ECONOMOU*	FORMER VICE CHANCELLOR - RESEARCH	UCLA	MRZ	Below the 50th Percentile	\$327,818	\$279,256							\$279,256	Y	N	N		N		
FARANAK K ELAHI*	CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CHIEF OPERATING OFFICER, FACULTY PRACTICE GROUP	UCLA	Salary Range	Above the Maximum Salary Range	\$326,725	\$289,936	\$63,442		\$31,031				\$384,409	N	N	N		N		
MARGARET G. FOLLETTE*	DIRECTOR, MANAGED CARE CONTRACTING	UCLA	Salary Range	Below the Maximum Salary Range	\$279,395	\$275,514	\$40,688						\$316,202	N	N	N		N		
CAROLE EUDICE GOLDBERG*	VICE CHANCELLOR - ACADEMIC PERSONNEL	UCLA	MRZ	Below the 90th Percentile	\$313,511	\$301,867							\$301,867	Y	N	N		N		

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NICHOLAS GOLDSBOROUGH*	ASSOCIATE VICE CHANCELLOR, DEVELOPMENT	UCLA	Salary Range	Below the Maximum Salary Range	\$309,000	\$303,750							\$303,750	N	N	N		N		
KAREN ANN GRIMLEY*	CHIEF NURSING EXECUTIVE, UCLA HEALTH	UCLA	MRZ	Below the 90th Percentile	\$368,000	\$327,070	\$42,479						\$369,549	Y	N	N	5%	N	\$5,760	
DANIEL GENE GUERRERO*	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No independent survey data available	\$810,089	\$797,230	\$95,000						\$892,230	N	N	N		N		\$850,000
JERRY KANG*	VICE CHANCELLOR -- EQUITY, DIVERSITY AND INCLUSION	UCLA	MRZ	Below the 75th Percentile	\$272,000	\$289,975			\$23,333			\$5,100	\$318,408	Y	N	N		N		\$1,000,000
ADRIAN WILLIAM KLEMM*	ASSISTANT COACH, FOOTBALL	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$10,000				\$451,667		\$711,667	N	N	N		N		
GWENDOLINE E LAKE*	CONTROLLER, HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$264,195	\$259,345	\$38,473				\$7,092		\$304,910	N	N	N		N		
WILLIAM C. LAZARUS*	CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$297,039	\$291,595	\$43,259						\$334,854	N	N	N		N		
LUBBE LEVIN*	ASSOCIATE VICE CHANCELLOR -- CAMPUS HUMAN RESOURCES	UCLA	Salary Range	Below the Maximum Salary Range	\$274,509	\$269,394			\$49,834				\$319,228	Y	N	N		N		
EUGENIE L LISKA*	DIRECTOR, BUDGET, HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$264,195	\$259,345	\$38,473				\$13,165		\$310,983	N	N	N		N		
BERNADETTE LODGE-LEMON*	REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$298,083	\$291,274	\$41,239				\$22,756		\$355,269	N	N	N		N		
MOHAMMED H MAHDI MAHBOUBA*	CHIEF DATA OFFICER, OFFICE OF HEALTH INFORMATICS AND ANALYSIS, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$305,955	\$301,025	\$44,556					\$10,231	\$355,812	N	N	N		N		
JEANNE M MARKLAND*	CHIEF OF IT STRATEGY & INTEGRATION, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$300,108	\$283,646	\$41,039						\$324,685	N	N	N		N		
DEMETRICE AARON MARTIN*	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$10,000				\$59,225		\$319,225	N	N	N		N		
WILLIAM W MARTIN*	HEAD COACH - MEN'S TENNIS	UCLA	Salary Range	No independent survey data available	\$145,000	\$139,167					\$218,572		\$357,739	N	N	N		N		
JOHN MAZZIOTTA*	VICE CHANCELLOR--HEALTH SCIENCES/CEO--UCLA HEALTH	UCLA	MRZ	Below the 50th Percentile	\$600,000	\$450,000		\$537,800	\$1,380				\$989,180	Y	N	N		N		
NOEL SCOTT MAZZONE*	FORMER ASSISTANT COACH, FOOTBALL	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$10,000				\$410,000		\$670,000	N	N	N		N		
JANINA MONTERO*	VICE CHANCELLOR -- STUDENT AFFAIRS	UCLA	MRZ	Below the 75th Percentile	\$266,168	\$256,966							\$256,966	Y	N	N	5%	N		\$639,200
JAMES LAWRENCE MORA*	HEAD COACH, FOOTBALL	UCLA	Salary Range	No independent survey data available	\$300,000	\$300,000	\$120,000				\$3,037,500		\$3,457,500	N	N	N		N		

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SANTIAGO MUNOZ III*	EXECUTIVE DIRECTOR, STRATEGY & BUSINESS DEVELOPMENT, UCLA HEALTH SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$350,095	\$343,678	\$82,710				\$5,365		\$431,753	N	N	N		N		
JOHN SHANNON O'KELLEY*	CHIEF OPERATING OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 60th Percentile	\$567,790	\$556,046	\$128,002		\$37,557				\$721,605	Y	N	N	5%	N		
STEVEN A. OLSEN*	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCLA	MRZ	Below the 75th Percentile	\$339,401	\$331,786							\$331,786	Y	N	N	5%	N		\$692,650
ELLEN S. POLLACK*	CHIEF NURSING INFORMATICS OFFICER, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$267,723	\$262,818	\$37,691				\$2,314		\$302,823	N	N	N		N		
J THOMAS ROSENTHAL*	CHIEF MEDICAL OFFICER, UCLA HEALTH SYSTEM	UCLA	MRZ	Below the 90th Percentile	\$503,916	\$494,676	\$122,310						\$616,986	Y	N	N		N		
JUDITH ROTHMAN*	ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE	UCLA	MRZ	Below the 50th Percentile	\$292,278	\$287,312	\$70,941						\$358,253	Y	N	N	5%	N		\$966,650
MICHAEL JEROME SAUK*	FORMER CHIEF OF APPLICATIONS, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$302,384	\$296,837	\$44,036				\$1,678	\$3,540	\$346,091	N	N	N		N		
JOHN JOSEPH SAVAGE*	HEAD COACH - BASEBALL	UCLA	Salary Range	No independent survey data available	\$300,000	\$300,000	\$5,000				\$591,920		\$896,920	N	N	N		N		
WAYNE DAVID SMUTZ*	DEAN-CONTINUING EDUCATION AND UCLA EXTENSION	UCLA	MRZ	Above the 90th Percentile	\$318,270	\$312,863						\$15,000	\$327,863	Y	N	N	5%	N		\$1,012,500
PAUL A STATON*	CHIEF FINANCIAL OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 75th Percentile	\$535,982	\$524,840	\$130,093						\$654,933	Y	N	N	5%	N		
VIRGINIA STEEL*	UNIVERSITY LIBRARIAN	UCLA	MRZ	Below the 75th Percentile	\$259,496	\$255,087						\$12,230	\$267,317	Y	N	N	5%	N		\$1,330,000
SUSAN JAN TAKEUCHI*	CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$350,000	\$296,262	\$38,905						\$335,167	N	N	N		N		
RHEA P TURTELTAUB*	VICE CHANCELLOR - EXTERNAL AFFAIRS	UCLA	MRZ	Below the 50th Percentile	\$422,300	\$415,125				\$8,916			\$424,041	Y	N	N	5%	N		
CATHY RODGERS WARD*	ASSOCIATE DIRECTOR, DEPARTMENT OF NURSING, RONALD REAGAN UCLA MEDICAL CENTER	UCLA	Salary Range	Below the Maximum Salary Range	\$279,395	\$274,269	\$40,688				\$1,000		\$315,957	N	N	N		N		
PAUL H. WATKINS*	CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	MRZ	Below the 60th Percentile	\$346,464	\$341,160	\$77,550						\$418,710	Y	N	N	5%	N		
SCOTT L WAUGH*	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	MRZ	Below the 50th Percentile	\$402,677	\$394,296				\$8,916			\$403,212	Y	N	N	5%	N		
ERIC LAMONE YARBER*	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$10,000				\$160,000		\$420,000	N	N	N		N		
DIANE J ZALBA*	CHIEF PHARMACY OFFICER, UCLA HEALTH SCIENCES	UCLA	Salary Range	Below the Maximum Salary Range	\$278,644	\$273,530	\$33,815				\$14,953		\$322,298	N	N	N		N		

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DANIEL MARTIN FEITELBERG*	VICE CHANCELLOR PLANNING AND BUDGET	UCM	MRZ	Below the 90th Percentile	\$278,645	\$273,911						\$15,938	\$289,849	Y	N	N	5%	N		
ELISABETH R GUNTHER*	CAMPUS COUNSEL	UCM	MRZ	Below the 50th Percentile	\$231,750	\$221,824						\$7,725	\$229,549	Y	N	N		N	\$2,865	\$243,000
KYLE DEAN HOFFMAN*	VICE CHANCELLOR DEVELOPMENT AND ALUMNI RELATIONS	UCM	MRZ	Below the 25th Percentile	\$238,979	\$234,919				\$8,916			\$243,835	Y	N	N	5%	N		
ANN ELIZABETH KOVALCHICK*	ASSOCIATE VICE CHANCELLOR OF INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCM	MRZ	Below the 25th Percentile	\$212,180	\$208,575						\$7,000	\$215,575	Y	N	N	5%	N		\$314,900
DOROTHY JANE LELAND*	CHANCELLOR	UCM	MRZ	Below the 25th Percentile	\$383,160	\$395,980				\$8,916			\$404,896	Y	Y	N		N		
HAIPENG LI*	UNIVERSITY LIBRARIAN	UCM	MRZ	Below the 50th Percentile	\$200,000	\$88,637						\$7,000	\$95,637	Y	N	N	5%	N		
CHARLES T NIES*	VICE CHANCELLOR STUDENT AFFAIRS AND DEAN OF STUDENTS	UCM	MRZ	Below the 25th Percentile	\$226,600	\$222,750							\$222,750	N	N	N		N		
THOMAS WILLIAM PETERSON*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCM	MRZ	Below the 50th Percentile	\$305,561	\$300,369				\$8,916		\$16,365	\$325,650	Y	N	N		N		
MICHAEL REESE*	VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES	UCM	MRZ	Below the 50th Percentile	\$279,017	\$274,276						\$13,150	\$287,426	Y	N	N	5%	N		
SAMUEL JUSTIN TRAINA*	VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT	UCM	MRZ	Below the 25th Percentile	\$251,327	\$247,057							\$247,057	Y	N	N		N		\$276,000
SATISH ANANTHASWAMY*	SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$277,624	\$272,907	\$229,071						\$501,978	N	N	N		N		
THOMAS ANDRIOLA*	VICE PRESIDENT AND CHIEF INFORMATION OFFICER	UCOP	MRZ	Below the 75th Percentile	\$355,402	\$349,363							\$349,363	Y	N	N	5%	N		
PEGGY MCNAMARA ARRIVAS*	ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER	UCOP	MRZ	Below the 90th Percentile	\$312,966	\$307,648							\$307,648	Y	N	N	5%	N		
JAGDEEP SINGH BACHHER*	CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$633,450	\$621,618	\$476,154			\$8,916			\$1,106,688	Y	N	N	5%	N		
NATHAN ERIC BROSTROM*	CHIEF FINANCIAL OFFICER	UCOP	MRZ	Below the 50th Percentile	\$412,000	\$412,000				\$7,430			\$419,430	Y	N	N	5%	N		\$1,330,000
PAMELA HOPE BROWN*	VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING	UCOP	MRZ	Below the 50th Percentile	\$242,628	\$238,506							\$238,506	Y	N	N	5%	N		
KIMBERLY SUSAN BUDIL*	VICE PRESIDENT LABORATORY MANAGEMENT	UCOP	MRZ	Below the 50th Percentile	\$365,650	\$358,820				\$8,916			\$367,736	Y	N	N	5%	N		
SUSAN L. CARLSON*	VICE PROVOST - ACADEMIC PERSONNEL	UCOP	MRZ	Below the 50th Percentile	\$273,182	\$268,540							\$268,540	Y	N	N		N		
SCOTT CHAN	SR MGN DIR PUBL EQUITY INV	UCOP	MRZ	Below the 50th Percentile	\$300,000	\$235,863					\$3,000		\$238,863	Y	N	N	5%	N		
WILLIAM MAURICE COOPER*	ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER	UCOP	MRZ	Below the 60th Percentile	\$323,575	\$318,077						\$5,000	\$323,077	Y	N	N		N		

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MARY SHANNA CROUGHAN*	EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE	UCOP	MRZ	Below the 25th Percentile	\$197,784	\$194,423							\$194,423	Y	N	N	5%	N		
MICHELE ELISE CUCULLU*	DIRECTOR - PRIVATE EQUITY INVESTMENTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$233,250	\$229,287	\$179,526						\$408,813	N	N	N		N		
AIMEE DORR*	PROVOST AND EXECUTIVE VP - ACADEMIC AFFAIRS	UCOP	MRZ	Below the 50th Percentile	\$371,315	\$364,379							\$364,379	Y	N	N		N		
DWAINE BRIAN DUCKETT*	VICE PRESIDENT-HUMAN RESOURCES	UCOP	MRZ	Below the 50th Percentile	\$327,818	\$322,248			\$5,339	\$8,916			\$336,504	Y	N	N	5%	N		\$989,100
JOHN G. FALLE*	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	MRZ	Below the 75th Percentile	\$295,036	\$290,024					\$2,750		\$292,774	Y	N	N	5%	N		
EDMOND FONG*	MANAGING DIRECTOR - CROSS ASSETS CLASS INVESTMENTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$276,278	\$276,969	\$212,915				\$2,763		\$492,647	N	N	N		N		
JULIA MARY COMBS FRIEDLANDER	DEPUTY GEN COUNSEL	UCOP	MRZ	Below the 50th Percentile	\$250,000	\$159,002							\$159,002	Y	N	N	5%	N		
WILLIAM E FROST*	VICE PRESIDENT - AGRICULTURE AND NATURAL RESOURCES	UCOP	MRZ	Below the 75th Percentile	\$227,245	\$223,384							\$223,384	N	N	N		N		
GEOFFREY TAYLOR GIBBS*	DEPUTY GENERAL COUNSEL - BUSINESS TRANSACTION & LAND USE	UCOP	MRZ	Below the 60th Percentile	\$258,000	\$70,643							\$70,643	Y	N	N	5%	N		
GLORIA BROWNING GIL*	MANAGING DIRECTOR - REAL ESTATE	UCOP	Salary Range	Below the Midpoint Salary Range	\$305,953	\$300,755	\$169,138						\$469,893	N	N	N		N		\$726,200
ARTHUR RIBEIRO GUIMARAES*	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 50th Percentile	\$334,750	\$325,812	\$85,312				\$3,250	\$22,500	\$436,875	Y	N	N	5%	N		\$1,330,000
VELVIA YVETTE GULLATT*	VICE PROVOST DIVERSITY AND ENGAGEMENT	UCOP	MRZ	Below the 60th Percentile	\$242,627	\$238,505							\$238,505	Y	N	N	5%	N		
JULIE ANN HENDERSON*	SVP PUBL AFFAIRS	UCOP	MRZ	Below the 50th Percentile	\$280,000	\$259,235				\$7,669			\$266,904	Y	N	N	5%	N		
GLENDIA LEE HUMISTON	VP ANR	UCOP	MRZ	Below the 60th Percentile	\$274,000	\$91,333							\$91,333	Y	N	N	5%	N		
STEVE JUAREZ*	ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS	UCOP	MRZ	Below the 60th Percentile	\$268,164	\$263,607				\$8,916			\$272,523	Y	N	N	5%	N		
REGIS B. KELLY*	SENIOR ADVISOR TO THE PRESIDENT	UCOP	MRZ	Below the 75th Percentile	\$402,825	\$402,825							\$402,825	Y	N	N	5%	N		
SANDRA H KIM*	ASSOCIATE VICE PRESIDENT - CAPITAL FINANCIAL PLANNING/CAPITAL PROGRAMS	UCOP	MRZ	Below the 75th Percentile	\$297,495	\$292,440							\$292,440	Y	N	N	5%	N		
PATRICE N KNIGHT*	ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER, UC HEALTH	UCOP	MRZ	Below the 90th Percentile	\$410,000	\$375,833	\$50,548					\$102,500	\$528,881	Y	N	N	5%	N	\$3,794	
SAMUEL KUNZ*	ASSET ALLOC AND INV STRAT MGR 3	UCOP	Salary Range	Below the Midpoint Salary Range	\$283,260	\$278,438	\$37,383					\$16,500	\$332,321	N	N	N		N	\$4,175	
CHERYL A LLOYD*	CHIEF RISK OFFICER	UCOP	MRZ	Below the 75th Percentile	\$242,050	\$237,937							\$237,937	Y	N	N	5%	N		

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DAVID B. MCCALLEN*	ASSOCIATE VICE PRESIDENT- LABORATORY PROGRAMS	UCOP	MRZ	Below the 75th Percentile	\$318,270	\$312,863							\$312,863	Y	N	N	5%	N		
ALISON MARGARET MUDDITT*	DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS	UCOP	MRZ	Below the 75th Percentile	\$299,762	\$285,396							\$285,396	Y	N	N	5%	N		
JANET ANN NAPOLITANO*	PRESIDENT OF THE UNIV	UCOP	MRZ	Below the 50th Percentile	\$570,000	\$570,000				\$8,916			\$578,916	Y	Y	N	5%	N		
CATHRYN L NATION*	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	MRZ	Below the 50th Percentile	\$249,311	\$245,076							\$245,076	Y	N	N	5%	N		
RACHAEL OLSON NAVA*	EXEC VP COO	UCOP	MRZ	Below the 50th Percentile	\$330,000	\$268,125				\$7,244			\$275,369	Y	N	N	5%	N	\$3,561	
RACHEL NOSOWSKY*	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	MRZ	Below the 75th Percentile	\$284,109	\$279,282							\$279,282	Y	N	N	5%	N		
GEOFFREY A O'NEILL*	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	MRZ	Below the 50th Percentile	\$195,052	\$191,738							\$191,738	Y	N	N	5%	N		
DEBORA OBLEY*	ASSOCIATE VICE PRESIDENT - BUDGET OPERATIONS	UCOP	MRZ	Below the 75th Percentile	\$254,093	\$249,776							\$249,776	Y	N	N	5%	N		
NELSON EDWARD PEACOCK*	SVP GOVERNMENT REL	UCOP	MRZ	Below the 50th Percentile	\$280,000	\$280,000				\$7,669		\$20,000	\$307,669	Y	N	N	5%	N		
KAREN JENSEN PETRULAKIS*	CHIEF DEPUTY GENERAL COUNSEL & DEPUTY GENERAL COUNSEL LITIGATION	UCOP	MRZ	Below the 50th Percentile	\$288,565	\$280,618							\$280,618	Y	N	N	5%	N		
TIMOTHY JACOB RECKER*	MANAGING DIRECTOR - PRIVATE EQUITY INVESTMENTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$295,184	\$290,169	\$241,453						\$531,622	N	N	N		N		
CHARLES F ROBINSON*	GENERAL COUNSEL AND VICE PRESIDENT	UCOP	MRZ	Below the 60th Percentile	\$441,334	\$433,091				\$8,916			\$442,007	Y	N	N	5%	N		\$800,000
JUDY KAORU SAKAKI*	VICE PRESIDENT--STUDENT AFFAIRS	UCOP	MRZ	Below the 25th Percentile	\$269,139	\$264,566				\$8,916			\$273,482	Y	N	N	5%	N		\$589,650
DANIEL C SAMPSON*	ASSISTANT VICE PRESIDENT - FINANCIAL SERVICES AND CONTROLS	UCOP	MRZ	Below the 75th Percentile	\$256,267	\$251,912							\$251,912	Y	N	N	5%	N		
DAVID W SCHROEDER*	SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$294,621	\$289,616	\$203,518						\$493,134	N	N	N		N		
ANNE SHAW*	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	MRZ	Below the 50th Percentile	\$231,750	\$227,421				\$8,916			\$236,337	Y	N	N	5%	N		
STEVEN L. STERMAN*	SENIOR PORTFOLIO MANAGER, CREDIT SECTOR	UCOP	Salary Range	Below the Maximum Salary Range	\$294,621	\$289,616	\$157,793					\$12,358	\$459,767	N	N	N		N		
JOHN DAVID STOBO*	EXECUTIVE VICE PRESIDENT - HEALTH SCIENCES AND SERVICES	UCOP	MRZ	Below the 50th Percentile	\$615,322	\$603,828	\$174,000			\$8,916			\$786,744	Y	N	N	5%	N		\$1,330,000
PAUL LUNG-FEI TENG*	PUBL EQUITY INV DIR	UCOP	Salary Range	Below the Maximum Salary Range	\$283,250	\$278,438	\$198,676						\$477,114	N	N	N		N		
TU M. TRAN*	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	MRZ	Below the 50th Percentile	\$222,588	\$218,806							\$218,806	Y	N	N	5%	N		

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WILLIAM TINSLEY TUCKER*	EXECUTIVE DIRECTOR- INNOVATION ALLIANCES & SERVICES	UCOP	MRZ	Below the 60th Percentile	\$228,140	\$224,264							\$224,264	Y	N	N	5%	N		
SHERYL JEANNE VACCA*	SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$429,665	\$421,639				\$8,916			\$430,555	Y	N	N	5%	N		
ALLISON M. WOODALL*	DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS	UCOP	MRZ	Below the 60th Percentile	\$259,921	\$255,504							\$255,504	Y	N	N	5%	N		
XIAOCHUAN ZHANG*	DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$233,254	\$229,291	\$142,805						\$372,096	N	N	N		N		
MARIA RAMOS ANGUIANO*	VICE CHANCELLOR - PLANNING AND BUDGET	UCR	MRZ	Below the 90th Percentile	\$260,000	\$254,167						\$31,250	\$285,417	Y	N	N	5%	N		
DAVID ERIK BERGQUIST*	CHIEF CAMPUS COUNSEL	UCR	MRZ	Below the 50th Percentile	\$237,544	\$234,164							\$234,164	Y	N	N	5%	N		
RON T COLEY*	VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES	UCR	MRZ	Below the 50th Percentile	\$306,800	\$299,917						\$30,437	\$330,354	Y	N	N	5%	N		
PAUL D'ANIERI*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCR	MRZ	Below the 50th Percentile	\$338,000	\$330,417				\$8,916		\$40,625	\$379,958	Y	N	N		N		\$408,900
SHARON DUFFY*	DEAN - UNIVERSITY EXTENSION	UCR	MRZ	Below the 50th Percentile	\$218,545	\$214,832							\$214,832	Y	N	N		N		
PETER A. HAYASHIDA*	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	MRZ	Below the 25th Percentile	\$302,156	\$297,857				\$8,916			\$306,773	Y	N	N	5%	N		\$409,500
STEVEN L. MANDEVILLE-GAMBLE*	UNIVERSITY LIBRARIAN	UCR	MRZ	Below the 50th Percentile	\$217,485	\$214,390							\$214,390	Y	N	N	5%	N		
MICHAEL PAZZANI*	VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT	UCR	MRZ	Below the 50th Percentile	\$314,265	\$309,794							\$309,794	Y	N	N		N		\$660,000
JAMES W. SANDOVAL*	VICE CHANCELLOR - STUDENT AFFAIRS	UCR	MRZ	Below the 50th Percentile	\$241,546	\$238,110							\$238,110	Y	N	N	5%	N		
KIM ARTHUR WILCOX*	CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$383,160	\$383,160				\$8,916			\$392,076	Y	Y	N		N		
MARC P FISHER*	VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES/CAMPUS ARCHITECT	UCSB	MRZ	Below the 50th Percentile	\$294,191	\$289,193							\$289,193	Y	N	N		N		
MARGARET M KLAUNN*	VC STUDENT AFFAIRS	UCSB	MRZ	Below the 60th Percentile	\$264,990	\$66,248						\$66,247	\$132,495	N	N	N		N	\$13,118	
DAVID B MARSHALL*	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Below the 50th Percentile	\$329,600	\$324,000				\$8,916			\$332,916	Y	N	N		N		
CARDELLA DENISE STEPHENS*	UNIVERSITY LIBRARIAN	UCSB	MRZ	Below the 50th Percentile	\$218,545	\$214,832			\$47,602				\$262,434	Y	N	N	5%	N		\$779,050
ROBERT ALLEN WILLIAMS*	HEAD COACH MEN'S BASKETBALL	UCSB	MRZ	Below the 90th Percentile	\$327,080	\$327,080							\$327,080	N	N	N		N		
MICHAEL S WITHERELL*	VICE CHANCELLOR FOR RESEARCH	UCSB	MRZ	Below the 25th Percentile	\$293,397	\$288,412			\$33,236				\$321,648	Y	N	N		N		\$920,000
HENRY T. YANG*	CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$389,340	\$406,305				\$8,173			\$414,478	Y	Y	N	5%	N		
GEORGE R BLUMENTHAL*	CHANCELLOR	UCSC	MRZ	Below the 25th Percentile	\$383,160	\$383,160				\$8,916			\$392,076	Y	Y	N		N		
SCOTT A BRANDT*	VICE CHANCELLOR - RESEARCH	UCSC	MRZ	Below the 50th Percentile	\$307,661	\$302,434							\$302,434	Y	N	N		N		\$571,500

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KEITH EDWARD BRANT*	VICE CHANCELLOR, UNIVERSITY RELATIONS	UCSC	MRZ	Below the 25th Percentile	\$297,052	\$292,005				\$8,916		\$21,000	\$321,921	Y	N	N	5%	N	\$1,595	
M ELIZABETH COWELL*	UNIVERSITY LIBRARIAN	UCSC	MRZ	Below the 50th Percentile	\$216,300	\$212,625							\$212,625	Y	N	N	5%	N		
MARGARET L DELANEY*	VICE CHANCELLOR - PLANNING AND BUDGET	UCSC	MRZ	Below the 90th Percentile	\$275,834	\$271,148							\$271,148	Y	N	N		N		
MARY M DOYLE*	VICE CHANCELLOR - INFORMATION TECHNOLOGY	UCSC	MRZ	Below the 50th Percentile	\$275,834	\$271,148							\$271,148	Y	N	N	5%	N		\$945,000
ALISON GALLOWAY*	CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	MRZ	Below the 50th Percentile	\$350,715	\$344,756							\$344,756	Y	N	N		N		
SARAH CHRISTINA LATHAM*	VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	MRZ	Below the 50th Percentile	\$275,834	\$271,148							\$271,148	Y	N	N	5%	N		\$662,350
LYNDA ROGERS*	DEAN - UNIVERSITY EXTENSION	UCSC	MRZ	Below the 25th Percentile	\$180,300	\$177,237							\$177,237	Y	N	N	5%	N		
MICHAEL ANTHONY TRONCOSO*	CHIEF CAMPUS COUNSEL	UCSC	MRZ	Below the 50th Percentile	\$238,703	\$234,647							\$234,647	Y	N	N	5%	N		\$1,140,000
EDWARD BABAKANIAN*	CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES	UCSD	MRZ	Below the 60th Percentile	\$353,185	\$346,705	\$57,148						\$403,853	Y	N	N	5%	N		
MARGARITA M BAGGETT*	CHIEF CLINICAL AND SUPPORT SERVICES OFFICER	UCSD	MRZ	Below the 25th Percentile	\$364,857	\$358,166	\$44,900						\$403,066	Y	N	N	5%	N		
DAVID ALLEN BRENNER*	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE	UCSD	MRZ	Below the 50th Percentile	\$569,311	\$559,638		\$220,000					\$779,638	Y	N	N		N		\$2,660,000
SANDRA A BROWN*	VICE CHANCELLOR - RESEARCH	UCSD	MRZ	Below the 50th Percentile	\$316,891	\$311,507							\$311,507	Y	N	N		N		
JOHN DUNCAN CAMPBELL*	MEDICAL GROUP EXECUTIVE DIRECTOR	UCSD	MRZ	Below the 75th Percentile	\$289,084	\$275,449	\$44,203						\$319,652	Y	N	N	5%	N		
JULIE ELIZABETH CRONER*	CHIEF ADMINISTRATIVE OFFICER	UCSD	Salary Range	Above the 90th Percentile	\$291,756	\$274,468	\$45,723						\$320,191	N	N	N		N		
LORI R DONALDSON*	CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER	UCSD	MRZ	Below the 25th Percentile	\$349,677	\$343,262	\$56,582						\$399,844	Y	N	N	5%	N		
STEVE GAMER*	VICE CHANCELLOR - ADVANCEMENT	UCSD	MRZ	Below the 50th Percentile	\$354,063	\$348,047				\$8,916			\$356,963	Y	N	N	5%	N		
JUAN C GONZALEZ*	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	MRZ	Below the 75th Percentile	\$267,800	\$263,250						\$16,250	\$279,500	Y	N	N	5%	N	\$10,336	\$525,000
PRADEEP K KHOSLA*	CHANCELLOR	UCSD	MRZ	Below the 50th Percentile	\$436,119	\$428,710				\$8,916		\$25,693	\$463,319	Y	Y	N		N		
DAVID V. KRAUS*	CHIEF CONTRACTING OFFICER - MEDICAL CENTER	UCSD	Salary Range	Below the 90th Percentile	\$344,791	\$291,918	\$44,656		\$48,855				\$385,429	N	N	N		N		
BRENDAN REED KREMER*	CHIEF ADMINISTRATIVE OFFICER - SURGICAL, ANESTHESIA, MUSC, NEURO, IMAGING SVCS	UCSD	Salary Range	Below the 90th Percentile	\$275,846	\$270,785	\$37,963						\$308,748	N	N	N		N		
MARGARET S LEINEN*	VICE CHANCELLOR MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	MRZ	Below the 75th Percentile	\$328,879	\$323,291						\$38,750	\$362,041	Y	N	N		N		

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GARY CLIFFORD MATTHEWS*	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	MRZ	Below the 75th Percentile	\$328,879	\$323,291							\$323,291	Y	N	N	5%	N		
PATRICIA SPEES MAYSENT*	INTERIM CHIEF EXECUTIVE OFFICER	UCSD	MRZ	Below the 25th Percentile	\$429,982	\$293,769	\$38,739						\$332,508	Y	N	N		N		
LISA CAROLE MURPHY*	CHIEF ADMINISTRATIVE OFFICER - MEDICINE, CVC, PRIMARY SVCS	UCSD	Salary Range	Below the 90th Percentile	\$275,846	\$270,785	\$39,724						\$310,509	N	N	N		N		
PIERRE-YVES OUILLET*	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCSD	MRZ	Below the 75th Percentile	\$360,500	\$354,375						\$43,750	\$398,125	Y	N	N	5%	N	\$19,419	\$701,000
DANIEL W PARK*	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	MRZ	Below the 75th Percentile	\$273,182	\$268,540					\$2,550		\$271,090	Y	N	N	5%	N		
BECKY R PETITT*	VICE CHANCELLOR - EQUITY DIVERSITY INCLUSION	UCSD	MRZ	Below the 60th Percentile	\$250,000	\$173,296						\$15,625	\$188,921	Y	N	N	5%	N	\$26,576	
BRIAN E. SCHOTTLAENDER*	UNIVERSITY LIBRARIAN	UCSD	MRZ	Below the 75th Percentile	\$279,851	\$275,096							\$275,096	Y	N	N	5%	N		\$351,000
ANGELA LYNN SCIOSCIA*	CHIEF MEDICAL OFFICER	UCSD	MRZ	Below the 50th Percentile	\$438,167	\$430,126	\$51,757						\$481,883	Y	N	N	5%	N		
SURESH SUBRAMANI*	EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS	UCSD	MRZ	Below the 50th Percentile	\$382,454	\$375,956				\$8,916			\$384,872	Y	N	N		N		
MARY LINDENSTEIN WALSHOK*	ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION	UCSD	MRZ	Below the 25th Percentile	\$199,874	\$196,478							\$196,478	Y	N	N	5%	N		
JOSHUA S ADLER*	EXECUTIVE VICE PRESIDENT-PHYSICIAN SERVICES/VICE DEAN-CLINICAL AFFAIRS	UCSF	MRZ	Below the 60th Percentile	\$600,000	\$482,310	\$81,972						\$564,282	Y	N	N	5%	N		
SHEILA E ANTRUM*	SENIOR VICE PRESIDENT-ADULT SERVICES, UCSF HEALTH/PRESIDENT-UCSF MEDICAL CENTER	UCSF	MRZ	Above the 90th Percentile	\$525,000	\$407,841	\$70,588						\$478,429	Y	N	N	5%	N		
JENNIFER P. ARNETT*	ASSOCIATE VICE CHANCELLOR - UNIVERSITY DEVELOPMENT	UCSF	Salary Range	Below the Maximum Salary Range	\$371,555	\$360,119	\$1,600						\$361,719	N	N	N		N		
JOSEPH BENGFORT*	SENIOR VICE PRESIDENT-INFORMATION TECHNOLOGY	UCSF	Salary Range	Below the Maximum Salary Range	\$445,811	\$422,594	\$88,914						\$511,508	N	N	N		N		
JAMES BENNAN*	VICE PRESIDENT-FINANCIAL PLANNING AND BUDGETING	UCSF	Salary Range	Below the Maximum Salary Range	\$264,460	\$257,067	\$55,572				\$9,133		\$321,772	N	N	N		N		
KAREN A BUTTER*	UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR	UCSF	MRZ	Below the 75th Percentile	\$271,299	\$266,333							\$266,333	Y	N	N	5%	N		
KATHLEEN M. CAIN*	CHIEF FINANCIAL OFFICER-CHILDREN'S HOSPITAL OAKLAND	UCSF	Salary Range	Below the Maximum Salary Range	\$404,250	\$402,709	\$96,353				\$4,060		\$503,122	N	N	N		N		
CYNTHIA L. CHIARAPPA*	VICE PRESIDENT-MEDICAL CENTER ADMINISTRATION	UCSF	Salary Range	Below the Maximum Salary Range	\$283,239	\$272,776	\$29,160						\$301,936	N	N	N		N		
MAYE C. CHRISMAN*	VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Midpoint Salary Range	\$354,511	\$290,608	\$35,520						\$326,128	N	N	N		N		

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TERESA A COSTANTINIDIS*	INTERIM SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION	UCSF	MRZ	Below the 50th Percentile	\$259,087	\$254,685	\$1,600		\$21,590				\$277,875	N	N	N		N		
RICHARD D. DECARLO*	VICE PRESIDENT/CHIEF OPERATING OFFICER, CHILDREN'S SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$575,000	\$520,343	\$121,131						\$641,474	Y	N	N		N		
DAVID O. DOBBS*	EXECUTIVE DIRECTOR-NETWORKED DATA WAREHOUSE, MEDICAL CENTER	UCSF	Salary Range	Below the Maximum Salary Range	\$315,180	\$306,415	\$43,743					\$37,500	\$387,658	N	N	N		N		
DAVID J DURAND*	VICE PRESIDENT/CHIEF MEDICAL OFFICER-PEDIATRICS	UCSF	Salary Range	Below the Maximum Salary Range	\$412,500	\$410,925	\$90,545				\$3,280		\$504,750	N	N	N		N		
J STUART ECKBLAD*	VICE PRESIDENT-MAJOR CONSTRUCTION PROJECTS	UCSF	Salary Range	Below the Maximum Salary Range	\$288,293	\$283,005	\$35,132				\$14,912		\$333,049	N	N	N		N		
REECE I FAWLEY*	VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE	UCSF	Salary Range	Below the Maximum Salary Range	\$353,388	\$332,800	\$80,187		\$61,628				\$474,615	N	N	N		N		
JOHN B FORD*	VICE CHANCELLOR-UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS	UCSF	MRZ	Below the 75th Percentile	\$464,530	\$450,221				\$8,916			\$459,137	Y	N	N	5%	N		
BARBARA J. FRENCH*	VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS	UCSF	Salary Range	Below the Midpoint Salary Range	\$316,722	\$306,117							\$306,117	N	N	N		N		
JOHN P HARRIS*	VP-MERGERS, ACQUISITIONS, BUSINESS DEVELOPMENT	UCSF	Salary Range	Below the Maximum Salary Range	\$400,000	\$302,920	\$40,402		\$72,403				\$415,725	N	N	N		N		
SAMUEL HAWGOOD*	CHANCELLOR	UCSF	MRZ	Below the 75th Percentile	\$772,500	\$760,005				\$8,916			\$768,921	Y	Y	N		N		
KENNETH M JONES*	SENIOR VICE PRESIDENT-UCSF HEALTH AFFILIATES	UCSF	MRZ	Below the 75th Percentile	\$598,377	\$586,935	\$122,193						\$709,128	Y	N	N	5%	N		
TALMADGE E KING JR*	DEAN-SCHOOL OF MEDICINE/VICE CHANCELLOR-MEDICAL AFFAIRS	UCSF	MRZ	Below the 60th Percentile	\$636,000	\$670,188		\$68,333	\$5,833		\$27,026		\$771,380	Y	N	N		N		\$625,000
MARK R LARET*	PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 75th Percentile	\$991,942	\$971,205	\$211,229			\$8,916			\$1,191,350	Y	N	N	5%	N		
CYNTHIA G LIMA*	EXECUTIVE DIRECTOR - MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER	UCSF	Salary Range	Below the Maximum Salary Range	\$310,337	\$304,647	\$64,428						\$369,075	N	N	N		N		
DANIEL H. LOWENSTEIN*	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	MRZ	Below the 50th Percentile	\$350,000	\$343,333				\$7,430	\$200		\$350,963	Y	N	N	5%	N		
BERTRAM H LUBIN*	VICE CHAIR-CHILDREN'S FOUNDATION/CEO EMERITUS	UCSF	Salary Range	Contract appointment	\$715,000	\$712,254	\$214,498			\$8,916			\$935,668	Y	N	N		N		
TIMOTHY M MAHANEY*	VICE PRESIDENT-FACILITIES & SUPPORT SVCS.	UCSF	Salary Range	Below the Maximum Salary Range	\$310,337	\$304,647	\$64,729						\$369,376	N	N	N		N		

\*Includes notes in the addendum

1)Total cash compensation is not intended to reflect W-2 earnings.



## Annual Report On Executive Compensation for Calendar Year 2015

Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
DAVID R. MORGAN*	VICE PRESIDENT-FACULTY PRACTICE OPERATIONS	UCSF	Salary Range	Below the Maximum Salary Range	\$309,671	\$303,992	\$60,381						\$364,373	N	N	N		N		
J RENEE NAVARRO*	VICE CHANCELLOR-DIVERSITY AND OUTREACH	UCSF	MRZ	Below the 90th Percentile	\$289,307	\$282,770							\$282,770	Y	N	N	5%	N		
DAVID ODATO*	SENIOR VICE PRESIDENT-HUMAN RESOURCES	UCSF	Salary Range	Below the Maximum Salary Range	\$398,959	\$375,710	\$72,256				\$13,778		\$461,744	N	N	N		N		
JANNA M PAARDEKOOPEL*	ASSOCIATE DEAN-FINANCIAL AFFAIRS, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Maximum Salary Range	\$260,011	\$249,245	\$48,371		\$46,366				\$343,982	N	N	N		N		
COLLEEN E. REID*	CONTROLLER-CHILDREN'S HOSPITAL OAKLAND	UCSF	Salary Range	Below the Maximum Salary Range	\$260,000	\$254,020	\$60,835						\$314,855	N	N	N		N		
LORI LOU RIDLEY*	EHR APPLICATION SOLUTIONS ARCHITECT	UCSF	Salary Range	Below the Maximum Salary Range	\$274,284	\$268,611	\$34,319						\$302,930	N	N	N		N		
GRETA SCHNETZLER*	CHIEF CAMPUS COUNSEL	UCSF	MRZ	Below the 75th Percentile	\$274,412	\$265,959							\$265,959	Y	N	N	5%	N		
KIMBERLY SCURR*	VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, SAN FRANCISCO	UCSF	Salary Range	Below the Maximum Salary Range	\$321,280	\$289,494	\$65,762		\$19,946		\$15,532		\$390,734	N	N	N		N		
CLIFFORD A SKINNER*	VICE PRESIDENT-REVENUE CYCLE	UCSF	Salary Range	Below the Midpoint Salary Range	\$283,246	\$256,635	\$40,411		\$11,894		\$15,193		\$324,133	N	N	N		N		
BARRIE E STRICKLAND*	SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 90th Percentile	\$625,000	\$536,082	\$105,427						\$641,509	Y	N	N	5%	N		
DANIEL WANDRES*	CHIEF PHARMACY OFFICER/INTERIM VICE PRESIDENT-CLINICAL SERVICES	UCSF	Salary Range	Below the Maximum Salary Range	\$314,553	\$308,786	\$54,271		\$33,146		\$14,462	\$9,591	\$420,256	N	N	N		N		
ELIZABETH WATKINS*	DEAN-GRADUATE DIV/VC-STUDENT ACADEMIC AFFAIRS	UCSF	MRZ	Below the 25th Percentile	\$268,058	\$261,899							\$261,899	N	N	N		N		
KEITH YAMAMOTO*	PROFESSOR/EXEC VICE DEAN-SCH OF MED/VC-SCIENCE POLICY AND STRATEGY	UCSF	MRZ	Below the 75th Percentile	\$396,900	\$379,542			\$18,900				\$398,442	N	N	N		N		

\*Includes notes in the addendum

1)Total cash compensation is not intended to reflect W-2 earnings.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**ADLER, JOSHUA S UCSF**

**EXECUTIVE VICE PRESIDENT-PHYSICIAN SERVICES/VICE DEAN-CLINICAL AFFAIRS**

Annual Base as of Dec 31	\$600,000	Per policy, appointment and compensation for Joshua Adler as the Executive Vice President-Physician Services/Vice Dean-Clinical Affairs, UCSF Health, with an annual base salary of \$600,000. This action was approved by the Regents on 7/23/15.
Clinical Enterprise Management Recognition Program	\$81,972	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15 for his previous role as Chief Medical Officer. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding of this incentive award comes from clinical revenues; no State funds were used.

**ALFORD, STEPHEN TODD UCLA**

**HEAD COACH, MEN'S BASKETBALL, INTERCOLLEGIATE ATHLETICS**

Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$2,300,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$30,000	Per contract, a multi-year contingent retention bonus totaling \$90,000 if Coach Alford remains as Head Coach: \$30,000 to be paid on the first pay date following May 1, 2014; \$30,000 to be paid on the first pay date following May 1, 2015; and \$30,000 to be paid on the first pay date following May 1, 2016.
Other Cash Payment	\$13,508	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$11,328	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$27,724	Per contract, data reflects the imputed income for the courtesy vehicles.
Other Benefit	\$1,933	Per contract, spousal travel consistent with Athletics Department practice.
Coach - Incentive	\$60,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.

**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.
MOP Loan	\$1,330,000	Per policy, participation in MOP loan approved by UC Regents on February 4, 2009.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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. 2015 Administrative Fund net allocation: \$61,900.
<b>ALOSI,SAL PETER UCLA</b>		
<b>HEAD FOOTBALL STRENGTH &amp; CONDITIONING COACH</b>		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$58,875	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$50,000	Contingent Retention Bonus approved as part of negotiated contract.
Other Benefit	\$9,775	Per contract, data reflects the imputed income for the courtesy vehicle.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
<b>ANANTHASWAMY,SATISH UCOP</b>		
<b>SENIOR PORTFOLIO MANAGER</b>		
Annual Base as of Dec 31	\$277,624	Effective 7/1/15, Satish Ananthaswamy received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Chief Investment Officer AIP Plan	\$229,071	The Administrative Oversight Committee approved the incentive payout award of \$228,353 (85 percent of base salary) for FY 2014/15. Mr. Ananthaswamy's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year. Funding for this incentive award comes from investment returns; no State funds were used.
<b>ANDRIOLA,THOMAS UCOP</b>		
<b>VICE PRESIDENT AND CHIEF INFORMATION OFFICER</b>		
Annual Base as of Dec 31	\$355,402	Effective 7/1/15, Thomas Andriola received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**ANGUIANO, MARIA RAMOS UCR**

**VICE CHANCELLOR -- PLANNING AND BUDGET**

Annual Base as of Dec 31	\$260,000	Effective 7/1/15, Maria Anguiano received a 4 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective 2/1/2014.
Relocation Allowance	\$31,250.00	Per policy, a relocation allowance of \$ \$62,500 to be paid over a two year period. The amount reflects the relocation payment paid out in 2015.
Other - Exclude from Total Cash Compensation	\$405.00	Executive Life Imputed Income
Home Loan Eligibility		Per policy, eligible to participate in the UC Home Loan Program.

**ANTRUM, SHEILA E UCSF**

**SENIOR VICE PRESIDENT-ADULT SERVICES, UCSF HEALTH/PRESIDENT-UCSF MEDICAL CENTER**

Annual Base as of Dec 31	\$525,000	Per policy, appointment and compensation of Sheila Antrum as the Senior Vice President-Adult Services, UCSF Health/President-UCSF Medical Center, with an annual base salary of \$525,000. This action was approved by the Regents on 7/23/15.
Clinical Enterprise Management Recognition Program	\$70,588	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15 for her role as Chief Nursing and Patient Care Services Officer. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.

**APPELSMITH, JACOB A UCD**

**CHIEF CAMPUS COUNSEL**

Annual Base as of Dec 31	\$257,088	Effective 7/1/15, Mr. Appelsmith received a performance-based merit increase of 4.0 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016. The increase was approved by President Napolitano on 9/4/15. Mr. Appelsmith's annual base salary increased from \$247,200 to \$257,088.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 9/3/18.
Annual Base Salary Received	\$251,320	Data reflects actual base salary received in 2015.
<b>ARNETT,JENNIFER P. UCSF</b>		
<b>ASSOCIATE VICE CHANCELLOR - UNIVERSITY DEVELOPMENT</b>		
Annual Base as of Dec 31	\$371,555	Effective 7/1/15, Jennifer Arnett received a 3.5 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16 and a 2percent equity increase under local authority.
Recognition Award	\$1,600	Campus-wide Staff Achievement and Recognition Program (STAR). Actual award amount is based on performance against pre-established goals.
<b>ARRIVAS,PEGGY MCNAMARA UCOP</b>		
<b>ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER</b>		
Annual Base as of Dec 31	\$312,966	Effective 7/1/15, Peggy Arrivas received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
<b>AZAR,RICHARD F UCLA</b>		
<b>EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA HOSPITAL SYSTEM</b>		
Annual Base as of Dec 31	\$262,545	Effective 6/21/15, Richard Azar received a 3 percent merit increase consistent with the Policy Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$38,235	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) annually with a target rate of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Funding for this incentive award comes from clinical revenues; no State funds were used.
Other Cash Payment	\$17,107	Data reflects payment for paid time off in excess of accumulation limits.
<b>BABAKANIAN,EDWARD UCSD</b>		
<b>CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES</b>		
Annual Base as of Dec 31	\$353,185	Effective 6/21/15, Mr. Babakanian received a 3 percent across-the-board increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$57,148	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target rate of 15 percent and a maximum potential payout of 25 percent. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>BACHHER,JAGDEEP SINGH UCOP</b>		
<b>CHIEF INVESTMENT OFFICER</b>		
Annual Base as of Dec 31	\$633,450	Effective 7/1/15, Jagdeep Bachher received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.
Chief Investment Officer AIP Plan	\$476,154	The Regents approved the incentive award of \$874,838 for FY 2014-15. Mr. Bachher's award was based on investment returns and qualitative performance measures, and funded entirely through investment returns; no State funds were used. Mr. Bachher's target and maximum award opportunities (as a percent of base salary) are 100 percent and 165 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year
<b>BAGGETT,MARGARITA M UCSD</b>		
<b>CHIEF CLINICAL AND SUPPORT SERVICES OFFICER</b>		
Annual Base as of Dec 31	\$364,857	Effective 6/21/15, Ms. Baggett received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$44,900	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target rate of 15 percent and maximum potential payout of 25 percent. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>BENGFORT,JOSEPH UCSF</b>		
<b>SENIOR VICE PRESIDENT-INFORMATION TECHNOLOGY</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$445,811	Effective 6/21/15, Joseph Bengfort received a 3 percent merit increase, consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15 and a 7.5 percent salary adjustment.
Clinical Enterprise Management Recognition Program	\$88,914	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>BENNAN,JAMES UCSF</b>		
<b>VICE PRESIDENT-FINANCIAL PLANNING AND BUDGETING</b>		
Annual Base as of Dec 31	\$264,460	Effective 6/21/15, James Bennan received a 3.5 merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16 and a 1.05 percent salary adjustment.
Clinical Enterprise Management Recognition Program	\$55,572	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Other Cash Payment	\$9,133	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>BERGQUIST,DAVID ERIK UCR</b>		
<b>CHIEF CAMPUS COUNSEL</b>		
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective May 1, 2014.
Home Loan Eligibility		Per policy, Mr. Bergquist is eligible to participate in the UC Home Loan Program.
Annual Base as of Dec 31	\$237,544	Effective 6/21/15, David Bergquist received a 2.5 merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>BIDDY,FRANKLIN SCOTT UCB</b>		
<b>VICE CHANCELLOR</b>		
Annual Base Salary Received	\$389,386	Effective 7/1/15, Mr. Biddy received a 3.9 percent increase consistent with the Policy-Covered (Non-Represented) Staff Salary Merit Program for fiscal year 2015-16.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>BLOCK, GENE D. UCLA</b>		
<b>CHANCELLOR</b>		
Annual Base as of Dec 31	\$441,334	Effective 7/23/15, Chancellor Block received a 3percent salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
MOP Loan		Eligibility for a MOP loan to buy a home after stepping down as Chancellor, if he assumes a tenured faculty position at UCLA. Approved by Regents December 2006.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>BLUM-HERKENHOFF, LAURA AMY UCLA</b>		
<b>INTERIM VICE CHANCELLOR-LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL</b>		
Annual Base as of Dec 31	\$235,000	Effective 7/1/15, received a 3 percent merit increase, consistent with the 2015-16 salary program for non-represented staff. Effective 9/1/15, received a promotional increase from Senior Counsel to Managing Counsel, endorsed by the UC General Counsel and approved by the Executive Vice Chancellor and the Chancellor.
Stipend	\$3,977	Administrative stipend received in 2015 in order to implement base salary of \$260,000 approved by the President on 9/23/15 to reflect additional duties as Interim Vice Chancellor-Legal Affairs starting 10/3/15.
Stipend	\$7,838	Administrative stipend of 5 percent of base salary for managing the Legal Affairs office and supervising the staff from 7/1/14 to 8/31/15.
Recognition Award	\$12,000	STAR Awards based on performance achievements in Plan Year 2014 (\$5,000) and Plan Year 2015 (\$7,000).
<b>BLUMENTHAL, GEORGE R UCSC</b>		
<b>CHANCELLOR</b>		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Executive Disability		Per policy, eligible and vested (2012).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>BOUBELIK, JANE ESTHER UCLA</b>		
<b>CHIEF LEGAL COUNSEL, UCLA HEALTH</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$59,008	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Other Cash Payment	\$3,821	Data reflects payment for paid time off in excess of accumulation limits.
<b>BRADLEY, THOMAS M. UCLA</b>		
<b>DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH</b>		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$172,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Temporary Housing	\$1,950	Per policy, reimbursement of the costs of furnished temporary lodging and meals for 11 days.
Other One-Time Payment	\$25,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$1,024	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$10,662	Per contract, data reflects the imputed income for the courtesy vehicles.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
<b>BRANDT, SCOTT A UCSC</b>		
<b>VICE CHANCELLOR - RESEARCH</b>		
Annual Base as of Dec 31	\$307,661	Effective 7/23/15, Scott Brandt received a 3percent salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
MOP Loan	\$571,500	Per policy, eligible to participate in the Mortgage Origination Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>BRANT, KEITH EDWARD UCSC</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>VICE CHANCELLOR, UNIVERSITY RELATIONS</b>		
Annual Base as of Dec 31	\$297,052	Effective 7/23/15, Keith Brant received a 3 percent salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$21,000	Per policy, a relocation allowance of 25 percent of base salary (\$70,000). The relocation allowance will be paid in annual installments over four years: 40 percent (\$28,000) in year 1, 30 percent (\$21,000) in year 2, 20 percent (\$14,000) in year 3, and 10 percent (\$7,000) in year 4, subject to the limitations under policy. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects actual amount paid in 2015.
Moving Expenses - Shipment of Household Goods	\$1,595	Per policy, 100 percent reimbursement, up to \$25,000, of reasonable and allowable expenses associated with moving.
<b>BRASE, WENDELL C UCI</b>		
<b>VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES</b>		
Executive Disability		Per policy, eligible; he has met the five-year vesting requirement in SMG and is eligible to receive benefit.
MOP Loan	\$300,000	Per policy, eligible to participate in the UC Home Loan Program, in accordance with applicable UC policy.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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<b>BRENNER, DAVID ALLEN UCSD</b>		
<b>VICE CHANCELLOR - HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE</b>		
Annual Base as of Dec 31	\$569,311	Effective 7/1/15, Mr. Brenner received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Health Sciences Compensation Plan	\$220,000	Per policy, eligible to participate in Health Sciences Compensation Plan.
MOP Loan	\$1,330,000	Per policy, eligible to participate in the UC Mortgage Origination Program
SHLP Loan	\$1,330,000	Per policy, data reflects the loan amount under Supplemental Home Loan Program (SHLP).
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>BROSTROM, NATHAN ERIC UCOP</b>		
<b>CHIEF FINANCIAL OFFICER</b>		
Executive Auto Allowance	\$7,430	Per policy, annual auto allowance of \$8,916. Data reflects actual received in 2015.
MOP Loan	\$1,330,000	Per policy, eligible to participate in the Mortgage Origination Program.
<b>BROWN, PAMELA HOPE UCOP</b>		
<b>VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING</b>		
Annual Base as of Dec 31	\$242,628	Effective 7/1/15 Ms. Brown received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
<b>BROWN, SANDRA A UCSD</b>		
<b>VICE CHANCELLOR - RESEARCH</b>		
Annual Base as of Dec 31	\$316,891	Effective 7/1/15, Ms. Brown received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**BUDIL, KIMBERLY SUSAN UCOP**

**VICE PRESIDENT LABORATORY MANAGEMENT**

Annual Base as of Dec 31	\$365,650	Effective 7/1/15, Ms. Budil received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance of \$8,916.

**BUTTER, KAREN A UCSF**

**UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR**

Annual Base as of Dec 31	\$271,299	Effective 7/1/15, Karen Butter received a 3.24 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Annual Base Salary Received	\$266,333	Data reflects actual base salary received in 2015.

**CAIN, KATHLEEN M. UCSF**

**CHIEF FINANCIAL OFFICER-CHILDREN'S HOSPITAL OAKLAND**

Annual Base as of Dec 31	\$404,250	Per policy, appointment and contract compensation of Kathleen Cain as Chief Financial Officer - CHRCO with an annual base salary of \$404,250 effective 1/1/14 - 12/31/16 (three year contract appointment) as approved by the President on 12/20/13.
Clinical Enterprise Management Recognition Program	\$96,353	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Other Cash Payment	\$4,060	Data reflects payment for paid time off amount in excess of accumulation limits.

**CAMPBELL, JOHN DUNCAN UCSD**

**MEDICAL GROUP EXECUTIVE DIRECTOR**

Annual Base as of Dec 31	\$289,084	Effective 7/1/15, Mr. Campbell received a 9 percent equity salary increase. Approved by President Napolitano on 7/9/15.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$44,203	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>CARLSON,SUSAN L. UCOP</b>		
<b>VICE PROVOST - ACADEMIC PERSONNEL</b>		
Annual Base as of Dec 31	\$273,182	Effective 7/1/15, Susan Carlson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
<b>CARRICO,KATHRYN A UCLA</b>		
<b>ASSISTANT VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT</b>		
Annual Base as of Dec 31	\$340,673	Effective 7/1/15, Kathryn Carrico received a 5percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Recognition Award	\$3,000	Campus-wide Staff Achievement and Recognition Program (STAR). Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$22,974	Relocation allowance of 25percent (\$78,750) payable over three years. Data reflects amount paid in 2015. Approved by Chancellor 8/29/2013.
<b>CHIARAPPA,CYNTHIA L. UCSF</b>		
<b>VICE PRESIDENT-MEDICAL CENTER ADMINISTRATION</b>		
Annual Base as of Dec 31	\$283,239	Effective 6/21/15, Cynthia Chiarappa received a 3 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$29,160	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>CHRISMAN,MAYE C. UCSF</b>		
<b>VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE</b>		
Annual Base as of Dec 31	\$354,511	Per policy, promotional appointment and compensation for Maye Chrisman as Vice Dean-Finance and Administration, School of Medicine, position. 25 percent salary increase from \$283,609 to \$354,511. Approved by Chancellor (9/11/15) and endorsed by the UCSF Compensation Committee (9/11/15).
Incentive	\$35,520	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP2, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>CLOSE,CORI RASHEL UCLA</b>		
<b>HEAD COACH, WOMEN'S BASKETBALL</b>		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$155,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$4,361	Payout based on annual participation in summer camps approved as part of negotiated contract.
Other Benefit	\$3,581	Reflects taxable benefit reported on W-2 form for UCLA Sporting Event Tickets.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 until a vehicle becomes available. Approved by the Chancellor 10/16/13.
Coach - Incentive	\$30,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
<b>COLEY,RON T UCR</b>		
<b>VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES</b>		
Annual Base as of Dec 31	\$306,800	Effective 7/1/15, 4 percent increase to base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
MOP Loan		Per policy, eligible to participate in the UC Mortgage Origination Program as approved by the President on 6/20/14.
Relocation Allowance	\$18,437.00	Per policy, a relocation allowance of 25 percent of base salary (\$73,750) paid in monthly installments over four years: 25 percent (\$18,438) per year. Data reflects actual payment received in 2015.
Temporary Housing Allowance	\$12,000.00	Per President Napolitano in June 2014, approved temporary housing allowance of \$4,000 per month up to 90 days. Payment for this item occurred in 2015.
<b>CONK, MARGARET T UCI</b>		
<b>CHIEF STRATEGY OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$52,598	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Other One-Time Payment	\$12,795	Paid Time Off Payout: Automatic payout for paid time off amount in excess of accumulation limits.
<b>CONRAD, LARRY D UCB</b>		
<b>ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER</b>		
Annual Base Salary Received	\$330,973	Effective 7/1/15, 1 percent increase to base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>COOK, JOHN K UCD</b>		
<b>INTERIM CHIEF INFORMATION OFFICER</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$307,945	Per policy, appointment of and compensation for Mr. Cook as Interim Chief Information Officer, UC Davis Health System, for the period of 12/3/15 through 12/2/16. Approved by President Napolitano on 1/7/16 with a temporary base salary of \$307,945. Base salary increased 20 percent from \$256,621 to \$307,945 for the interim period.
Incentive	\$29,441	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits monthly contribution due to interim status.
Other Cash Payment	\$10,559	Data reflects payment for paid time off in excess of accumulation limits.
Executive Life		Per policy, ineligible for Executive Life Insurance due to interim status.
Executive Disability		Per policy, ineligible for Executive Disability due to interim status.
Annual Base Salary Received	\$258,446	Per policy, a temporary base salary of \$307,945 was approved by President Napolitano on 1/7/16 for the period of 12/3/15 through 12/2/16. Mr. Cook's first paycheck for the temporary base salary of this interim position was received 1/2/15; salary received in 2015 was entirely from his previous Manager and Senior Professional position.
<b>COOPER, WILLIAM MAURICE UCOP</b>		
<b>ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER</b>		
Annual Base as of Dec 31	\$323,575	Effective 7/1/15, William Cooper received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Relocation Allowance	\$5,000	Per policy, a relocation allowance of 16.4 percent of base salary (\$50,000) to be paid in annual installments over three years as follows: The first installment of \$40,000 was paid 2/1/13; the second installment of \$5,000 was paid on 2/1/14; and the final installment of \$5,000 was paid on 2/1/15.
<b>COPELAND-MORGAN, YOULONDA MARIE UCLA</b>		
<b>ASSOCIATE VICE CHANCELLOR--ENROLLMENT MANAGEMENT, STUDENT AFFAIRS</b>		
Annual Base as of Dec 31	\$280,830	Effective 7/1/15, Youlonda Copeland-Morgan received a 3 percent merit increase, consistent with the 2015-16 salary program for non-represented staff.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Recognition Award	\$10,000	Campus-wide Staff Achievement and Recognition Program (STAR). Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$16,063	Relocation allowance of 25 percent of base salary (\$64,250) to be paid over four years. Data reflects last installment. Approved by the Chancellor on 9/23/11.
<b>COSTANTINIDIS, TERESA A UCSF</b>		
<b>INTERIM SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION</b>		
Annual Base as of Dec 31	\$259,087	Per policy, appointment of and compensation for Teresa Costantinidis as Interim Senior Vice Chancellor-Finance and Administration per Presidential approval (6/16/15), effective 7/1/15. Teresa Costantinidis received a 3 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16 as approved by the President (10/29/15).
Stipend	\$21,590	Temporary 20 percent stipend, effective 7/1/15-6/30/16, in recognition of Interim Senior Vice Chancellor-Finance and Administration responsibilities. Approved by President (6/16/15).
Recognition Award	\$1,600	Campus-wide Staff Achievement and Recognition Program (STAR). Actual award amount is based on performance against pre-established goals.
<b>COWELL, M ELIZABETH UCSC</b>		
<b>UNIVERSITY LIBRARIAN</b>		
Annual Base as of Dec 31	\$216,300	Effective 7/1/15, Elizabeth Cowell received a 3 percent merit increase, consistent with the 2015-16 salary program for non-represented staff.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>CRONER, JULIE ELIZABETH UCSD</b>		
<b>CHIEF ADMINISTRATIVE OFFICER</b>		
Annual Base as of Dec 31	\$291,756	Effective 6/21/15, Ms. Croner received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$45,723	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>CROUGHAN,MARY SHANNA UCOP</b>		
<b>EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE</b>		
Annual Base as of Dec 31	\$197,784	Effective 7/1/15, Mary Croughan received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>CUCULLU,MICHELE ELISE UCOP</b>		
<b>DIRECTOR - PRIVATE EQUITY INVESTMENTS</b>		
Annual Base as of Dec 31	\$233,250	Effective 7/1/15 Michele Cucullu received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Chief Investment Officer AIP Plan	\$179,526	The Administrative Oversight Committee approved the incentive payout award of \$193,620 (86 percent of base salary) for FY 2014-15. Ms. Cucullu's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year.
<b>D'ANIERI,PAUL UCR</b>		
<b>PROVOST AND EXECUTIVE VICE CHANCELLOR</b>		
Annual Base as of Dec 31	\$338,000	Effective 7/1/15 Paul D'Anieri received a 4 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Executive Auto Allowance	\$8,916.00	Per policy, annual auto allowance payments total \$8,916.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
MOP Loan	\$408,900.00	Per policy, eligible to participate in the UC Mortgage Origination Program.
Relocation Allowance	\$40,625.00	Per policy, a relocation allowance of 25 percent base salary (\$81,250) to be paid in equal monthly installments over two years. Data reflects actual amount received in 2015.
Accrual of Sabbatical Credits		Per President Napolitano approval June 19,2014, eligible to accrue sabbatical credits as a member of tenured faculty.
<b>DAVIS, RONALD ANTHONY UCLA</b>		
<b>INTERIM CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM</b>		
Annual Base as of Dec 31	\$341,586	Effective 6/21/15, Ronald Davis received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16. Mr. Davis also received a temporary salary adjustment of 9.7 percent in recognition of additional duties as Interim CFO, UCLA Hospital System, effective 1/1/15-12/31/15, approved by the Chancellor.
Clinical Enterprise Management Recognition Program	\$82,909	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Relocation Allowance	\$10,413	Relocation allowance of 25 percent base salary (\$71,250) payable over a period of four years. Data reflects payment that was received in 2015. Approved by the Chancellor on 4/3/12.
<b>DE LA TORRE, ADELA UCD</b>		
<b>VICE CHANCELLOR - STUDENT AFFAIRS AND CAMPUS DIVERSITY</b>		
Annual Base as of Dec 31	\$310,000	Title change from Vice Chancellor-Student Affairs to Vice Chancellor-Student Affairs and Campus Diversity and salary adjustment approved by UC Regents on 7/23/15. Annual base salary increased 22.6 percent (\$57,199) from \$252,801 to \$310,000.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. She will be vested effective 8/1/18.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$273,318	Data reflects actual base salary received in 2015.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
MOP Loan	\$359,300	Per policy, eligible to participate in the UC Mortgage Origination Program.
<b>DECARLO,RICHARD D. UCSF</b>		
<b>VICE PRESIDENT/CHIEF OPERATING OFFICER, CHILDREN'S SERVICES, UCSF HEALTH</b>		
Annual Base as of Dec 31	\$575,000	Per policy, promotional appointment of Richard Decarlo as Vice President-Chief Operating Officer-Children's Services, UCSF Health. Approved by Chancellor (9/11/15) and endorsed by UCSF Compensation Committee (9/11/15).
Clinical Enterprise Management Recognition Program	\$121,131	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Executive Life		As an exception to policy, inclusion of executive life insurance to \$800,000 approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents.
<b>DELANEY,MARGARET L UCSC</b>		
<b>VICE CHANCELLOR - PLANNING AND BUDGET</b>		
Annual Base as of Dec 31	\$275,834	Effective 7/1/15, Ms. Delaney received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible and vested (2015).
<b>DEPAOLO,DONALD J LBNL</b>		
<b>ASSOCIATE LABORATORY DIRECTOR</b>		
Annual Base as of Dec 31	\$395,940	\$4,000 of salary reimbursed by UC Berkeley campus for his joint appointment as UCB/LBNL Director of the Center for Isotope Geochemistry.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he 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 an underlying faculty appointment.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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<b>DIRKS,NICHOLAS UCB</b>		
<b>CHANCELLOR</b>		
Annual Base as of Dec 31	\$516,446	Effective 7/1/15, Chancellor Dirks received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance of \$8,916.
Executive Disability		Per policy, eligible; he has not yet met the five year vesting requirement in SMG to receive benefit.
Other Payment - Benefits	\$246	Imputed income: Use of University House Manager's time for personal business as reported on 2015 Annual G-45 report
Relocation Allowance	\$30,425	Per policy, relocation allowance of 25 percent base salary (\$121,700) to be paid in four equal annual installments beginning January 1, 2014. Data reflects actual payment received in 2014.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Other Benefit		Accelerated eligibility schedule for University's insured retiree health-care plans.
Home Loan Eligibility		Per policy, eligibility for future participation in the UC Home Loan Program.
Annual Base Salary Received	\$506,799	Data reflects actual base salary received in 2015.
<b>DOBBS,DAVID O. UCSF</b>		
<b>EXECUTIVE DIRECTOR-NETWORKED DATA WAREHOUSE, MEDICAL CENTER</b>		
Annual Base as of Dec 31	\$315,180	Effective 6/21/15, David Dobbs received a 3 percent merit salary increase and a 2 percent salary adjustment consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$43,743	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Relocation Allowance	\$37,500	Relocation allowance of 25 percent (\$75,000) of annual base salary paid over two years: 25 percent (\$18,750) within first 30 days (paid on 11/26/14); 25 percent upon completion of 90 days (paid on 1/28/15); 25 percent upon completion of first year (paid 10/21/15); 25 percent upon completion of second year. Repayment clause, if separation occurs during first two years. Approved by Chancellor Hawgood and UCSF Compensation Committee on 9/16/14.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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<b>DONALDSON, LORI R UCSD</b>		
<b>CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER</b>		
Annual Base as of Dec 31	\$349,677	Effective 6/21/15, Ms. Donaldson received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$56,582	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>DORR, AIMEE UCOP</b>		
<b>PROVOST AND EXECUTIVE VP - ACADEMIC AFFAIRS</b>		
Annual Base as of Dec 31	\$371,315	Effective 7/1/15, Aimee Dorr received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
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 a member of tenured faculty.
<b>DOYLE, MARY M UCSC</b>		
<b>VICE CHANCELLOR - INFORMATION TECHNOLOGY</b>		
Annual Base as of Dec 31	\$275,834	Effective 7/1/15, Ms. Doyle received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Executive Disability		Per policy, eligible and vested (2013).
MOP Loan	\$945,000	Per policy, eligible to participate in the UC Mortgage Origination Program.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>DUCKETT,DWAINE BRIAN UCOP</b>		
<b>VICE PRESIDENT-HUMAN RESOURCES</b>		
Annual Base as of Dec 31	\$327,818	Effective 7/1/15, Dwaine Duckett received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Stipend	\$5,339	Mr. Duckett assisted the office of the CIO in developing a strategy to implement a new organizational design, develop new roles and responsibilities for the investment and operational staff while mitigating the risk typically associated with such large scale organizational change. Mr. Duckett has been approved to receive a temporary 10 percent stipend (\$32,782 annualized) for one year or until the organization redesign of the CIO's office is implemented, whichever comes first.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.
MOP Loan	\$989,100	Per policy, eligible to participate in the Mortgage Origination Program.
<b>DUFFY,SHARON A. UCR</b>		
<b>DEAN - UNIVERSITY EXTENSION</b>		
Annual Base as of Dec 31	\$218,545	Effective 7/1/15, S received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; she 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 a member of tenured faculty.
<b>DURAND,DAVID J UCSF</b>		
<b>VICE PRESIDENT/CHIEF MEDICAL OFFICER-PEDIATRICS</b>		
Annual Base as of Dec 31	\$412,500	Per policy, appointment of and contract compensation for David J. Durand as Chief Medical Officer - Children's Hospital Oakland effective 1/1/14 - 12/31/16 (three-year contract appointment).
Clinical Enterprise Management Recognition Program	\$90,545	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
		comes from clinical revenues; no State funds were used.
Other Cash Payment	\$3,280	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>DYKES,DANIEL UCB</b>		
<b>HEAD COACH - FOOTBALL</b>		
Other Cash Payment	\$1,733,333	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$6,012	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$3,796	Country Club membership approved as part of negotiated athletics' contract; taxable benefit reported on W-2.
Coach Auto Allowance	\$5,400	Stipend in lieu of courtesy vehicle (\$450 per month).
Coach - Incentive	\$50,000	Incentive received for Bowl Game Appearance per contract.
<b>ECKBLAD,J STUART UCSF</b>		
<b>VICE PRESIDENT-MAJOR CONSTRUCTION PROJECTS</b>		
Annual Base as of Dec 31	\$288,293	Effective 6/21/15, J. Stuart Eckblad received a 3 merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$35,132	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP 2, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Other Cash Payment	\$14,912	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>ECONOMOU,JAMES S UCLA</b>		
<b>FORMER VICE CHANCELLOR - RESEARCH</b>		
Annual Base as of Dec 31	\$327,818	Effective 7/1/15, James Economou received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016. Incumbent held 70 percent SMG and 30 percent Academic appointments.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>ELAHI, FARANAK K UCLA</b>		
<b>CHIEF ADMINISTRATIVE OFFICER, MEDICINE &amp; CHIEF OPERATING OFFICER, FACULTY PRACTICE GROUP</b>		
Annual Base as of Dec 31	\$326,725	Effective 7/1/15, Faranak Elahi received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16. Effective 9/1/15, Ms. Elahi received 15 percent salary adjustment due to the additional duties as COO for the UCLA Faculty Practice Group.
Stipend	\$31,031	Per policy, stipend of 15 percent (\$41,375 annually), for additional work overseeing the outpatient call centers. Data reflects the actual stipend received in 2015.
Clinical Enterprise Management Recognition Program	\$63,442	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>FALLE, JOHN G. UCOP</b>		
<b>ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS</b>		
Annual Base as of Dec 31	\$295,036	Effective 7/1/15, John Falle received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Other Cash Payment	\$2,750	In 2015, Mr. Falle received monthly payment in the amount of \$250.00 to offset the cost of the higher premiums.
<b>FAWLEY, REECE I UCSF</b>		
<b>VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE</b>		
Annual Base as of Dec 31	\$353,388	Effective 6/21/15, Reece Fawley received a 3 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16, and a 9 percent salary adjustment.
Stipend	\$61,628	A stipend of 19.1 percent of base salary for serving as the Interim Chief Strategic Planning Officer, effective 7/1/14-12/31/15. Interim appointment/stipend ended on 12/31/15.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$80,187	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>FEDEROFF, HOWARD J UCI</b>		
<b>VICE CHANCELLOR - HEALTH AFFAIRS AND DEAN - SCHOOL OF MEDICINE; INTERIM CHIEF EXECUTIVE OFFICER - UCI MEDICAL CENTER</b>		
Health Sciences Compensation Plan	\$162,500	Per policy, eligible to participate in Health Sciences Compensation Plan
Relocation Allowance	\$137,500	A cash relocation allowance of 25 percent base salary (\$137,500) paid in a lump sum subject to a repayment schedule if Dr. Federoff separates from the University within 4 years of his appointment.
Executive Disability		Per policy, eligible - has not yet met vesting requirement in SMG Program to receive benefit.
<b>FEITELBERG, DANIEL MARTIN UCM</b>		
<b>VICE CHANCELLOR PLANNING AND BUDGET</b>		
Relocation Allowance	\$15,938	As an exception to policy, a relocation allowance of 25 percent base salary (\$63,750) to assist with the purchase of his home in Merced. This allowance will be payable in annual installments of 25 percent per year over four years of employment. The relocation allowance will also help offset the additional, unreimbursed costs that Mr. Feitelberg will incur in retaining his home in South San Francisco (to continue his children's education) prior to moving his family to Merced.
Annual Base Salary Received	\$273,911	Effective 7/1/15, Daniel Feitelberg received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
<b>FISHER, MARC P UCSB</b>		
<b>VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES/CAMPUS ARCHITECT</b>		
Annual Base as of Dec 31	\$294,191	Effective 7/1/15, Mr. Fisher received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
<b>FOLLETTE, MARGARET G. UCLA</b>		
<b>DIRECTOR, MANAGED CARE CONTRACTING</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$279,395	Effective 6/21/15, Margaret Follette received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$40,688	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 09/18/15. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target rate of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>FONG, EDMOND UCOP</b>		
<b>MANAGING DIRECTOR - CROSS ASSETS CLASS INVESTMENTS</b>		
Annual Base as of Dec 31	\$276,278	Effective 7/1/15, Edmond Fong received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Chief Investment Officer AIP Plan	\$212,915	The Administrative Oversight Committee approved the incentive payout award of \$231,505 (88 percent of base salary) for FY 2014-15. Mr. Fong's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year.
Other Cash Payment	\$2,763	On 11/30/15, Edmond Fong received a Lump Sum-Retirement payment of \$2,762.80.
<b>FORD, JOHN B UCSF</b>		
<b>VICE CHANCELLOR-UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS</b>		
Annual Base as of Dec 31	\$464,530	Effective 7/1/15, John Ford received a 3 percent merit salary increase and a 2.5 percent salary adjustment consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16. Approved by the President on 10/29/15.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>FRANKEL, ANN D UCD</b>		
<b>DIRECTOR - PATIENT ACCOUNTS ADMINISTRATION</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$260,355	Effective 7/1/15, Ms. Frankel received a 3.5 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Clinical Enterprise Management Recognition Program	\$39,829	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Other Cash Payment	\$11,678	Data reflects payment for paid time off amount in excess of accumulation limits.
Annual Base Salary Received	\$255,219	Per policy, annual base salary increased from \$251,551 to \$260,355 effective 7/1/15.
<b>FRANKLIN, TONY L UCB</b>		
<b>OFFENSIVE COORDINATOR - FOOTBALL</b>		
Other Cash Payment	\$245,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$130,000	Retention plan payout per negotiated contract.
Other Benefit	\$1,440	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Coach - Incentive	\$10,000	Incentive fees for Bowl game appearance per contract.
<b>FREISCHLAG, JULIE ANN UCD</b>		
<b>VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND DEAN-SCHOOL OF MEDICINE</b>		
Annual Base as of Dec 31	\$521,493	Effective 7/1/15, Dr. Freischlag received a 3 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Health Sciences Compensation Plan	\$195,475	Per policy, eligible to participate in the Health Science Compensation Plan (HSCP) with a "Y" payment in the amount of \$195,475 annually, approved by President Yudof on 9/16/13. The "Y" payment is paid in monthly payments in the amount of \$16,289.58.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. She will be vested effective 2/17/19.
Accrual of Sabbatical Credits		Per policy, eligible to accrue sabbatical credits as a member of tenured faculty.
Other - Exclude from Total Cash Compensation	\$1,011	MedComp Insurance for Dr. Freischlag as a School of Medicine member for 2015.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Moving Expenses - Secondary Househunting	\$3,142	Per policy, eligible for two house hunting trips for the appointee and her spouse/partner.
Annual Base Salary Received	\$512,633	Per policy, annual base salary increased from \$506,304 to \$521,493 effective 7/1/15. Approved by President Napolitano on 9/4/15.
<b>FRENCH, BARBARA J. UCSF</b>		
<b>VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS</b>		
Annual Base as of Dec 31	\$316,722	Effective 7/1/15, Barbara French received a 3 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16 and, in addition, a 3percent salary adjustment as approved by President Janet Napolitano on 10/29/15.
Senior Management Supplement		Ineligible due to MSP appointment and without salary SMG appointment.
Executive Life		Ineligible due to MSP appointment and without salary SMG appointment.
Executive Disability		Ineligible due to MSP appointment and without salary SMG appointment.
<b>FROST, WILLIAM E UCOP</b>		
<b>VICE PRESIDENT - AGRICULTURE AND NATURAL RESOURCES</b>		
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>GALLOWAY, ALISON UCSC</b>		
<b>CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR</b>		
Annual Base as of Dec 31	\$350,715	Effective 7/1/15, Ms. Galloway received a 3 percent salary increase consistent with the Policy-Covered(Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
Executive Disability		Per policy, eligible and vested (2015).
<b>GAMER, STEVE UCSD</b>		
<b>VICE CHANCELLOR - ADVANCEMENT</b>		
Annual Base as of Dec 31	\$354,063	Effective 7/1/15, Mr. Gamer received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$348,047	Mr. Gamer separated prior to the end of the calendar year; therefore the annual base salary received is less than the annualized base as of December 31.
<b>GEOCARIS, DIANE FIELDS UCI</b>		
<b>CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL</b>		
Executive Disability		Per policy, eligible and vested.
<b>GIL, GLORIA BROWNING UCOP</b>		
<b>MANAGING DIRECTOR - REAL ESTATE</b>		
Annual Base as of Dec 31	\$305,953	Effective 7/1/15, Gloria Gil received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016
Chief Investment Officer AIP Plan	\$169,138	The Administrative Oversight Committee approved the incentive payout award of \$182,585 (61 percent of base salary) for FY 2014-15. Ms. Gil's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year.
MOP Loan	\$726,200	Eligible to participate in the UC Mortgage Origination Program.
<b>GILLMAN, HOWARD AARON UCI</b>		
<b>CHANCELLOR</b>		
Annual Base as of Dec 31	\$485,000	Per policy, appointment of and compensation for Howard Gillman as Chancellor, Irvine Campus, effective 9/18/14.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
Executive Disability		Per policy, eligible; he 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 a member of tenured faculty.
<b>GOLDBERG, CAROLE EUDICE UCLA</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>VICE CHANCELLOR - ACADEMIC PERSONNEL</b>		
Annual Base as of Dec 31	\$313,511	Effective 7/1/15, Carole Goldberg received a 6.8 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible; she has not yet met the five-year service requirement in SMG to receive benefits.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>GOLDSBOROUGH, NICHOLAS UCLA</b>		
<b>ASSOCIATE VICE CHANCELLOR, DEVELOPMENT</b>		
Annual Base as of Dec 31	\$309,000	Effective 6/21/15, Nicholas Goldsborough received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>GONZALEZ, JUAN C UCSD</b>		
<b>VICE CHANCELLOR - STUDENT AFFAIRS</b>		
Annual Base as of Dec 31	\$267,800	Effective 7/1/15, Mr. Gonzalez received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$16,250	Relocation allowance of 25 percent base salary (\$65,000) to be paid in equal installments over a four-year period. Approved by President Napolitano on 7/2/14. Data reflects second annual installment payment.
Moving Expenses - Strg of Hsehd Goods-short-term	\$9,342	Reimbursement of temporary storage of household goods associated with relocation from Austin, TX to San Diego, CA.
Moving Expenses - Moving Services	\$994	Reimbursement of moving expense related to relocation from Austin, TX to San Diego, CA.
MOP Loan	\$525,000	Eligible to participate in the UC Mortgage Origination Program.
<b>GOTTLIEB, LINDSAY UCB</b>		
<b>HEAD WOMEN'S BASKETBALL COACH</b>		
Annual Base as of Dec 31	\$310,000	Annualized base salary as of December 2015.
Other Cash Payment	\$225,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,572	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Coach Auto Allowance	\$5,400	Payment in lieu of courtesy vehicle approved as part of negotiated contract.
Coach - Incentive	\$65,000	Discretionary bonus based on key performance indicators per negotiated contract.
Coach - Incentive	\$35,000	Performance based compensation for team and/or coach accomplishments per negotiated contract.
<b>GRIMLEY, KAREN ANN UCLA</b>		
<b>CHIEF NURSING EXECUTIVE, UCLA HEALTH</b>		
Annual Base as of Dec 31	\$368,000	Per policy, appointment and compensation for Karen Grimley as Chief Nursing Executive, UCLA, effective 9/27/15. Approved by the President and the Regents on 8/19/15.
Clinical Enterprise Management Recognition Program	\$42,479	Data reflected is the actual award amount received for her prior position at UCI Medical Center for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Executive Disability		Per policy, eligible and vested based on SMG service since 2010.
Moving Expenses - Moving Services	\$5,760	Moving Company charges for relocation to Los Angeles.
Annual Base Salary Received	\$327,070	Total base salary received from UCLA as Chief Nursing Executive, UCLA Health (\$84,600) and from UCI (\$242,469.68).
<b>GUERRERO, DANIEL GENE UCLA</b>		
<b>DIRECTOR, INTERCOLLEGIATE ATHLETICS</b>		
Annual Base as of Dec 31	\$810,089	Base salary per negotiated contract, as approved by President Yudof on 4/2/13.
Incentive	\$95,000	Supplemental Compensation Opportunities based on performance-related goals set in employment contract.
MOP Loan	\$850,000	Eligible to participate in the UC Mortgage Origination Program.
Other Benefit	\$12,512	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$29,508	Per approved contract, data reflects the imputed income for the courtesy vehicles.
Other - Exclude from Total Cash Compensation	\$3,500	Per approved contract, an annual physical exam not to exceed \$3,500 as approved by the Regents in May 2008.
<b>GUIMARAES, ARTHUR RIBEIRO UCOP</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**ASSOCIATE CHIEF INVESTMENT OFFICER**

Annual Base as of Dec 31	\$334,750	Per policy, appointment of and compensation for Arthur Guimaraes as Associate Chief Investment Officer - Office of the Chief Investment Officer with an annual base salary of \$325,812. This action was approved by the President effective 10/13/14.
Chief Investment Officer AIP Plan	\$85,312	The Administrative Oversight Committee approved the incentive payout award of \$170,625 (84 percent of base salary) for FY 2014-15. Mr. Guimaraes' target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year.
Relocation Allowance	\$22,500	Per policy, a relocation allowance equal to 23.1 percent of base salary (\$75,000) to be paid on a monthly basis over a four-year period: 40 percent (\$30,000) in the first year 2014; 30 percent (\$22,500) in the second year 2015; 20 percent (\$15,000) in the third year 2016; and 10 percent (\$7,500) in the fourth year 2017. Data reflects first year payment.

**GULLATT, VELVIA YVETTE UCOP**

**VICE PROVOST DIVERSITY AND ENGAGEMENT**

Annual Base as of Dec 31	\$242,627	Effective 7/1/15, Yvette Gullatt received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for Fiscal year 2015-2016.
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**GUNTHER, ELISABETH R UCM**

**CAMPUS COUNSEL**

MOP Loan	\$243,000	Per policy, eligible to participate in the UC Home Loan Program. Home Loan funded 9/28/15.
Relocation Allowance	\$7,725	Per policy, a relocation allowance of 10 percent (\$23,175) of base salary (\$231,750) to be paid in annual installments over three years: 33.3 percent (\$7,725) each year. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects first year annual installment payment.
Temporary Housing	\$2,865	90 days temporary housing reimbursement as per offer letter.
Annual Base Salary Received	\$221,824	Annual Base Salary Received includes 7 months salary (\$109,405.32) as MSP appointment at UCOP and 5 months salary (\$96,562.50) as SMG appointment at UCM.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**HARRIS, JOHN P UCSF**

**VP-MERGERS, ACQUISITIONS, BUSINESS DEVELOPMENT**

Annual Base as of Dec 31	\$400,000	Effective 4/1/15, promotional appointment with 25 percent salary increase and 28 percent stipend. Effective 6/21/15, John "Jay" Harris received a 3 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16. Effective 12/1/15, 24.3 percent salary adjustment (stipend rolled into annual base salary) approved by Chancellor (12/4/15) and endorsed by the UCSF Compensation Committee (12/3/15).
Stipend	\$72,403	Appointed to VP-Mergers, Acquisitions, and Business Development position on 4/1/15 with a 28 percent stipend in recognition of additional responsibilities during the development stages of UCSF Health, which may or may not become permanent VP-MABD responsibilities. Effective 12/1/15, it was determined that the additional responsibilities would be part of the VP-MABD position. The stipend ended on 11/30/15 with an equity increase salary adjustment of 24.3 percent in recognition of the additional permanent responsibilities effective on 12/1/15.
Incentive	\$19,875	Data reflected is the actual award amount for 2014-15 (pro-rated 7/1/14-3/31/15) as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) 2, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
Clinical Enterprise Management Recognition Program	\$20,527	Data reflected is the actual award amount for 2014-15 (pro-rated 4/1/15-6/30/15) as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.

**HAWGOOD, SAMUEL UCSF**

**CHANCELLOR**

Annual Base as of Dec 31	\$772,500	Effective 7/1/15, Samuel Hawgood received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>HAYASHIDA, PETER A. UCR</b>		
<b>VICE CHANCELLOR - UNIVERSITY ADVANCEMENT</b>		
Annual Base as of Dec 31	\$302,156	Effective 7/1/15, Mr. Hayashida received a 2.5 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Executive Auto Allowance	\$8,916.00	Per policy, annual auto allowance payments in 2015 total \$8,916.00.
Executive Disability		Per policy, eligible; five year vesting requirement met as of 07/01/2014.
MOP Loan	\$409,500.00	Per policy, eligible to participate in the UC Mortgage Origination Program.
<b>HENDERSON, JULIE ANN UCOP</b>		
<b>SENIOR VICE PRESIDENT – PUBLIC AFFAIRS</b>		
Executive Auto Allowance	\$7,669	Per policy, annual auto allowance is \$8,916.
<b>HERVEY, BRIAN T UCI</b>		
<b>INTERIM VICE CHANCELLOR - UNIVERSITY ADVANCEMENT</b>		
Relocation Allowance	\$50,000	Paid relocation allowance of \$50,000 under permanent appointment of AVC - Health Advancement; not in connection with interim SMG appointment.
<b>HEXTER, RALPH J UCD</b>		
<b>PROVOST AND EXECUTIVE VICE CHANCELLOR</b>		
Annual Base as of Dec 31	\$389,167	Effective 7/1/15, Mr. Hexter received a 3.8 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible and vested effective 1/1/16.
MOP Loan	\$607,500	Per policy, eligible to participate in the UC Mortgage Origination Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$380,856	Per policy, annual base salary increased from \$374,920 to \$389,167 effective 7/1/15. Approved by President Napolitano on 9/4/15.
<b>HICKS, JAMES W</b>		
<b>INTERIM VICE CHANCELLOR -</b>		
Other Cash Payment	\$39,467	Summer salary paid in connection with prior work in underlying permanent academic

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
		appointment.
<b>HOFFMAN, KYLE DEAN UCM</b>		
<b>VICE CHANCELLOR DEVELOPMENT AND ALUMNI RELATIONS</b>		
Executive Auto Allowance	\$8,916	Per policy, an annual auto allowance of \$8,916.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$234,919	Effective 7/1/15, Mr. Hoffman received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
<b>HOOVER, JULIE MORGAN UCB</b>		
<b>VC OF UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS</b>		
Annual Base as of Dec 31	\$380,000	Per policy, appointment of and compensation for Julie Morgan Hoover as Vice Chancellor, University Development and Alumni Relations with an annual base salary of \$380,000. This action was approved by the President with a 12/1/15 appointment date.
Relocation Allowance	\$18,670	Part of original MSP offer (Fundraising Mgr 4 appt); pre-dates SMG appointment.
Annual Base Salary Received	\$310,424	Includes compensation for position held prior to assuming SMG role.
<b>HUBBARD, SUSAN S LBNL</b>		
<b>ASSOCIATE LABORATORY DIRECTOR</b>		
Other Cash Payment	\$25,000	Per policy, a one-time, lump sum retention bonus of \$25,000 was approved by Lab Director Alivisatos to retain top talent essential to success of organization.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>JACAK, BARBARA V. LBNL</b>		
<b>SCIENTIFIC DIVISION DIRECTOR FACULTY</b>		
Annual Base as of Dec 31	\$264,944	Per APM 680, conversion of Academic Annual Base Salary to Fiscal Year Equivalent is calculated by increasing the Academic Annual Base Salary by 16 percent, rounded to the nearest \$100.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Stipend	\$20,880	Per policy, an administrative stipend of 8 percent (currently \$20,880, annualized) of Fiscal Year Equivalent salary in recognition of the additional responsibilities as the Nuclear Science Division Director approved by Laboratory Director Alivisatos effective January 1, 2015. The stipend is not intended for an acting or temporary position and therefore does not have an end date.
Other Cash Payment	\$75,000	Summer salary compensation for research. Includes \$516.92 retroactive summer salary paid in December 2015.
Other One-Time Payment	\$27,175	Per LBNL Relocation Policy, payment of Home Finding Trip and Temporary Housing Costs in a lump sum for up to 30 days of lodging. Amount includes \$16,509 net payment and \$10,666.31 gross up.
Other One-Time Payment	\$22,708	Per LBNL Relocation Policy, assistance with new home purchase closing costs. Amount includes \$13,795 net payment and \$8,912.92 gross up.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
Moving Expenses - Shipment of Household Goods	\$25,024	Per LBNL Relocation Policy, reimburse new or current employees for relocation expenses if the employee relocates to new LBNL work site that is 50 miles or greater from the employee's current location. The employee relocated from Stony Brook, NY to Berkeley, CA. Per policy, reimbursement for the cost of shipping household goods/automobile up to 18,000 lbs. Amount includes \$25,023.82 paid directly to third party provider for shipment of household goods.
<b>JED, MEREDITH MICHAELS UCI</b>		
<b>VICE CHANCELLOR - CHIEF FINANCIAL OFFICER</b>		
Executive Disability		Per policy, eligible and vested.
<b>JOHNSON, VINCENT L UCD</b>		
<b>CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER</b>		
Annual Base as of Dec 31	\$607,761	Effective 7/1/15, Mr. Johnson received a 3 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program as of 10/24/08.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$98,343	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2015: 16.67 percent (\$98,343.47). Funding for this incentive award comes from clinical revenues; no State funds were used.
Executive Disability		Per policy, eligible and vested as of 10/24/13.
MOP Loan	\$671,650	Per policy, eligible to participate in the UC Mortgage Origination Program.
Annual Base Salary Received	\$597,435	Per policy, annual base salary increased from \$590,059 to \$607,761 effective 7/1/15. Approved by President Napolitano on 9/4/15.
<b>JONES, KENNETH M UCSF</b>		
<b>SENIOR VICE PRESIDENT-UCSF HEALTH AFFILIATES</b>		
Annual Base as of Dec 31	\$598,377	Effective 6/21/15, Kenneth Jones received a 3 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$122,193	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>JUAREZ, STEVE UCOP</b>		
<b>ASSOCIATE VICE PRESIDENT &amp; DIRECTOR, STATE GOVERNMENT RELATIONS</b>		
Annual Base as of Dec 31	\$268,164	Effective 7/1/15, Steve Juarez received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.
Executive Disability		Per policy, eligible and vested.
MOP Loan	\$684,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
<b>KANG, JERRY UCLA</b>		
<b>VICE CHANCELLOR -- EQUITY, DIVERSITY AND INCLUSION</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$272,000	Effective 7/1/15, appointment and compensation for Jerry Kang as Vice Chancellor -- Equity, Diversity and Inclusion, approved by the President on 3/13/15. This appointment is 70 percent SMG and 30 percent Academic.
Stipend	\$23,333	Appointed as Associate Provost between 10/1/14 to 6/30/15, approved by EVC Waugh.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
Housing Allowance	\$5,100	Per offer letter for academic appointment and approved by the Executive Vice Chancellor and Provost, a Faculty Housing Allowance totaling \$48,100 payable from July 2015 thru June 2019.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of the tenured faculty.
Annual Base Salary Received	\$289,975	Prior appointment in Academic position through June 30, 2015, with a School of Law faculty salary of \$293,000.
MOP Loan	\$1,000,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
<b>KATEHI-TSEREGOUNIS, LINDA UCD</b>		
<b>CHANCELLOR</b>		
Annual Base as of Dec 31	\$424,360	Effective 7/23/15, Ms. Katehi received 3 percent across-the-board salary increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible and vested effective 8/17/14.
University Housing		Per policy, a University house on campus is provided while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$416,433	Per policy, annual base salary increased from \$412,000 to \$424,360 effective 7/23/15. Approved by the UC Regents on 7/23/15.
<b>KAUFMAN, ARTHUR A UCB</b>		
<b>DEFENSIVE COORDINATOR - FOOTBALL</b>		
Other Cash Payment	\$325,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$480	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Coach - Incentive	\$10,000	Discretionary bonus based on key performance indicators per negotiated contract.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>KEASLING, JAY D LBNL</b>		
<b>ASSOCIATE LABORATORY DIRECTOR</b>		
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 Associate Laboratory Director with underlying faculty appointment.
Other - Exclude from Total Cash Compensation	\$420	Established in 2011, LBNL's Back Up Care Program through Bright Horizons provides back-up care via a network of child-care centers or in-home providers, charging a co-pay that is less than the market rate for these services. LBNL subsidizes the difference between the co-pay and the market rate; the difference (in this case \$420) is a taxable benefit.
<b>KEISTER, SHAUN B. UCD</b>		
<b>VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS</b>		
Annual Base as of Dec 31	\$374,984	Effective 7/1/15, Mr. Keister received a 3.5 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 9/6/11.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested as of 9/6/16.
Annual Base Salary Received	\$367,587	Per policy, annual base salary increased from \$362,303 to \$374,984 effective 7/1/15. Approved by President Napolitano on 9/4/15.
<b>KELLY, REGIS B. UCOP</b>		
<b>SENIOR ADVISOR TO THE PRESIDENT</b>		
Retiree Benefits		Appointment of Regis B. Kelly as Senior Advisor to the President for Innovation and Entrepreneurship, Office of the President, at 75 percent time. Mr. Kelly will also continue to serve as the Director - QB3, San Francisco campus, at 25 percent time. Mr. Kelly will suspend his UC Retirement Plan (UCRP) benefits in order to resume full-time University employment. Mr. Kelly's appointment was approved by the Regents effective 12/1/14.
<b>KHOSLA, PRADEEP K UCSD</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**CHANCELLOR**

Annual Base as of Dec 31	\$436,119	Effective 7/23/15, Mr. Khosla received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, the Chancellor resides at the University House.
Relocation Allowance	\$25,693	Relocation allowance of \$102,771 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 5/16/12. Data represents the fourth annual installment payment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**KIM, SANDRA H UCOP**

**ASSOCIATE VICE PRESIDENT - CAPITAL FINANCIAL PLANNING/CAPITAL PROGRAMS**

Annual Base as of Dec 31	\$297,495	Effective 7/1/15, Sandra Kim received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
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**KING, TALMADGE E JR UCSF**

**DEAN-SCHOOL OF MEDICINE/VICE CHANCELLOR-MEDICAL AFFAIRS**

Annual Base as of Dec 31	\$636,000	Per policy, appointment of and compensation for Talmadge King as Dean-School of Medicine/Vice Chancellor-Medical Affairs with an annual base salary of \$636,000. This action was approved by the President with a 7/1/15 appointment date. Annual base salary (\$636,000) plus HSCP component (\$164,000) equals totally annual salary of \$800,000.
Stipend	\$5,833	Academic stipend, pre-SMG appointment, ended on 6/30/15.
Health Sciences Compensation Plan	\$68,333	Per policy, eligible to participate in Health Sciences Compensation Plan.
Annual Base Salary Received	\$670,188	Academic salary: 1/1/15-6/30/15; SMG salary: 7/1/15-12/31/15.
Other Cash Payment	\$27,026	HSCP payments prior to SMG appointment.

**KIRK,JAMES D UCD**

**CHIEF MEDICAL OFFICER**

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$438,136	Effective 7/1/15, Dr. Kirk received a 3 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 2/27/14.
Clinical Enterprise Management Recognition Program	\$81,530	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2015: 19.17 percent (\$81,530.21). Award based on annual salary as of 6/30/15. Funding for this incentive award comes from clinical revenues; no State funds were used.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. Will be vested effective 2/27/19.
Annual Base Salary Received	\$430,692	Per policy, annual base salary increased from \$425,375 to \$438,136 effective 7/1/15. Approved by President Napolitano on 9/4/15.
<b>KLAWUNN, MARGARET M UCSB</b>		
<b>VC STUDENT AFFAIRS</b>		
Relocation Allowance	\$66,247	Per policy, a relocation allowance of 25 percent (\$66,247) of base salary (\$264,990) paid as a one-time lump sum in December 2015 and approved by President Napolitano in November 2015. If she separates from University employment within four years of her appointment, she will be subject to the following repayment schedule: 100 percent if separation occurs within the first year, 75 percent within the second year, 50 percent within the third year, and 25 percent within the fourth year.
Temporary Housing	\$9,000	Temporary housing totaled \$9,000. Reimbursement for limited housing-related expenses actually and reasonably incurred, not to exceed \$15,000 for a period of 90 days, is per SMG policy and Chancellor's offer letter dated July 24, 2015; approved by President Napolitano June 17, 2015.
Moving Expenses - Initial Househunting	\$3,578	Initial house-hunting trip totaled 3,577.97. Reimbursement for two house-hunting trips is per SMG policy and Chancellor's offer letter dated July 2015, approved by President June 2015.
Moving Expenses - Secondary Househunting	\$540	Total for a flight for second house-hunting trip: \$540.20. Reimbursement of two house-hunting trips is per SMG policy and Chancellor's offer letter, approved by President Napolitano June 2015.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>KLEMM, ADRIAN WILLIAM UCLA</b>		
<b>ASSISTANT COACH, FOOTBALL</b>		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$441,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$1,024	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
<b>KNIGHT, PATRICE N UCOP</b>		
Clinical Enterprise Management Recognition Program	\$50,548	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target award of 15 percent of base salary (\$61,500) and a maximum potential award of 25 percent of base salary (\$102,500). Actual award will be based on performance against pre-established objectives. Funding for this incentive award comes from clinical revenues; no State funds were used.
Relocation Allowance	\$102,500	In 2015, Ms. Knight received 100 percent of her relocation allowance (\$102,500), rather than in four annual installments, as approved by the Regents. The processing of the single, lump sum payment was an administrative error. The following terms of repayment will apply if she separates from the University: If Ms. Knight separates from the University within the second year of employment, she would owe the University 75 percent of the full hiring bonus amount; if she separated within the third year of employment, she would owe the University 50 percent of the full hiring bonus amount; and, if she separated from the University within the fourth year of employment, she would owe the University 25 percent of the full hiring bonus amount.
Moving Expenses - Shipment of Household Goods	\$3,794	Per policy, 100 percent reimbursement of actual and reasonable expenses associated with moving Ms. Knight's household goods and personal effects from her former primary residence to her new primary residence.
<b>KOSHLAND, CATHERINE P UCB</b>		
<b>VC-UNDERGRADUATE EDUCATION</b>		
Executive Disability		Per policy, eligible; she has not yet met five year vesting requirement in SMG to receive benefit.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base Salary Received	\$267,208	Approved increase to base salary effective 7/1/15 consistent with the Policy-Covered (Non-Represented) Staff Salary Merit Program for fiscal year 2015-16.
<b>KOVALCHICK, ANN ELIZABETH UCM</b>		
<b>ASSOCIATE VICE CHANCELLOR OF INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER</b>		
MOP Loan	\$314,900	Per policy, eligible to participate in the UC Home Loan Program.
Relocation Allowance	\$7,000	Per policy, a relocation allowance of 14 percent of base salary (\$28,000) to be paid in annual installments over four years: 25 percent (\$7,000) in Year 1, 25 percent (\$7,000) in Year 2, 25 percent (\$7,000) in Year 3, and 25 percent (\$7,000) in Year 4. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects second year annual installment payment.
Annual Base Salary Received	\$208,575	Effective 7/1/15, employee received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>KRAUS, DAVID V. UCSD</b>		
<b>CHIEF CONTRACTING OFFICER - MEDICAL CENTER</b>		
Annual Base as of Dec 31	\$344,791	Effective 8/30/15, Mr. Kraus received an exceptional increase of 25 percent in base salary.
Stipend	\$48,855	Mr. Kraus was asked by UC Office of the President to lead several high level, enterprise-wide initiatives during the 2015-16 fiscal year. The stipend approved was \$57,200 annually from 7/1/2015-8/29/2015 and \$30,194 from 8/30/2015-6/30/2016 (total stipend paid in calendar year 2015: \$48,855) with UCOP reimbursing 50 percent of the salary (including administrative stipend), benefits, and travel expenses to the UC San Diego Health System. This was approved by Chancellor Khosla in November 2015.
Clinical Enterprise Management Recognition Program	\$44,656	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>KREMER, BRENDAN REED UCSD</b>		
<b>CHIEF ADMINISTRATIVE OFFICER - SURGICAL, ANESTHESIA, MUSC, NEURO, IMAGING SVCS</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$275,846	Effective 6/21/15, Mr. Kremer received a 3 percent increase in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$37,963	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target rate of 15 percent and maximum potential payout of 25 percent. Actual award amount is based on performance against pre-established goals. Funding for this incentive award comes from clinical revenues; no State funds were used.
<b>KUBIAK, GLENN D. LBNL</b>		
<b>CHIEF OPERATING OFFICER</b>		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$333,688	Actual base salary received in 2015 includes \$1,612 retroactive pay due to 10/01/15 merit increase processed in December 2015.
<b>KUNZ, SAMUEL UCOP</b>		
<b>ASSET ALLOC AND INV STRAT MGR 3</b>		
Annual Base as of Dec 31	\$283,260	Effective 11/30/15, Samuel Kunz received a lump sum 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016
Chief Investment Officer AIP Plan	\$37,383	The Administrative Oversight Committee approved the incentive payout award of \$74,766 (45 percent of base salary) for FY 2014-15. Mr. Kunz's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year.
Relocation Allowance	\$16,500	Relocation allowance of 20 percent base salary (\$55,000) payable over 4 years. Data reflects installment payment that was received in 2015.
Moving Expenses - Shipment of Household Goods	\$4,175	Per policy, 100 percent reimbursement of actual and reasonable moving expenses associated with moving Mr. Kunz's household goods and personal effects.
<b>LAKE, GWENDOLINE E UCLA</b>		
<b>CONTROLLER, HOSPITAL SYSTEM</b>		



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$264,195	Effective 6/21/15, Gwendoline Lake received a 3percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Incentive	\$38,473	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10percent and a maximum potential payout of 15percent of annual salary. Actual payout based on performance against pre-established goals.
Other Cash Payment	\$7,092	Data reflects payment for paid time off in excess of accumulation limits.
<b>LALANNE, ROBERT JOSEPH UCB</b>		
<b>VICE CHANCELLOR - REAL ESTATE</b>		
Annual Base Salary Received	\$246,502	Received .2 percent merit under non-represented staff policy merit program
<b>LARET, MARK R UCSF</b>		
<b>PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF HEALTH</b>		
Annual Base as of Dec 31	\$991,942	Effective 6/21/15, Mark Laret received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$211,229	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>LATHAM, SARAH CHRISTINA UCSC</b>		
<b>VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES</b>		
Annual Base as of Dec 31	\$275,834	Effective 7/1/15, Sarah Latham received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
MOP Loan	\$627,500	Per policy, eligible to participate in the UC Mortgage Origination Program.
SHLP Loan	\$34,850	Per policy, data reflects the loan amount under Supplemental Home Loan Program (SHLP).

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**LAVERNIA, ENRIQUE JOSE UCI**

**PROVOST AND EXECUTIVE VICE CHANCELLOR**

Auto Allowance	\$3,715	\$8,916 approved with appointment; reporting actual amounts received in 2015
Relocation Allowance	\$93,750	Per policy, a relocation allowance of 25 percent of base salary (\$93,750) to be paid in one lump sum within the first year of employment. If Mr. Lavernia separates from the University within four years, the repayment schedule would be as follows: 100 percent of separation occurs within the first year; 75 percent if separation occurs the second year; 50 percent if within the third year; and 25 percent if within the fourth year of employment.
Moving Expenses - Initial Househunting	\$876	Per policy
Moving Expenses - Secondary Househunting	\$517	Per policy
Moving Expenses - Family's Move	\$7,556	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his family.
Moving Expenses - Other-Excl from Total Cash Comp	\$2,759	Non-taxable moving expenses.
Moving Expenses - Shipment of Household Goods	\$16,054	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new residence, subject to limitations under policy.
Executive Disability		Per policy, eligible; has met the five-year vesting requirement in SMG and is eligible to receive benefit.

**LAWLOR, DAVID D UCD**

**VICE CHANCELLOR - FINANCE AND RESOURCE MANAGEMENT AND CHIEF FINANCIAL OFFICER**

Annual Base as of Dec 31	\$422,300	Effective 7/1/15, Mr. Lawlor received a 3 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016. The increase was approved by President Napolitano on 9/4/15.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 11/3/14.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 11/3/19.
MOP Loan	\$1,246,500	Per policy, eligible for participation in the Mortgage Origination Program (MOP).
Moving Expenses - Initial Househunting	\$443	Per policy, eligible for two house hunting trips for the appointee and his spouse/partner. Mr. Lawlor's initial house hunting trip occurred in 2014, while Mr. Lawlor's spouse's initial house hunting trip occurred in 2015.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Moving Expenses - Secondary Househunting	\$670	Per policy, eligible for two house hunting trips for the appointee and his spouse/partner. Mr. Lawlor's secondary house hunting trip occurred in 2014, while Mr. Lawlor's spouse's secondary house hunting trip occurred in 2015.
Moving Expenses - Family's Move	\$479	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his family. Mr. Lawlor flew to the family's previous primary residence to drive one of the family's two cars to the new primary location during the family's move to the new primary location as that was the most economical method to transport the cars and move the family.
Moving Expenses - Other-Excl from Total Cash Comp	\$1,215	Per policy, two personal motor vehicles were transported from Mr. Lawlor's former primary residence to the new primary residence.
Moving Expenses - Shipment of Household Goods	\$22,653	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new primary residence, subject to limitations under policy.
Annual Base Salary Received	\$415,125	Per policy, annual base salary increased from \$410,000 to \$422,300 effective 7/1/15. Approved by President Napolitano on 9/4/15.
<b>LAZARUS, WILLIAM C. UCLA</b>		
<b>CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES &amp; SOLUTIONS</b>		
Annual Base as of Dec 31	\$297,039	Effective 6/21/15, William Lazarus received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$43,259	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
<b>LE GRANDE, HARRY UCB</b>		
<b>VICE CHANCELLOR - STUDENT AFFAIRS</b>		
Annual Base Salary Received	\$246,546	Effective 7/1/15, Harry Le Grande received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Merit Program for fiscal year 2015-16.
<b>LEET, GREGORY R UCI</b>		
<b>SPECIAL ADVISOR</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
MOP Loan	\$498,600	Per policy, eligible to participate in the UC Mortgage Origination Program.
<b>LEINEN, MARGARET S UCSD</b>		
<b>VICE CHANCELLOR MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY</b>		
Annual Base as of Dec 31	\$328,879	Effective 7/1/2015, Ms. Leinen received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Relocation Allowance	\$38,750	Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the second and third installment payments.
<b>LELAND, DOROTHY JANE UCM</b>		
<b>CHANCELLOR</b>		
Annual Base as of Dec 31	\$383,160	Effective 9/18/14, Chancellor Leland received a 20 percent salary adjustment, as approved by the Regents at the September 2014 Regents meeting.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits a member of tenured faculty.
Administrative Fund		Per policy, Administrative Fund for business-related expenses. Adjustments may occur annually as allowed by policy.
Annual Base Salary Received	\$395,980	Data reflects actual base salary received in 2015. Employee received a 20 percent market base pay adjustment, approved by the Regents, effective Sept 18, 2014. Salary increase was not paid until the 2015 calendar year.
<b>LES, JAMES UCD</b>		
<b>HEAD MEN'S BASKETBALL COACH</b>		
Annual Base as of Dec 31	\$300,000	Approved by the UC Regents on 5/21/15, a new contract for James Les as Head Men's Basketball Coach, effective 7/1/15-6/30/21, replaced his previous contract which ended 6/30/15. The annual guaranteed compensation will be: \$300,000 in year 1; \$310,000 in year 2; \$320,000 in year 3; \$330,000 in year 4; \$340,000 in year 5; and \$350,000 in year 6.
Other One-Time Payment	\$30,000	Per policy, \$30,000 signing bonus approved by UC Regents as part of new contract approved on 5/21/15.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base Salary Received	\$273,263	Per policy, new contract approved by UC Regents 5/21/15. Annual base salary from previous contract, 12/1/14-6/30/15, was \$148,262.66; annual base salary from new contract, 7/1/15-11/30/15, was \$125,000.
<b>LEVIN,LUBBE UCLA</b>		
<b>ASSOCIATE VICE CHANCELLOR -- CAMPUS HUMAN RESOURCES</b>		
Annual Base as of Dec 31	\$274,509	Effective 7/1/15, Lubbe Levin received a 3.3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Stipend	\$49,834	A temporary administrative stipend of 18.5 percent from 7/1/14 to 6/30/15 for additional duties as Interim CHRO, UCLA Health. Stipend extended thru 12/31/15, approved by Chancellor 7/17/15.
Executive Life		In March 2011, the Regents approved change in Personnel Program with grandfathering of Executive Life Insurance benefits for up to five years.
Executive Disability		In March 2011, the Regents approved change in Personnel Program with grandfathering of Executive Disability Insurance benefits for up to five years.
<b>LEWIN,HARRIS A UCD</b>		
<b>VICE CHANCELLOR - RESEARCH</b>		
Annual Base as of Dec 31	\$397,502	Effective 7/1/15, Mr. Lewin received a 3.8 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 3/30/16.
MOP Loan	\$600,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$389,013	Per approval by President Napolitano on 9/4/15, annual base salary increased from \$382,950 to \$397,502 effective 7/1/15.
<b>LI,HAIPENG UCM</b>		
<b>UNIVERSITY LIBRARIAN</b>		
Annual Base as of Dec 31	\$200,000	Per policy, appointment of and compensation for Haipeng Li as University Librarian with an annual base salary of \$200,000. This action was approved by the President with a 6/22/2015 appointment date.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$7,000	Per policy, a relocation allowance of 10.5 percent of base salary (\$21,000) to be paid in annual installments over three years: 33.3 percent (\$7,000) in each year. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects first year annual installment payment.
Annual Base Salary Received	\$88,637	Employee's appointment began 6/22/15.
<b>LIMA,CYNTHIA G UCSF</b>		
<b>EXECUTIVE DIRECTOR - MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER</b>		
Annual Base as of Dec 31	\$310,337	Effective 6/21/15, Cindy Lima received a 3 merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$64,428	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>LISKA,EUGENIE L UCLA</b>		
<b>DIRECTOR, BUDGET, HOSPITAL SYSTEM</b>		
Annual Base as of Dec 31	\$264,195	Effective 6/21/15, Eugenie Liska received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$38,473	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Payment	\$13,165	Data reflects payment for paid time off in excess of accumulation limits.
<b>LLOYD,CHERYL A UCOP</b>		
<b>CHIEF RISK OFFICER</b>		
Annual Base as of Dec 31	\$242,050	Effective 7/1/15, Cheryl Lloyd received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>LODGE-LEMON,BERNADETTE UCLA</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM</b>		
Annual Base as of Dec 31	\$298,083	Effective 6/21/15, Bernadette Lodge-Lemon received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015. Effective 7/5/15, received a 10 percent equity adjustment for duties related to the UC Revenue Cycle.
Incentive	\$41,239	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Payment	\$22,756	Data reflects payment for paid time off in excess of accumulation limits.
<b>LOWENSTEIN, DANIEL H. UCSF</b>		
<b>EXECUTIVE VICE CHANCELLOR AND PROVOST</b>		
Annual Base as of Dec 31	\$350,000	Per policy, appointment of and compensation for Daniel Lowenstein as Executive Vice Chancellor and Provost with an annual salary of \$350,000. The action was approved by the President with a 2/1/15 appointment date.
Senior Management Supplement		Eligible to participate; does not hold a tenured academic appointment.
Other Cash Payment	\$200	Academic honorarium of \$200.00 approved under academic policy for activity occurring prior to SMG appointment (2/1/15). Paid on 2/11/15 for pay period ending 11/30/14.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>LUBIN, BERTRAM H UCSF</b>		
<b>VICE CHAIR-CHILDREN'S FOUNDATION/CEO EMERITUS</b>		
Annual Base as of Dec 31	\$715,000	Appointment of and contract compensation for Bertram H. Lubin as Chief Executive Officer - Children's Hospital Oakland, effective 1/1/14 - 12/31/16 (three-year contract appointment) at UCSF Benioff Children's Hospital Oakland. Appointment begin date 1/1/14.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Executive Auto Allowance	\$8,916	As an exception to policy, inclusion of executive auto allowance approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents.
Clinical Enterprise Management Recognition Program	\$214,498	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Life		As an exception to policy, inclusion of executive life insurance to \$800,000 approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents.
<b>MACKIE-MASON, JEFFREY UCB</b>		
<b>UNIVERSITY LIBRARIAN</b>		
MOP Loan	\$1,330,000	MOP loan of \$1,330,000.
Relocation Allowance	\$75,500	Relocation incentive per offer letter, paid in one lump sum, subject to repayment terms if employee separates from UC in first 4 years of employment (100 percent if separation occurs within first year, 75 percent if separation occurs within the second year, 50 percent if within the third year and 25 percent within the fourth year).
Moving Expenses - Shipment of Household Goods	\$25,497	Moving expenses paid directly to vendor.
Annual Base Salary Received	\$50,333	Appointed to SMG position 10/1/15.
<b>MAHANEY, TIMOTHY M UCSF</b>		
<b>VICE PRESIDENT-FACILITIES &amp; SUPPORT SVCS.</b>		
Annual Base as of Dec 31	\$310,337	Effective 6/21/15, Tim Mahaney received a 3 merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$64,729	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**MAHBOUBA, MOHAMMED H MAHDI UCLA**

**CHIEF DATA OFFICER, OFFICE OF HEALTH INFORMATICS AND ANALYSIS, INFORMATION SERVICES & SOLUTIONS**

Annual Base as of Dec 31	\$305,955	Effective 6/21/15, Mohammed Mahbouba received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$44,556	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Relocation Allowance	\$10,231	Relocation allowance of 25 percent (\$70,000) to be paid over a period of four years. Data reflects amount paid in 2015.

**MANDEVILLE-GAMBLE, STEVEN L. UCR**

**UNIVERSITY LIBRARIAN**

Annual Base as of Dec 31	\$217,485	Effective 6/21/15, Mr. Mandeville-Gamble received a 2.5 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, a monthly contribution to the Senior Management Supplemental Benefit Program.
Other - Exclude from Total Cash Compensation	\$739.00	Executive Life Insurance imputed income.

**MARKLAND, JEANNE M UCLA**

**CHIEF OF IT STRATEGY & INTEGRATION, INFORMATION SERVICES & SOLUTIONS**

Annual Base as of Dec 31	\$300,108	Effective 6/21/15, Jeanne Markland received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16. Effective 8/2/15, she received a 6.5 percent equity increase for expansion of CareConnect duties, approved by the Chancellor 8/31/15.
Incentive	\$41,039	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.

**MARSHALL, DAVID B UCSB**

**EXECUTIVE VICE CHANCELLOR**

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$329,600	Per policy, appointment of and compensation for David Marshall as Executive Vice Chancellor effective 9/15/14.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.
<b>MARTIN,CUONZO LAMAR UCB</b>		
<b>HEAD MEN'S BASKETBALL COACH</b>		
Other Cash Payment	\$1,290,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual payout for 2015.
Other Benefit	\$12,276	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Incentive	\$325,000	Incentive payment based on performance objectives.
Coach Auto Allowance	\$5,400	Car allowance of \$5,400 annually. Data reflects actual car allowance received in 2015.
<b>MARTIN,DEMETRICE AARON UCLA</b>		
<b>ASSISTANT FOOTBALL COACH</b>		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$49,225	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,029	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$1,024	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$8,160	Per contract, data reflects the imputed income for the courtesy vehicle.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
<b>MARTIN,WILLIAM W UCLA</b>		
<b>HEAD COACH - MEN'S TENNIS</b>		
Annual Base as of Dec 31	\$145,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$218,572	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Other Benefit	\$1,503	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**MATTHEWS,GARY CLIFFORD UCSD**

**VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING**

Annual Base as of Dec 31	\$328,879	Effective 7/1/15, Mr. Matthews received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
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**MAURICE,TIMOTHY R UCD**

**CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH SYSTEM**

Annual Base as of Dec 31	\$437,091	Effective 7/1/15, Mr. Maurice received a 3 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 3/28/11.
Clinical Enterprise Management Recognition Program	\$78,509	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2015: 18.50 percent (\$78,509.43). Award based on annual salary as of 6/30/15.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 3/28/16.
MOP Loan	\$651,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
Annual Base Salary Received	\$429,664	Annual base salary increased from \$424,360 to \$ 437,091 effective 7/1/15.

**MAYSENT,PATRICIA SPEES UCSD**

**INTERIM CHIEF EXECUTIVE OFFICER**

Annual Base as of Dec 31	\$429,982	Per policy, appointment of and compensation for Patricia Maysent as Interim Chief Executive Officer, effective 8/7/15 through 1/20/16.
Clinical Enterprise Management Recognition Program	\$38,739	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>MAZZIOTTA,JOHN UCLA</b>		
<b>VICE CHANCELLOR--HEALTH SCIENCES/CEO--UCLA HEALTH</b>		
Annual Base as of Dec 31	\$600,000	Per policy, appointment and compensation for John Mazziotta as Vice Chancellor - Health Sciences, effective 3/1/15. Approved by the President on 2/18/15.
Stipend	\$1,380	Received academic stipend as Neurology Department Chair (\$5,520 annually) prior to SMG appointment.
Health Sciences Compensation Plan	\$537,800	Per policy, eligible to participate in Health Sciences Compensation Plan. Cumulative amount received from his previous appointment as Clinical Professor and his current appointment as Vice Chancellor.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of the tenured faculty.
<b>MAZZONE,NOEL SCOTT UCLA</b>		
<b>FORMER ASSISTANT COACH, FOOTBALL</b>		
Annual Base as of Dec 31	\$250,000	Employee separated prior to the certification process. Base salary approved as part of negotiated contract.
Other Cash Payment	\$266,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$13,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$130,500	Contingent Retention Bonus approved as part of negotiated contract.
Other Benefit	\$2,048	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$16,428	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
Other Benefit	\$213	Per contract, spousal travel consistent with Athletics Department practice.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
<b>MCCALLEN,DAVID B. UCOP</b>		
<b>ASSOCIATE VICE PRESIDENT- LABORATORY PROGRAMS</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$318,270	David McCallen was inadvertently appointed to a one-year term appointment. This has been corrected and he has now been appointed to an open ended appointment. As a condition of his appointment, Mr. McCallen will continue to suspend all payment of retirement benefits consistent with Regents policy. Effective 7/1/15, Mr. McCallen received salary increase of 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>MCNEIL, PAUL M. UCD</b>		
<b>DEAN - UC DAVIS EXTENSION</b>		
Annual Base as of Dec 31	\$250,712	Effective 7/1/15, Mr. McNeil received a 3.6 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 12/01/14.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 12/1/2019.
Temporary Housing	\$11,882	Per policy, Mr. McNeil is eligible for reimbursement of temporary living expenses for a period of up to three months, not to exceed \$12,000 total.
Other One-Time Payment	\$48,400	Per approval by President Napolitano on 9/16/14, a hiring bonus of \$48,400 (20 percent of base salary) was authorized for Mr. McNeil and was paid in six monthly installments of \$1008.33 and one installment of \$42,350.02 in 2015. If Mr. McNeil separates from the University within four years of his hire date, he will be subject to the terms outlined in his Repayment Agreement.
Moving Expenses - Initial Househunting	\$579	Per policy, eligible for two house hunting trips for the appointee and his spouse/partner.
Moving Expenses - Secondary Househunting	\$1,065	Per policy, eligible for two house hunting trips for the appointee and his spouse/partner.
Moving Expenses - Shipment of Household Goods	\$479	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new primary residence, subject to limitations under policy.
Annual Base Salary Received	\$245,630	Per policy, annual base salary increased from \$242,000 to \$250,712 effective 7/1/15. Approved by President Napolitano on 9/4/15.
<b>MERRILL, DOUGLAS G. UCI</b>		
<b>CHIEF MEDICAL OFFICER</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$63,272	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has not yet met vesting requirement in SMG Program to receive benefit.
Relocation Allowance	\$10,000	Relocation allowance of \$30,000; \$10,000 to be paid in the first 30 days of employment; \$10,000 to be paid at the end of year one of employment; and \$10,000 to be paid at the end of year two of employment.
<b>MONTERO, JANINA UCLA</b>		
<b>VICE CHANCELLOR -- STUDENT AFFAIRS</b>		
Annual Base as of Dec 31	\$266,168	Effective 7/1/15, Janina Montero received a 6.3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
MOP Loan	\$639,200	Per policy, eligible to participate in the UC Mortgage Origination Program.
<b>MORA, JAMES LAWRENCE UCLA</b>		
<b>HEAD COACH, FOOTBALL</b>		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$3,037,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$6,848	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$13,878	Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for all regular season games.
Other Benefit	\$35,400	Per approved contract, data reflects the imputed income for two courtesy vehicles.
Other Benefit	\$1,281	Per contract, spousal travel consistent with Athletics Department practice.
Coach - Incentive	\$120,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
<b>MORGAN, DAVID R. UCSF</b>		
<b>VICE PRESIDENT-FACULTY PRACTICE OPERATIONS</b>		
Annual Base as of Dec 31	\$309,671	Effective 6/21/15, David Morgan received a 3 merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$60,381	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>MUDDITT,ALISON MARGARET UCOP</b>		
<b>DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS</b>		
Annual Base as of Dec 31	\$299,762	Effective 7/1/15, Alison Mudditt received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
<b>MUNOZ,SANTIAGO III UCLA</b>		
<b>EXECUTIVE DIRECTOR, STRATEGY &amp; BUSINESS DEVELOPMENT, UCLA HEALTH SYSTEM</b>		
Annual Base as of Dec 31	\$350,095	Effective 6/21/15, Santiago Munoz received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Clinical Enterprise Management Recognition Program	\$82,710	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$5,365	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>MURALIDHARAN,VIJAYALAKSHMI UCD</b>		
<b>VICE PROVOST-INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER</b>		
Annual Base as of Dec 31	\$323,750	Effective 7/1/15, Ms. Murali received a 3.6 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 8/18/14.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. She will be vested as of 8/18/19.
MOP Loan	\$810,000	Per policy, eligible for participation in the Mortgage Origination Program (MOP).

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$19,531	Per policy, a relocation allowance of 25 percent base salary (\$78,125) to be paid in four annual installments. The first installment of \$19,531.25 was paid on 10/1/14. The second, third and fourth installments of \$19,531.25 will be paid on August 1, 2015, 2016 and 2017. If Ms. Murali separates from the University within four years of her appointment, she will be subject to the terms outlined in her Repayment Agreement.
Temporary Housing	\$270	Per policy, Ms. Murali is eligible for reimbursement of temporary living expenses for a period of up to three months, not to exceed \$12,000 total.
Other One-Time Payment	\$3,906	Per policy, a hiring bonus of \$15,625 (5 percent of base salary) was authorized for Ms. Murali and will be paid in four annual installments. The first installment of \$3,906.25 was paid on 10/1/14. The second, third and fourth installments of \$3,906.25 will be paid on August 1, 2015, 2016 and 2017. If Ms. Murali separates from the University within four years of her hire date, she will be subject to the terms outlined in her Repayment Agreement.
Moving Expenses - Strg of Hsehd Goods-short-term	\$3,533	Per policy, reimbursement of actual and reasonable storage costs for household goods and personal effects for up to 90 days immediately after their removal from the primary residence.
Annual Base Salary Received	\$317,188	Per policy, annual base salary increased from \$312,500 to \$323,750 effective 7/1/15. Approved by President Napolitano on 9/4/15.
<b>MURPHY,LISA CAROLE UCSD</b>		
<b>CHIEF ADMINISTRATIVE OFFICER - MEDICINE, CVC, PRIMARY SVCS</b>		
Annual Base as of Dec 31	\$275,846	Effective 6/21/15, Ms. Murphy received a 3 percent increase in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$39,724	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target rate of 15 percent and maximum potential payout of 25 percent. Actual award amount is based on performance against pre-established goals.
<b>NAPOLITANO,JANET ANN UCOP</b>		
<b>PRESIDENT OF THE UNIV</b>		
Annual Base as of Dec 31	\$570,000	Per policy, appointment of and compensation for President Janet Napolitano as President of the University of California with an annual base salary of \$570,000.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916. Data reflects actual amount received in 2015.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
University Housing		Leased housing at a cost of \$11,500 per month. Leased housing is necessary because of significant repairs and renovations required at Blake house.
House Maintenance (tel, util, etc.)	\$26,158	Residential operating and maintenance expenses.
Other - Exclude from Total Cash Compensation	\$5,587	Imputed income for the 12-Month period ending 10/31/15 for House Manager's 5 percent personal time spent.
Moving Expenses-Strg of Hsehd Goods-Long-term	\$8,306	President Napolitano requires the use of a storage unit to store business and personal effects.
<b>NATION,CATHRYN L UCOP</b>		
<b>ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES</b>		
Annual Base as of Dec 31	\$249,311	Effective 7/1/15 Cathryn Nation received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
<b>NAVA,RACHAEL OLSON UCOP</b>		
<b>EXEC VP COO</b>		
Executive Auto Allowance	\$7,244	Per policy, annualized auto allowance payments total \$8,916.
Moving Expenses - Other-Excl from Total Cash Comp	\$3,561	Per policy, 100 percent reimbursement of actual and reasonable expenses associated with moving Ms. Nava's household goods and personal effects from her former primary residence to her new primary residence.
<b>NAVARRO,J RENEE UCSF</b>		
<b>VICE CHANCELLOR-DIVERSITY AND OUTREACH</b>		
Annual Base as of Dec 31	\$289,307	Effective 7/1/15, J. Renee Navarro received a 3 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16 and, in addition, a 1 percent salary adjustment as approved by President Janet Napolitano on 10/29/15.
<b>NIES,CHARLES T UCM</b>		
<b>VICE CHANCELLOR STUDENT AFFAIRS AND DEAN OF STUDENTS</b>		
Annual Base as of Dec 31	\$226,600	Per policy, appointment of and compensation for Charles Nies as Interim Vice Chancellor - Student Affairs, effective 7/1/14 - 6/30/16 or until the appointment of a new Vice Chancellor - Student Affairs, whichever occurs first.

Addendum to Annual Report on Executive Compensation for Calendar Year 2015		
Compensation Element	Amount	Staff Comments
Executive Life		Employee serving in Interim position.
Annual Base Salary Received	\$222,750	Effective 7/1/15, Mr. Nies received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
NOSOWSKY,RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES		
Annual Base as of Dec 31	\$284,109	Effective 7/1/15, Rachel Nosowsky received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
O'KELLEY,JOHN SHANNON UCLA		
CHIEF OPERATING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$567,790	Effective 6/21/15, Shannon O'Kelley received a 3.5 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Stipend	\$37,557	Temporary administrative stipend of \$54,858 (10 percent) for Shannon O'Kelley for assuming additional responsibilities associated with the CEO-UCLA Hospital System role. Approved by the President on 4/22/15.
Clinical Enterprise Management Recognition Program	\$128,002	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
O'NEILL,GEOFFREY A UCOP		
ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT		
Annual Base as of Dec 31	\$195,052	Effective 7/1/15, Geoffrey O'Neill received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
OBLEY,DEBORA UCOP		
ASSOCIATE VICE PRESIDENT - BUDGET OPERATIONS		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$254,093	Effective 7/1/15, Debora Obley received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>ODATO, DAVID UCSF</b>		
<b>SENIOR VICE PRESIDENT-HUMAN RESOURCES</b>		
Annual Base as of Dec 31	\$398,959	Effective 6/21/15, David Odato received a 3 percent merit salary increase, and a 9 percent salary adjustment, consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16. The 9 percent salary increase was approved by the Chancellor and endorsed by the UCSF Compensation Committee.
Clinical Enterprise Management Recognition Program	\$72,256	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$13,778	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>OLSEN, STEVEN A. UCLA</b>		
<b>VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER</b>		
Annual Base as of Dec 31	\$339,401	Effective 7/1/15, Steven Olsen received a 4 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
SHLP Loan	\$692,650	Per policy, eligible to participate in the Supplemental Home Loan Program (SHLP).
<b>OUILLET, PIERRE-YVES UCSD</b>		
<b>VICE CHANCELLOR - CHIEF FINANCIAL OFFICER</b>		
Annual Base as of Dec 31	\$360,500	Effective 7/1/15, Mr. Ouillet received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$43,750	Relocation allowance of 25 percent base salary (\$87,500) to be paid in two equal installments. Data reflects the second year installment payment.
Temporary Housing	\$3,554	Per policy, temporary housing in San Diego including lodging and rental car.
Moving Expenses - Other-Excl from Total Cash Comp	\$441	Per policy, reimbursement of travel expense related to return trip to Vancouver, BC to facilitate relocation.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Moving Expenses - Shipment of Household Goods	\$14,778	Move household goods and personal effects from Vancouver, BC to San Diego, CA.
Moving Expenses - Strg of Hsehd Goods-short-term	\$646	Reimbursement of temporary storage of household goods associated with relocation from Vancouver, BC to San Diego, CA.
<b>PAARDEKOOPE,JANNA M UCSF</b>		
<b>ASSOCIATE DEAN-FINANCIAL AFFAIRS, SCHOOL OF MEDICINE</b>		
Annual Base as of Dec 31	\$260,011	Effective 7/1/15, Janna Paardekooper received a 3.5 percent merit salary increase, consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16, and a 4 percent salary adjustment. Janna Paardekooper.
Stipend	\$46,366	Temporary stipend, 7/7/14-10/31/15, while acting as the Interim Vice Dean-Finance and Administration, School of Medicine.
Clinical Enterprise Management Recognition Program	\$48,371	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>PARHAM,THOMAS A. UCI</b>		
<b>VICE CHANCELLOR - STUDENT AFFAIRS</b>		
Annual Base as of Dec 31	\$254,616	Effective 7/1/15, Thomas Parham received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>PARK,DANIEL W UCSD</b>		
<b>CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL</b>		
Annual Base as of Dec 31	\$273,182	Effective 7/1/15, Mr. Park received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Other Cash Payment	\$2,550	Data reflects payment as University Extension instructor.
<b>PATTI,CHRISTOPHER M UCB</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>CHIEF CAMPUS COUNSEL</b>		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$258,754	Effective 7/1/15, approved increase to base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Merit Program for fiscal year 2015-16.
<b>PAZZANI, MICHAEL J. UCR</b>		
<b>VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT</b>		
Annual Base as of Dec 31	\$314,265	Effective 7/1/15, Mr. Pazzani received a 2.5 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
MOP Loan	\$660,000.00	Per policy, eligible to participate in the UC Mortgage Origination Program as approved by the Regents in May 2012.
<b>PEACOCK, NELSON EDWARD UCOP</b>		
<b>SVP GOVERNMENT REL</b>		
Executive Auto Allowance	\$7,669	Per policy, annual auto allowance payments total \$8,916.
Relocation Allowance	\$20,000	Per policy, a relocation allowance of 25 percent of annual base salary (\$70,000) to offset the difference in cost of living between Maryland and California. The allowance will be paid in annual installments, as follows: \$20,000 on 10/31/14, in year 1; \$20,000 on 10/31/15, in year 2; \$20,000 on 10/31/16, in year 3; \$10,000 on 10/31/17, in year 4. Any unpaid relocation allowance amounts will be forfeited at the time of separation.
<b>PETERSON, THOMAS WILLIAM UCM</b>		
<b>PROVOST AND EXECUTIVE VICE CHANCELLOR</b>		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$16,365	Relocation allowance of 25 percent (\$65,459) of annual base salary to be paid in four equal annual installments. Third installment paid January 2015. If employee separates from the University prior to the conclusion of the payouts, any unpaid relocation allowance amounts would be forfeited at the time of separation.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base Salary Received	\$300,369	Effective 7/1/15, Mr. Peterson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>PETITT,BECKY R UCSD</b>		
<b>VICE CHANCELLOR - EQUITY DIVERSITY INCLUSION</b>		
Annual Base as of Dec 31	\$250,000	Per policy, appointment of and compensation for Becky Petitt as Vice Chancellor - Equity Diversity Inclusion with an annual salary of \$250,000. This action was approved by the President with a 3/23/15 appointment date.
Relocation Allowance	\$15,625	Relocation allowance of \$62,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Data reflects first annual installment payment.
Temporary Housing	\$13,500	Per policy, temporary housing in San Diego including lodging.
Moving Expenses - Other-Excl from Total Cash Comp	\$2,970	Per policy, reimbursement of actual and reasonable expenses associated with moving from College Station, TX to San Diego, CA.
Moving Expenses - Shipment of Household Goods	\$10,106	Move household goods and personal effects from College Station, TX to San Diego, CA.
<b>PETRULAKIS,KAREN JENSEN UCOP</b>		
<b>CHIEF DEPUTY GENERAL COUNSEL &amp; DEPUTY GENERAL COUNSEL LITIGATION</b>		
Annual Base as of Dec 31	\$288,565	Effective 7/1/15, Karen Petrulakis received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
<b>PODESTA,CHARLES H UCI</b>		
<b>CHIEF INFORMATION OFFICER</b>		
Annual Base as of Dec 31	\$386,250	Per policy, appointment of and compensation for Charles H. Podesta as Chief Information Officer, UC Irvine Medical Center, effective August 18, 2014.
Senior Management Supplement		Per policy, a monthly contribution to the Senior Management Supplemental Benefit program.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$45,556	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has not yet met vesting requirement in SMG Program to receive benefit.
<b>POLLACK, ELLEN S. UCLA</b>		
<b>CHIEF NURSING INFORMATICS OFFICER, INFORMATION SERVICES &amp; SOLUTIONS</b>		
Annual Base as of Dec 31	\$267,723	Effective 6/21/15, Ellen Pollack received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$37,691	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Payment	\$2,064	Data reflects payment for paid time off amount in excess of accumulation limits.
Other Cash Payment	\$250	Ellen Pollack was a recipient of the 2015 Ronald Reagan UCLA Medical Center Nurse Week-Directors Award.
<b>RAMESH, RAMAMOORTHY LBNL</b>		
<b>ASSOCIATE LABORATORY DIRECTOR</b>		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he 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 an underlying faculty appointment.
<b>RECKER, TIMOTHY JACOB UCOP</b>		
<b>MANAGING DIRECTOR - PRIVATE EQUITY INVESTMENTS</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$295,184	Effective 7/1/15, Timothy Recker received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Chief Investment Officer AIP Plan	\$241,453	The Administrative Oversight Committee approved the incentive payout award of \$238,583 (83 percent of base salary) for FY 2014-15. Mr. Recker target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year.
<b>REESE, MICHAEL UCM</b>		
<b>VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES</b>		
Executive Disability		Employee was serving in an SMG appointment at UCOP prior to his UCM appointment.
MOP Loan		Per policy, eligible to participate in the UC Mortgage Origination Program.
Relocation Allowance	\$13,150	Employee received a relocation allowance of 10 percent base salary (\$26,300) which is intended to offset additional unreimbursed expenses associated with accepting the University's offer and relocating at the request of the University. Relocation allowance will be paid in two lump sum payments over a two year period.
Annual Base Salary Received	\$274,276	Effective 7/1/15, Mr. Reese received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>REID, COLLEEN E. UCSF</b>		
<b>CONTROLLER-CHILDREN'S HOSPITAL OAKLAND</b>		
Annual Base as of Dec 31	\$260,000	Effective 6/21/15, Colleen Reid received a 4 merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$60,835	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>RICE, ANN MADDEN UCD</b>		
<b>CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER</b>		



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$848,720	Effective 7/23/15, Ms. Rice received a base salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 10/01/06.
Clinical Enterprise Management Recognition Program	\$203,253	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2015: 24.67 percent (\$203,253.33). Award based on annual salary as of 6/30/15.
Executive Disability		Per policy, eligible and vested as of 10/1/11.
Annual Base Salary Received	\$832,867	Ms. Rice's annual base salary increased from \$824,000 to \$848,720 effective 7/23/15.
<b>RIDLEY,LORI LOU UCSF</b>		
<b>EHR APPLICATION SOLUTIONS ARCHITECT</b>		
Annual Base as of Dec 31	\$274,284	Effective 6/21/15, Lori Ridley received a 3.5 merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$34,319	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP2, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>ROBINSON,CAROL A UCD</b>		
<b>CHIEF PATIENT CARE SERVICES OFFICER AND DIRECTOR OF NURSING</b>		
Annual Base as of Dec 31	\$318,098	Effective 7/1/15, Ms. Robinson received a 3 percent performance-based merit increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 7/1/96.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$57,134	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2015: 18.50 percent (\$57,134.11). Award based on annual salary as of 6/30/15.
Executive Disability		Per policy, eligible and vested as of 7/1/01.
Annual Base Salary Received	\$312,693	Annual base salary increased from \$308,833 to \$318,098 effective 7/1/15.
<b>ROBINSON, CHARLES F UCOP</b>		
<b>GENERAL COUNSEL AND VICE PRESIDENT</b>		
Annual Base as of Dec 31	\$441,334	Effective 7/1/15, Charles Robinson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.
MOP Loan	\$800,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
<b>ROGERS, LYNDA UCSC</b>		
<b>DEAN - UNIVERSITY EXTENSION</b>		
Annual Base as of Dec 31	\$180,300	Effective July 1, 2015, Lynda Rogers received a 3 percent salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>ROSENTHAL, J THOMAS UCLA</b>		
<b>CHIEF MEDICAL OFFICER, UCLA HEALTH SYSTEM</b>		
Annual Base as of Dec 31	\$503,916	Effective 6/21/15, Thomas Rosenthal received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$122,310	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**ROTHMAN,JUDITH UCLA**

**ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE**

Annual Base as of Dec 31	\$292,278	Effective 7/1/15, Judith Rothman received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$70,941	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
MOP Loan	\$966,650	Per policy, eligible to participate in the UC Mortgage Origination Program.

**RUBIN,EDWARD M LBNL**

**SCIENTIFIC DIVISION DIRECTOR**

Annual Base as of Dec 31	\$260,256	Dr. Rubin's effort was reduced to 80 percent time effective 11/01/15
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**SAKAKI,JUDY KAORU UCOP**

**VICE PRESIDENT--STUDENT AFFAIRS**

Annual Base as of Dec 31	\$269,139	Effective 7/1/15, Ms. Sakaki received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.
MOP Loan	\$589,650	Per policy, eligible to participate in the UC Mortgage Origination Program.

**SAMPSON,DANIEL C UCOP**

**ASSISTANT VICE PRESIDENT - FINANCIAL SERVICES AND CONTROLS**

Annual Base as of Dec 31	\$256,267	Effective 7/1/15, Daniel Sampson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
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**SANDOVAL,JAMES W. UCR**

**VICE CHANCELLOR--STUDENT AFFAIRS**

Annual Base as of Dec 31	\$241,546	Effective 7/1/15, James Sandoval received a 2.5 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, a monthly contribution to the Senior Management Supplemental Benefit Program.
Other - Exclude from Total Cash Compensation	\$1,247.00	Executive life insurance imputed income.
<b>SAUK, MICHAEL JEROME UCLA</b>		
<b>FORMER CHIEF OF APPLICATIONS, INFORMATION SERVICES &amp; SOLUTIONS</b>		
Annual Base as of Dec 31	\$302,384	Employee separated prior to the certification process. Effective 6/21/15, Michael Sauk received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$44,036	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Payment	\$1,678	Data reflects payment for paid time off amount in excess of accumulation limits.
Relocation Allowance	\$3,540	Relocation allowance at 25 percent of base salary (\$65,750) to be paid monthly over four years, approved by the President in June 2011. Data reflects amount received in 2015.
<b>SAVAGE, JOHN JOSEPH UCLA</b>		
<b>HEAD COACH - BASEBALL</b>		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$61,920	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Other Cash Payment	\$300,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$75,000	Contingent retention bonus as part of negotiated contract.
Other Cash Payment	\$155,000	Equipment Vendor provides additional Talent Fee for the Coach, as part of negotiated contract.
Other Benefit	\$10,473	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
Coach - Incentive	\$5,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
<b>SCHNETZLER, GRETA UCSF</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>CHIEF CAMPUS COUNSEL</b>		
Annual Base as of Dec 31	\$274,412	Effective 7/1/15, Greta Schnetzler received a 3 percent merit salary increase and a 2.5percent additional salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>SCHOTTLAENDER,BRIAN E. UCSD</b>		
<b>UNIVERSITY LIBRARIAN</b>		
Annual Base as of Dec 31	\$279,851	Effective 7/1/15, Mr. Schottlaender received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
MOP Loan	\$351,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
<b>SCHROEDER,DAVID W UCOP</b>		
<b>SENIOR PORTFOLIO MANAGER</b>		
Annual Base as of Dec 31	\$294,621	Effective 7/1/15, David Schroeder received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Chief Investment Officer AIP Plan	\$203,518	The Administrative Oversight Committee approved the incentive payout award of \$180,549 (63 percent of base salary) for FY 2014-15. Mr. Schroeder's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year.
<b>SCIOSCIA,ANGELA LYNN UCSD</b>		
<b>CHIEF MEDICAL OFFICER</b>		
Annual Base as of Dec 31	\$438,167	Effective 6/21/15, Ms. Scioscia received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$51,757	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>SCURR,KIMBERLY UCSF</b>		
<b>VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, SAN FRANCISCO</b>		
Annual Base as of Dec 31	\$321,280	Effective 6/21/15, Kimberly Scurr received a 3 percent merit salary increase and a 20 percent salary adjustment consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16. A 20 percent salary adjustment approved by Chancellor and endorsed by the UCSF Compensation Committee.
Stipend	\$19,946	A 15 percent administrative stipend for oversight of the remaining phase of the Mission Bay Operations Plan, effective 2/1/12 to 6/30/15. The stipend was approved by the Chancellor (2/15/12) as endorsed by the UCSF Compensation Committee (2/13/12), with an extension approval by the Chancellor (1/15/13) endorsed by the UCSF Compensation Committee (1/14/13). From 4/1/11-1/31/12, stipend was 10 percent.
Clinical Enterprise Management Recognition Program	\$65,762	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$15,532	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>SHAW,ANNE UCOP</b>		
<b>SECRETARY AND CHIEF OF STAFF TO THE REGENTS</b>		
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.
<b>SIMON,HORST D LBNL</b>		
<b>DEPUTY LABORATORY DIRECTOR</b>		
MOP Loan	\$1,057,750	Per policy, eligible to participate in the UC Mortgage Origination Program.
Annual Base Salary Received	\$405,760	Actual base salary received includes \$1,960 retroactive pay due to 10/01/15 merit increase processed in December 2015.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**SKINNER,CLIFFORD A UCSF**

**VICE PRESIDENT-REVENUE CYCLE**

Annual Base as of Dec 31	\$283,246	Effective 6/21/15, Clifford Skinner received a 3 percent merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16. On 7/19/15, received a 15.6 percent promotional increase upon appointment as Vice President-Revenue Cycle.
Stipend	\$11,894	Annualized 13 percent stipend, effective 3/1/15-7/18/15, as approved by Chancellor and endorsed by UCSF Compensation Committee.
Incentive	\$20,569	Data reflected is the actual award amount for 7/1/14-2/28/15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP2, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Clinical Enterprise Management Recognition Program	\$19,842	Data reflected is the actual award amount for 3/1/15-6/30/15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$15,193	Data reflects payment for paid time off amount in excess of accumulation limits.

**SMITH,MACKENZIE UCD**

**UNIVERSITY LIBRARIAN**

Annual Base as of Dec 31	\$253,077	Effective 7/1/15, Ms. Smith received a performance-based merit increase of 4.5 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2015-2016.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 6/1/12.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. She will be vested as of 6/1/17.
Annual Base Salary Received	\$246,720	Per policy, annual base salary increased from \$242,179 to \$253,077 effective 7/1/15. Approved by President Napolitano on 9/4/15.

**SMUTZ,WAYNE DAVID UCLA**

**DEAN-CONTINUING EDUCATION AND UCLA EXTENSION**

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$318,270	Effective 7/1/15, Wayne Smutz received a 3percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
MOP Loan	\$1,012,500	Per policy, eligible to participate in the UC Mortgage Origination Program.
Relocation Allowance	\$15,000	Relocation allowance of 25 percent (\$75,000) payable over four years. Data reflects second installment payment that was received in 2015.
<b>STATON, PAUL A UCLA</b>		
<b>CHIEF FINANCIAL OFFICER, UCLA HEALTH</b>		
Annual Base as of Dec 31	\$535,982	Effective 6/21/15, Paul Staton received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$130,093	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>STEEL, VIRGINIA UCLA</b>		
<b>UNIVERSITY LIBRARIAN</b>		
Annual Base as of Dec 31	\$259,496	Effective 7/1/15, Virginia Steel received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible and vested based on SMG service since 2005.
MOP Loan	\$1,330,000	Per policy, eligible to participate in the UC Mortgage Origination Program
Relocation Allowance	\$12,230	Relocation allowance of 25 percent (\$61,150) payable over four years. Data reflects second installment paid in 2015.
<b>STEELE, CLAUDE UCB</b>		
<b>EXECUTIVE VICE CHANCELLOR &amp; PROVOST</b>		
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Home Loan Eligibility	\$1,330,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
Annual Base Salary Received	\$471,032	Approved increase to base salary effective 7/1/15 consistent with the Policy-Covered (Non-Represented) Staff Salary Merit Program for fiscal year 2015-16.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>STEPHENS,CARDELLA DENISE UCSB</b>		
<b>UNIVERSITY LIBRARIAN</b>		
Annual Base as of Dec 31	\$218,545	Effective 7/1/14, Ms. Stephens received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Stipend	\$47,602	Per policy, administrative stipend of 27.81 percent base salary (\$59,000) for Cardella Stephens for temporarily assuming the duties of Associate Vice Chancellor - Information Technology and Chief Information Officer, Santa Barbara Campus.
MOP Loan	\$779,050	Per policy, eligible to participate in the UC Mortgage Origination Program.
<b>STERMAN,STEVEN L. UCOP</b>		
<b>SENIOR PORTFOLIO MANAGER, CREDIT SECTOR</b>		
Annual Base as of Dec 31	\$294,621	Effective 7/1/15, Steven Sterman received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Chief Investment Officer AIP Plan	\$157,793	The Administrative Oversight Committee approved the incentive payout award of \$164,545 (58 percent of base salary) for FY 2014-15. Mr. Sterman's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2015, which may not match the approved incentive award for the current plan year.
Relocation Allowance	\$12,358	A relocation allowance of 25 percent (\$67,405) of the annual salary to be paid on a monthly basis over a four-year period according to the following formula: 40 percent in the 1st year, 30 percent in the 2nd year, 20 percent in the 3rd year, 10 percent in the 4th year. Since the relocation will be paid over a four-year period and received on monthly paycheck, the remainder would be forfeited if Mr. Sterman were to leave within the four-year period. Data reflects the third year relocation installment payment.
<b>STOBO,JOHN DAVID UCOP</b>		
<b>EXECUTIVE VICE PRESIDENT - HEALTH SCIENCES AND SERVICES</b>		
Annual Base as of Dec 31	\$615,322	Effective 7/1/15, John Stobo received salary increase of 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$174,000	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
MOP Loan	\$1,330,000	Per policy, Mr. Stobo is eligible to participate in the UC Home Loan Program, in accordance with all applicable policies.
<b>STRICKLAND, BARRIE E UCSF</b>		
<b>SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER, UCSF HEALTH</b>		
Annual Base as of Dec 31	\$625,000	Appointment and compensation of Barrie Strickland as the Senior Vice President-Finance/Chief Financial Officer, UCSF Health, at an annual base salary of \$625,000. This action was approved by the Regents with an effective date of 7/23/15.
Clinical Enterprise Management Recognition Program	\$105,427	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>SUAD-BAKARI, NAILAH UCB</b>		
<b>VC EQUITY AND INCLUSION</b>		
Annual Base as of Dec 31	\$233,350	Per policy, appointment of and compensation for Nailah Suad-Bakari as Vice Chancellor - Equity and Inclusion with an annual base salary of \$233,350. This action was approved by the President.
Stipend	\$15,040	Served as department chairperson; paid for service prior to SMG appointment.
Other Cash Payment	\$500	Served as Faculty Consultant prior to SMG appointment.
Other Cash Payment	\$42,132	Summer salary; paid for service prior to SMG appointment.
MOP Loan	\$684,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
SHLP Loan	\$38,000	Per policy, data reflects the loan amount under Supplemental Home Loan Program (SHLP).
Housing Allowance	\$25,000	Paid prior to SMG appointment; benefit of faculty appointment.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of tenured faculty.
Other Benefit	\$480	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Annual Base Salary Received	\$133,904	Appointed to SMG position, effective 11/01/15.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
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**SUBRAMANI,SURESH UCSD**

**EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS**

Annual Base as of Dec 31	\$382,454	Effective 7/1/15, Mr. Subramani received a 3 percent increase in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he 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 a member of tenured faculty.

**SYMONS,TIMOTHY JAMES LBNL**

**ASSOCIATE LABORATORY DIRECTOR**

Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
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**TAKEUCHI,SUSAN JAN UCLA**

**CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH**

Annual Base as of Dec 31	\$350,000	Per policy, appointment of and compensation for Susan Takeuchi as Chief Human Resources Officer, UCLA Health, effective 10/19/15. Approved by the Chancellor 9/3/15.
Clinical Enterprise Management Recognition Program	\$38,905	Data reflected is the actual award amount received from UCI for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Annual Base Salary Received	\$296,262	Total base salary received from UCLA as Chief Human Resources Officer, UCLA Health (\$60,343.20) and from prior position at UCI (\$235,918.88).

**TANJI,LORELEI A. UCI**

**UNIVERSITY LIBRARIAN**

Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
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**TENG, PAUL LUNG-FEI UCOP**

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>PUBLIC EQUITY INV DIR</b>		
Annual Base as of Dec 31		Effective 7/1/15, Paul Teng received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Chief Investment Officer AIP Plan		The Administrative Oversight Committee approved the incentive payout award of \$198,675.66(70.14 percent of base salary) for FY 2014-15. Paul Teng's target and maximum award opportunities (as a percent of base salary) are 35 percent and 70 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
<b>TRAINA,SAMUEL JUSTIN UCM</b>		
<b>VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT</b>		
Executive Disability		Per policy, eligible and vested (July 2011).
MOP Loan	\$276,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$247,057	Effective 7/1/15, Mr. Traina received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>TRAN,TU M. UCOP</b>		
<b>ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS</b>		
Annual Base as of Dec 31	\$222,588	Effective 7/1/15, Tu Tran received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>TRONCOSO,MICHAEL ANTHONY UCSC</b>		
<b>CHIEF CAMPUS COUNSEL</b>		
Annual Base as of Dec 31	\$238,703	Effective 7/1/15, Mr. Troncoso received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit
MOP Loan	\$1,080,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
SHLP Loan	\$60,000	Per policy, eligible to participate in the UC Supplemental Home Loan Program.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>TUCKER, WILLIAM TINSLEY UCOP</b>		
<b>EXECUTIVE DIRECTOR-INNOVATION ALLIANCES &amp; SERVICES</b>		
Annual Base as of Dec 31	\$228,140	Effective 7/1/15, William Tucker received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>TURNER, RUSSELL DEVLIN UCI</b>		
<b>HEAD MEN'S BASKETBALL COACH</b>		
Annual Base as of Dec 31	\$325,000	Base salary approved as part of negotiated athletics' contract.
Other Benefit		Coach Turner is provided with access to the Newport Beach Country Club where university business expenses are paid for by UCI and a minimum of \$1,100 per year food and beverage requirement is maintained. All personal expenses associated with use of the Club are paid directly by Coach Turner. UCI only pays for bona fide business expenses.
Other One-Time Payment	\$165,000	One-time signing bonus approved as part of negotiated contract.
Other Cash Payment	\$49,583	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Coach - Incentive	\$100,000	Received payment for achieving incentive opportunity goals, including Game Guarantee; Big West Conference All-Academic team members; Post-Season National Invitation Tournament.
<b>TURTELTAUB, RHEA P UCLA</b>		
<b>VICE CHANCELLOR - EXTERNAL AFFAIRS</b>		
Annual Base as of Dec 31	\$422,300	Effective 7/1/15, Rhea Turteltaub received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance.
<b>VACCA, SHERYL JEANNE UCOP</b>		
<b>SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER</b>		
Annual Base as of Dec 31	\$429,665	Effective 7/1/15, Sheryl Vacca received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payments total \$8,916.
<b>WALSHOK,MARY LINDENSTEIN UCSD</b>		
<b>ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION</b>		
Annual Base as of Dec 31	\$199,874	Effective 7/1/15, Ms. Walshok received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>WANDRES,DANIEL UCSF</b>		
<b>CHIEF PHARMACY OFFICER/INTERIM VICE PRESIDENT-CLINICAL SERVICES</b>		
Stipend	\$33,146	Temporary stipend in recognition of Interim Vice President-Clinical Services, UCSF Health, appointment, covering 12/1/14-7/31/15 (Chancellor approved: 1/8/15; UCSF Compensation Committee endorsed: 12/22/14).
Incentive	\$14,785	Data reflected is the actual award amount for 2014-15, pro-rated 7/1/14-11/30/14 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP2, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Clinical Enterprise Management Recognition Program	\$39,486	Data reflected is the actual award amount for 2014-15, pro-rated covering 12/1/14-6/30/15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the CEMRP due to his interim role, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$14,462	Data reflects payment for paid time off amount in excess of accumulation limits.
Relocation Allowance	\$9,591	Year 4 of 4: Relocation allowance. Declining percentage: year 1 (40 percent); year 2 (30 percent); year 3 (20 percent); year 4 (10 percent). Per policy, 25 percent of annual base salary--total: \$71,250 (over 4 years). Approved, under delegated authority, by Chancellor (3/8/12); endorsed by UCSF Compensation Committee (3/7/12).
<b>WARD,CATHY RODGERS UCLA</b>		
<b>ASSOCIATE DIRECTOR, DEPARTMENT OF NURSING, RONALD REAGAN UCLA MEDICAL CENTER</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$279,395	Effective 6/21/15, Cathy Ward received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$40,688	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Payment	\$1,000	Recipient of the 2015 Ronald Reagan UCLA Medical Center Nurse Week-Heidi Crooks Award.
<b>WATKINS, ELIZABETH UCSF</b>		
<b>DEAN-GRADUATE DIV/VC-STUDENT ACADEMIC AFFAIRS</b>		
Annual Base as of Dec 31	\$268,058	The Vice Chancellor - Student Academic Affairs appointment is an SMG appointment without salary. Employee's primary appointment as Dean-Graduate Division is academic. Effective 7/1/15, Elizabeth Watkins received a 1.5 percent academic salary increase consistent with the academic salary plan for fiscal year 2015-16 and, in addition, received a 2.6 percent salary adjustment under local authority.
Senior Management Supplement		Ineligible due to academic appointment and without salary SMG appointment.
Executive Life		Ineligible due to academic appointment and without salary SMG appointment.
Executive Disability		Ineligible due to academic appointment and without salary SMG appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>WATKINS, PAUL H. UCLA</b>		
<b>CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL</b>		
Annual Base as of Dec 31	\$346,464	Effective 6/21/15, Paul Watkins received a 3.5 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-2016.
Clinical Enterprise Management Recognition Program	\$77,550	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
<b>WAUGH, SCOTT L UCLA</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>EXECUTIVE VICE CHANCELLOR AND PROVOST</b>		
Annual Base as of Dec 31	\$402,677	Effective 7/1/15, Scott Waugh received a 3.7 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>WILCOX,KIM ARTHUR UCR</b>		
<b>CHANCELLOR</b>		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>WILLIAMS,HAROLD MICHAEL UCB</b>		
<b>ATHLETICS DIRECTOR</b>		
Other Benefit	\$999	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Coach Auto Allowance	\$3,064	Per contract, \$450/mo (prorated May 7 - Nov 2015)
Annual Base Salary Received	\$359,392	Includes REG earnings received in interim director role
<b>WILLIAMS,KIM P LBNL</b>		
<b>CHIEF FINANCIAL OFFICER</b>		
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>WILLIAMS,ROBERT ALLEN UCSB</b>		
<b>HEAD COACH MEN'S BASKETBALL</b>		
Annual Base as of Dec 31	\$327,080	Base salary approved as part of negotiated athletics' contract.
<b>WILTON,JOHN UCB</b>		
<b>VICE CHANCELLOR - ADMINISTRATION &amp; FINANCE</b>		



**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Other Benefit	\$269	Reflects taxable benefit reported on W-2 form for tickets to UC Berkeley athletic events.
Annual Base Salary Received	\$389,469	Approved 2 percent increase to base salary effective 7/1/15 consistent with the Policy-Covered (Non-Represented) Staff Salary Merit Program for fiscal year 2015-16.
<b>WITHERELL, MICHAEL S UCSB</b>		
<b>VICE CHANCELLOR FOR RESEARCH</b>		
Annual Base as of Dec 31	\$293,397	Effective 7/1/15, Michael Witherell received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Stipend	\$33,236	Per policy, administrative stipend of 20 percent (\$56,970) for Michael Witherell for assuming significant additional temporary duties with UC Astronomy and UC's systemwide support for optical and infrared astronomy and the University of California Observatories (UCO). The data reflects the amount received by the incumbent.
MOP Loan	\$920,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
<b>WONG, ANNIE M UCD</b>		
<b>DIRECTOR - HEALTH SYSTEM CONTRACTS</b>		
Annual Base as of Dec 31	\$251,520	Effective 7/1/15, Ms. Wong received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Clinical Enterprise Management Recognition Program	\$46,804	Data reflected in the report is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2015: 19.17 percent (\$46,803.85). Award based on annual salary as of 6/30/15.
Other Cash Payment	\$11,336	Data reflects payment for paid time off amount in excess of accumulation limits of 300 hours.
Annual Base Salary Received	\$247,246	Per policy, annual base salary increased from \$244,194 to \$251,520 effective 7/1/15.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>WOODALL,ALLISON M. UCOP</b>		
<b>DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS</b>		
Annual Base as of Dec 31	\$259,921	Effective 7/1/15, Allison Woodall received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
<b>YAMAMOTO,KEITH UCSF</b>		
<b>PROFESSOR/EXEC VICE DEAN-SCH OF MED/VC-SCIENCE POLICY AND STRATEGY</b>		
Annual Base as of Dec 31	\$396,900	The Vice Chancellor - Science Policy and Strategy appointment is an SMG appointment without salary. Employee remains in the academic personnel program with no change to academic base salary. The appointment was approved by the President (11/13/15). While the SMG appointment is without salary, due to the academic appointment not being reported in the annual academic reporting process, it is included in SMG reporting.
Stipend	\$18,900	The Vice Chancellor - Science Policy and Strategy appointment is a SMG appointment without salary. Employee remains in the academic personnel program with no change to academic base salary. Ongoing 5 percent administrative stipend in recognition of Vice Chancellor - Science Policy and Strategy responsibilities.
Senior Management Supplement		Ineligible due to academic appointment and without salary SMG appointment.
Executive Life		Ineligible due to academic appointment and without salary SMG appointment.
Executive Disability		Ineligible due to academic appointment and without salary SMG appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>YANG,HENRY T. UCSB</b>		
<b>CHANCELLOR</b>		
Annual Base as of Dec 31	\$389,340	Effective 7/1/14, Chancellor Yang received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015. In addition, on 9/18/14, Chancellor Yang also received a 20 percent salary adjustment, as approved by the Regents at the September 2014 Regents meeting.
Executive Auto Allowance	\$8,173	Per policy, an annual automobile allowance of \$8,916.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
<b>YARBER,ERIC LAMONE UCLA</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
<b>ASSISTANT FOOTBALL COACH</b>		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$150,000	Talent Fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$485	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$1,024	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$3,348	Per contract, data reflects the imputed income for the courtesy vehicle.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
<b>YELICK,KATHERINE A LBNL</b>		
<b>ASSOCIATE LABORATORY DIRECTOR</b>		
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 Associate Laboratory Director with underlying faculty appointment.
Annual Base Salary Received	\$314,545	Actual base salary received in 2015 includes \$993 retroactive pay due to 10/01/14 merit increase processed in November 2014, but was not paid until April 2015.
<b>ZALBA,DIANE J UCLA</b>		
<b>CHIEF PHARMACY OFFICER, UCLA HEALTH SCIENCES</b>		
Annual Base as of Dec 31	\$278,644	Effective 6/21/15, Diane Zalba received a 3 percent merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Incentive	\$33,815	Data reflected is the actual award amount for 2014-15 as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Payment	\$14,953	Data reflects payment for paid time off in excess of accumulation limits.
<b>ZHANG,XIANG LBNL</b>		
<b>SCIENTIFIC DIVISION DIRECTOR FACULTY</b>		

**Addendum to Annual Report on Executive Compensation for Calendar Year 2015**

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$303,800	Per APM 680, conversion of Academic Annual Base Salary to Fiscal Year Equivalent is calculated by increasing the Academic Annual Base Salary by 16 percent, rounded to the nearest \$100.
Stipend	\$44,910	Per policy, an administrative stipend of 15 percent (currently \$44,910, annualized) of Fiscal Year Equivalent salary in recognition of the additional responsibilities as the Materials Sciences (MSD) Division Director, effective and approved by Laboratory Director Alivisatos on 5/21/2014. The stipend is not intended for an acting or temporary position and therefore does not have an end date.
Other Cash Payment	\$76,179	Summer salary compensation for research. Includes \$710.96 retroactive summer salary paid in December 2015.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
Annual Base Salary Received	\$260,000	100 percent of UCB Annual Base Salary reimbursed by LBNL.
<b>ZHANG,XIAOCHUAN UCOP</b>		
<b>DIRECTOR – HEAD OF CREDIT RESEARCH – FIXED INCOME INVESTMENTS</b>		
Annual Base as of Dec 31	\$233,254	Effective 7/1/15, Xiaochuan Zhang received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Chief Investment Officer AIP Plan	\$142,805	The Administrative Oversight Committee approved the incentive payout award of \$142,804.66 (63.97 percent of base salary) for FY 2014-15. Ms. Zhang's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25percent paid in the next year and 25percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).