

ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2016: 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 2016 for the following employees who were active employees as of December 31, 2016: (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 2016 was \$304,000.

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 \$14.2 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 2016. 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 consistent annual merit 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 75th 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 2016, consistent with the 2016-2017 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 2016, UC Chancellors' average salaries were 22 percent below the 50th 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. 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 293 employees included in this report, 110 received incentive or recognition award pay, which collectively totaled approximately \$9.2 million, or approximately 0.06 percent of UC's \$14.2 billion annual payroll. Of this \$9.2 million, \$5.2 million, or 57.8 percent, consisted of payments from the medical enterprise's Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans. Approximately \$2.2 million, or 24.9 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 \$1.5 million, or 17.1 percent. Recognition award program payments of approximately \$25,500 made up the remainder.

REPORT FORMAT AND CONTENT

The report includes compensation information for 293 University employees who were employed in a position that met the reportable population criteria on December 31, 2016. The report does not include employees who separated from the University prior to December 31, 2016.

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, 2016 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)



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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
JOSHUA S ADLER	EXECUTIVE VICE PRESIDENT-PHYSICIAN SERVICES/VICE DEAN-CLINICAL AFFAIRS, UCSF HEALTH	UCSF	MRZ	Below the 60th Percentile	\$630,000	\$612,643	\$83,903						\$696,546	Y	N	N	5%	N		
DAVID ALCOCKER	INTERIM AVP - BUDGET AND ANALYSIS	UCOP	MRZ	Below the 50th Percentile	\$189,668	\$160,356	\$5,000		\$9,977				\$175,333	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	\$10,000				\$2,370,000		\$2,680,000	N	N	N		N		
ARMAND P ALIVISATOS	VICE CHANCELLOR FOR RESEARCH	UCB	MRZ	Below the 75th Percentile	\$430,540	\$434,858				\$2,229			\$437,087	Y	N	N		N		\$1,330,000
SAL PETER ALOSI	HEAD FOOTBALL STRENGTH & CONDITIONING COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000					\$130,833		\$380,833	N	N	N		N		
SATISH ANANTHASWAMY	DIRECTOR, FIXED INCOME INVESTMENTS	UCOP	Salary Range	Below the Maximum Salary Range	\$304,808	\$297,388	\$191,043						\$488,431	N	N	N		N		
MICHAEL R ANDERSON	SENIOR VICE PRESIDENT- CHILDREN'S SERVICES/PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH	UCSF	MRZ	Below the 90th Percentile	\$925,000	\$17,720							\$17,720	Y	N	N	5%	N		
THOMAS ANDRIOLA	VICE PRESIDENT AND CHIEF INFORMATION OFFICER	UCOP	MRZ	Below the 75th Percentile	\$366,064	\$359,845							\$359,845	Y	N	N	5%	N		
MARIA RAMOS ANGUIANO	VICE CHANCELLOR -- PLANNING AND BUDGET	UCR	MRZ	Below the 90th Percentile	\$269,100	\$263,792						\$5,208	\$269,000	Y	N	N	5%	N		
SHEILA E ANTRUM	SENIOR VICE PRESIDENT- ADULT SERVICES, UCSF HEALTH/PRESIDENT-UCSF MEDICAL CENTER	UCSF	MRZ	Below the 50th Percentile	\$625,000	\$536,068	\$75,253						\$611,321	Y	N	N	5%	N		
JACOB A APPELSMITH	CHIEF CAMPUS COUNSEL	UCD	MRZ	Below the 60th Percentile	\$266,086	\$260,837							\$260,837	Y	N	N	5%	N		
JENNIFER P. ARNETT	ASSOCIATE VICE CHANCELLOR - UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCSF	Salary Range	Below the 50th Percentile	\$400,000	\$383,407							\$383,407	N	N	N		N		
JONATHON DUANE ARRINGTON	CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$319,300	\$313,446	\$46,501					\$23,250	\$383,197	N	N	N		N		
PEGGY MCNAMARA ARRIVAS	ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER	UCOP	MRZ	Below the 90th Percentile	\$327,049	\$318,834							\$318,834	Y	N	N	5%	N		
RICHARD F AZAR	EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$270,417	\$265,460	\$38,069				\$19,925		\$323,454	N	N	N		N		
JAGDEEP SINGH BACHHER	CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$652,454	\$641,368	\$680,127			\$8,916			\$1,330,411	Y	N	N	5%	N		\$1,800,000
MARGARITA M BAGGETT	CHIEF CLINICAL AND SUPPORT SERVICES OFFICER	UCSD	MRZ	Below the 25th Percentile	\$377,260	\$369,637							\$369,637	Y	N	N	5%	N		
ROSEMARIE A BALLA	AVC AND CFO	UCB	Salary Range	Below the Maximum Salary Range	\$274,456	\$267,103			\$30,420			\$14,625	\$312,148	N	N	N		N		



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MICHAEL JOHN BECK	ADMINISTRATIVE VICE CHANCELLOR	UCLA	MRZ	Below the 75th Percentile	\$360,000	\$270,000					\$36,000	\$6,048	\$312,048	Y	N	N	5%	N	\$9,648	\$1,015,000
JOSEPH BENGFORT	SENIOR VICE PRESIDENT- INFORMATION TECHNOLOGY, CAMPUS/UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$459,193	\$450,767	\$67,617						\$518,384	N	N	N		N		
JAMES BENNAN	VICE PRESIDENT-FINANCIAL PLANNING AND BUDGETING, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$283,279	\$272,813	\$39,670			\$9,782			\$322,265	N	N	N		N		
DAVID ERIK BERGQUIST	CHIEF CAMPUS COUNSEL	UCR	MRZ	Below the 50th Percentile	\$243,483	\$240,019							\$240,019	Y	N	N	5%	N		
FRANKLIN SCOTT BIDDY	VICE CHANCELLOR	UCB	MRZ	Below the 50th Percentile	\$410,046	\$403,079			\$8,916				\$411,995	Y	N	N	5%	N		
JEFFREY A BLAIR	LABORATORY COUNSEL	LBNL	MRZ	Below the 75th Percentile	\$317,424	\$307,254							\$307,254	Y	N	N	5%	N		
GENE D. BLOCK	CHANCELLOR	UCLA	MRZ	Below the 75th Percentile	\$454,574	\$446,851			\$8,916				\$455,767	Y	Y	N		N		
GEORGE R BLUMENTHAL	CHANCELLOR	UCSC	MRZ	Below the 25th Percentile	\$394,655	\$387,950			\$8,916				\$396,866	Y	Y	N		N		
RICHARD M. BOOKSTABER	MANAGING DIRECTOR - INVESTMENTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$309,000	\$303,750	\$49,500						\$353,250	N	N	N		N		
JANE ESTHER BOUBELIK	CHIEF LEGAL COUNSEL, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$264,507	\$263,380	\$52,324				\$3,284		\$318,988	N	N	N		N		
THOMAS M. BRADLEY	DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000			\$3,600	\$245,417			\$499,017	N	N	N		N		
SCOTT A BRANDT	VICE CHANCELLOR - RESEARCH	UCSC	MRZ	Below the 50th Percentile	\$315,353	\$310,866							\$310,866	Y	N	N		N		\$571,500
KEITH EDWARD BRANT	VICE CHANCELLOR, UNIVERSITY RELATIONS	UCSC	MRZ	Below the 25th Percentile	\$304,478	\$300,146			\$8,916		\$14,000		\$323,062	Y	N	N	5%	N		
WENDELL C BRASE	VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES	UCI	MRZ	Below the 75th Percentile	\$327,818	\$322,248							\$322,248	Y	N	N	5%	N		\$300,000
DAVID ALLEN BRENNER	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE	UCSD	MRZ	Below the 50th Percentile	\$586,390	\$576,427		\$220,000					\$796,427	Y	N	N		N		\$2,660,000
NATHAN ERIC BROSTROM	CHIEF FINANCIAL OFFICER	UCOP	MRZ	Below the 60th Percentile	\$424,360	\$417,150			\$8,916				\$426,066	Y	N	N	5%	N		
PAMELA HOPE BROWN	VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING	UCOP	MRZ	Below the 75th Percentile	\$285,725	\$260,585							\$260,585	Y	N	N	5%	N		
SANDRA A BROWN	VICE CHANCELLOR - RESEARCH	UCSD	MRZ	Below the 50th Percentile	\$327,665	\$321,380							\$321,380	Y	N	N		N		
BRAD BUCHMAN	MEDICAL DIRECTOR - STUDENT HEALTH & COUNSELING	UCOP	MRZ	Below the 25th Percentile	\$375,000	\$125,000							\$125,000	Y	N	N	5%	N		
KIMBERLY SUSAN BUDIL	VICE PRESIDENT NATIONAL LABORATORIES	UCOP	MRZ	Below the 75th Percentile	\$376,619	\$370,221			\$8,916				\$379,137	Y	N	N	5%	N		
KENNETH C BURTIS	INTERIM PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	MRZ	Below the 25th Percentile	\$290,863	\$254,289			\$12,395				\$266,684	N	N	N		N		
JOHN DUNCAN CAMPBELL	MEDICAL GROUP EXECUTIVE DIRECTOR	UCSD	MRZ	Below the 90th Percentile	\$298,918	\$292,874	\$45,892						\$338,766	Y	N	N	5%	N		
SUSAN L CARLSON	VICE PROVOST - ACADEMIC PERSONNEL	UCOP	MRZ	Below the 50th Percentile	\$282,743	\$277,166							\$277,166	Y	N	N		N		



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KATHRYN A CARRICO	ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT	UCLA	Salary Range	Below the Maximum Salary Range	\$350,893	\$344,931					\$16,410	\$361,341	N	N	N		N	
CAMERON S CARTER	INTERIM VICE CHANCELLOR - RESEARCH	UCD	MRZ	Below the 75th Percentile	\$442,928	\$347,744		\$105,271	\$7,292			\$460,307	N	N	N		N	
SCOTT CHAN	SENIOR MANAGING DIRECTOR, PUBLIC EQUITY INVESTMENTS	UCOP	MRZ	Below the 60th Percentile	\$321,360	\$314,150	\$97,335					\$411,485	Y	N	N	5%	N	
CYNTHIA L. CHIARAPPA	VICE PRESIDENT-MEDICAL CENTER ADMINISTRATION, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$293,865	\$285,194	\$41,071		\$6,782			\$333,047	N	N	N		N	
MAYE C. CHRISMAN	VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Midpoint Salary Range	\$366,919	\$359,681	\$32,793					\$392,474	N	N	N		N	
CAROL T CHRIST	INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST	UCB	MRZ	Below the 25th Percentile	\$231,750	\$97,959						\$97,959	N	N	N		N	
CORI RASHEL CLOSE	HEAD COACH, WOMEN'S BASKETBALL	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$60,000		\$5,400	\$158,655		\$474,055	N	N	N		N	
RON T COLEY	VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES	UCR	MRZ	Below the 60th Percentile	\$317,538	\$311,274					\$18,437	\$329,711	Y	N	N	5%	N	
HEIDI MODEL COLLINS	VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$315,706	\$302,650	\$44,623					\$347,273	N	N	N		N	
MARGARET T CONK	CHIEF STRATEGY OFFICER	UCI	Salary Range	Below the Midpoint Salary Range	\$364,976	\$357,266	\$62,844					\$420,110	N	N	N		N	
LARRY D CONRAD	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCB	Salary Range	Below the Maximum Salary Range	\$337,890	\$334,977						\$334,977	N	N	N		N	
JOHN K COOK	INTERIM CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 25th Percentile	\$318,723	\$312,064	\$44,344			\$17,971		\$374,379	N	N	N		N	
WILLIAM MAURICE COOPER	ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER	UCOP	MRZ	Below the 75th Percentile	\$342,989	\$331,664						\$331,664	Y	N	N		N	
TERESA A COSTANTINIDIS	VICE CHANCELLOR/CHIEF FINANCIAL OFFICER	UCSF	MRZ	Below the 75th Percentile	\$327,364	\$283,716			\$38,715			\$322,431	Y	N	N	5%	N	
M ELIZABETH COWELL	UNIVERSITY LIBRARIAN	UCSC	MRZ	Below the 50th Percentile	\$223,871	\$219,454						\$219,454	Y	N	N	5%	N	
PETER F. COWHEY	INTERIM EXECUTIVE VICE CHANCELLOR	UCSD	MRZ	Below the 50th Percentile	\$373,000	\$324,000						\$324,000	N	N	N		N	\$710,000
JULIE ELIZABETH CRONER	CHIEF ADMINISTRATIVE OFFICER	UCSD	Salary Range	Above the Maximum Salary Range	\$291,756	\$290,638	\$38,687			\$8,753		\$338,078	N	N	N		N	
MARY SHANNA CROUGHAN	EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE	UCOP	MRZ	Below the 25th Percentile	\$203,718	\$200,256						\$200,256	Y	N	N	5%	N	
MICHELE ELISE CUCULLU	DIRECTOR - PRIVATE EQUITY INVESTMENTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$241,413	\$236,651	\$184,713					\$421,364	N	N	N		N	
PAUL D'ANIERI	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCR	MRZ	Below the 50th Percentile	\$349,830	\$342,929			\$8,916		\$23,698	\$375,543	Y	N	N		N	\$408,900
GRADY PATRICK DANIEL	CHIEF ADMIN OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$273,862	\$273,426	\$38,567					\$311,993	N	N	N		N	
RONALD ANTHONY DAVIS	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$391,400	\$368,026	\$85,025				\$3,288	\$456,339	N	N	N		N	



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ADELA DE LA TORRE	VICE CHANCELLOR - STUDENT AFFAIRS AND CAMPUS DIVERSITY	UCD	MRZ	Below the 90th Percentile	\$319,300	\$313,875						\$313,875	Y	N	N		N		\$359,300
RICHARD D. DECARLO	VICE PRESIDENT/CHIEF OPERATING OFFICER, CHILDREN'S SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$596,562	\$583,534	\$90,084					\$673,618	N	N	N		N		
SHELBY K. DE COSTA	SVP-STRATEGY AND BUSINESS DEVELOPMENT, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$520,000	\$443,228	\$38,554			\$42,380		\$524,162	N	N	N		N		\$28,985
MARGARET L DELANEY	VICE CHANCELLOR - PLANNING AND BUDGET	UCSC	MRZ	Below the 90th Percentile	\$282,730	\$278,707						\$278,707	Y	N	N		N		
NICHOLAS DIRKS	CHANCELLOR	UCB	MRZ	Below the 50th Percentile	\$531,939	\$522,902		\$8,916		\$30,425		\$562,243	Y	Y	N		N		
DAVID O. DOBBS	EXECUTIVE DIRECTOR-NETWORKED DATA WAREHOUSE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$324,642	\$318,687	\$48,960			\$18,750		\$386,397	N	N	N		N		
LORI R DONALDSON	CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER	UCSD	MRZ	Below the 25th Percentile	\$361,558	\$354,255		\$2,500				\$356,755	Y	N	N	5%	N		
AIMEE DORR	PROVOST AND EXECUTIVE VP ACADEMIC AFFAIRS	UCOP	MRZ	Below the 25th Percentile	\$382,454	\$375,956						\$375,956	Y	N	N		N		
MARY M DOYLE	VICE CHANCELLOR - INFORMATION TECHNOLOGY	UCSC	MRZ	Below the 60th Percentile	\$282,730	\$278,707						\$278,707	Y	N	N	5%	N		\$945,000
DWAINE BRIAN DUCKETT	VICE PRESIDENT, SYSTEMWIDE HUMAN RESOURCES	UCOP	MRZ	Below the 60th Percentile	\$327,818	\$327,818		\$27,318	\$8,916			\$364,052	Y	N	N	5%	N		\$989,100
SHARON A. DUFFY	DEAN - UNIVERSITY EXTENSION	UCR	MRZ	Below the 50th Percentile	\$225,101	\$221,277						\$221,277	Y	N	N		N		
DAVID J DURAND	VICE PRESIDENT/CHIEF MEDICAL OFFICER-BENIOFF CHILDREN'S HOSPITAL OAKLAND	UCSF	Salary Range	Below the Maximum Salary Range	\$412,500	\$410,925	\$62,221			\$17,413		\$490,559	N	N	N		N		
DANIEL DYKES	HEAD COACH - FOOTBALL	UCB	Salary Range	No independent survey data available	\$350,000	\$341,667	\$40,000		\$5,400	\$2,504,166		\$2,891,233	N	N	N		N		
J STUART ECKBLAD	VICE PRESIDENT-MAJOR CONSTRUCTION PROJECTS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$296,934	\$291,491	\$31,590					\$323,081	N	N	N		N		
FARANAK K ELAHI	CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CHIEF OPERATING OFFICER, FACULTY PRACTICE GROUP	UCLA	Salary Range	Below the Maximum Salary Range	\$336,527	\$330,809	\$61,261					\$392,070	N	N	N		N		
ARTHUR BARON ELLIS	VICE PRESIDENT, RESEARCH AND GRADUATE STUDIES	UCOP	MRZ	Below the 25th Percentile	\$300,000	\$92,391				\$8,052		\$100,443	Y	N	N	5%	N		
ROBIN EPSTEIN LUDEWIG	DIRECTOR, HUMAN RESOURCES PLANNING & TALENT ACQUISITION, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$276,959	\$268,733	\$40,334		\$11,716			\$320,783	N	N	N		N		
DAVID ESQUER	HEAD COACH - BASEBALL	UCB	Salary Range	No independent survey data available	\$170,000	\$167,152	\$40,000			\$215,700		\$422,852	N	N	N		N		
ROGER W FALCONE	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$327,740	\$314,650						\$314,650	N	N	N		N		
JOHN G. FALLE	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	MRZ	Below the 75th Percentile	\$304,773	\$299,093				\$3,000		\$302,093	Y	N	N	5%	N		



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REECE I FAWLEY	VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$371,288	\$360,942	\$53,137	\$2,336			\$416,415	N	N	N		N		
HOWARD J FEDEROFF	VICE CHANCELLOR - HEALTH AFFAIRS AND CHIEF EXECUTIVE OFFICER - UC IRVINE HEALTH SYSTEM	UCI	MRZ	Below the 25th Percentile	\$800,000	\$765,277	\$167,840	\$64,168	\$7,678		\$1,004,963	Y	N	N		N		
DANIEL MARTIN FEITELBERG	VICE CHANCELLOR PLANNING AND BUDGET	UCM	MRZ	Below the 90th Percentile	\$288,398	\$282,709				\$15,938	\$298,647	Y	N	N	5%	N		
MARC P FISHER	VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES/CAMPUS ARCHITECT	UCSB	MRZ	Below the 60th Percentile	\$303,016	\$297,868					\$297,868	Y	N	N		N		
KIERAN FLAHERTY	INTERIM ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS	UCOP	MRZ	Below the 25th Percentile	\$207,500	\$177,260			\$2,256		\$179,517	N	N	N		N		
MARGARET G. FOLLETTE	CHIEF CONTRACTING OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$287,777	\$282,495	\$41,909				\$324,404	N	N	N		N		
EDMOND FONG	MANAGING DIRECTOR, ABSOLUTE RETURNS	UCOP	Salary Range	Above the Maximum Salary Range	\$295,949	\$289,309	\$208,190				\$497,499	N	N	N		N		
JEAN ELIZABETH FORD	ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES ADVANCEMENT	UCSD	Salary Range	Above the Maximum Salary Range	\$340,000	\$340,000	\$49,019			\$11,220	\$400,239	N	N	N		N		\$2,981
JOHN B FORD	VICE CHANCELLOR-UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS	UCSF	MRZ	Below the 75th Percentile	\$488,036	\$466,559			\$8,916		\$475,475	Y	N	N	5%	N		
ANN D FRANKEL	DIRECTOR - PATIENT ACCOUNTS ADMINISTRATION	UCD	Salary Range	Below the Maximum Salary Range	\$269,468	\$264,152	\$46,647				\$310,799	N	N	N		N		
JULIE ANN FREISCHLAG	VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND DEAN-SCHOOL OF MEDICINE	UCD	MRZ	Below the 25th Percentile	\$537,138	\$528,012		\$195,475			\$723,487	Y	N	N		N		
BARBARA J. FRENCH	VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS	UCSF	Salary Range	Below the Midpoint Salary Range	\$332,748	\$319,387					\$319,387	N	N	N		N		
JULIA MARY COMBS FRIEDLANDER	DEPUTY GENERAL COUNSEL	UCOP	MRZ	Below the 60th Percentile	\$257,500	\$253,125					\$253,125	Y	N	N	5%	N		
ROBERT S. FRIES	VP-CHILDREN'S SERVICES FINANCE/CFO, CHILDREN'S HOSPITAL OAKLAND	UCSF	Salary Range	Below the Maximum Salary Range	\$520,163	\$511,656	\$43,537			\$50,906	\$606,099	N	N	N		N		\$40,479
ALISON GALLOWAY	CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	MRZ	Below the 50th Percentile	\$362,990	\$355,830					\$355,830	Y	N	N		N		
MAURE D GARDNER	DIRECTOR, LABOR RELATIONS & COMPENSATION, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$276,959	\$268,733	\$40,334		\$11,716	\$10,142	\$330,925	N	N	N		N		
DIANE FIELDS GEOCARIS	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCI	MRZ	Below the 75th Percentile	\$287,005	\$282,129					\$282,129	Y	N	N	5%	N		
GEOFFREY TAYLOR GIBBS	DEPUTY GENERAL COUNSEL	UCOP	MRZ	Below the 60th Percentile	\$265,740	\$261,225					\$261,225	Y	N	N	5%	N		



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GLORIA BROWNING GIL	MANAGING DIRECTOR - REAL ESTATE	UCOP	Salary Range	Above the Maximum Salary Range	\$315,132	\$309,777	\$144,542				\$454,319	N	N	N		N		\$726,200
HOWARD AARON GILLMAN	CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$499,550	\$491,063		\$8,916			\$499,979	Y	Y	N		N		
NICHOLAS GOLDSBOROUGH	SENIOR PHILANTHROPIC ADVISOR, EXTERNAL AFFAIRS	UCLA	Salary Range	Below the Maximum Salary Range	\$318,270	\$312,863					\$312,863	N	N	N		N		
JUAN C GONZALEZ	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	MRZ	Below the 60th Percentile	\$276,905	\$271,594				\$16,250	\$287,844	Y	N	N	5%	N		\$525,000
MONROE GORDEN JR.	INTERIM VICE CHANCELLOR--STUDENT AFFAIRS	UCLA	MRZ	Below the 60th Percentile	\$273,000	\$251,854	\$10,000				\$261,854	N	N	N		N		
LINDSAY GOTTLIEB	HEAD WOMEN'S BASKETBALL COACH	UCB	Salary Range	No independent survey data available	\$335,000	\$322,500	\$65,000	\$5,400	\$225,000		\$617,900	N	N	N		N		
KAREN ANN GRIMLEY	CHIEF NURSING EXECUTIVE, UCLA HEALTH	UCLA	MRZ	Below the 90th Percentile	\$379,050	\$372,102	\$76,334				\$448,436	Y	N	N	5%	N		
DANIEL GENE GUERRERO	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No independent survey data available	\$850,593	\$837,092	\$95,000				\$932,092	N	N	N		N		\$850,000
ARTHUR RIBEIRO GUIMARAES	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 50th Percentile	\$346,466	\$339,632	\$148,406			\$15,000	\$503,038	Y	N	N	5%	N		\$1,330,000
CHRISTINE GULBRANSON	SENIOR VICE PRESIDENT, OFFICE OF INNOVATION & ENTREPRENEURSHIP	UCOP	MRZ	Below the 50th Percentile	\$325,000	\$177,273		\$4,863			\$182,136	Y	N	N	5%	N		
VELVIA YVETTE GULLATT	VICE PROVOST DIVERSITY AND ENGAGEMENT	UCOP	MRZ	Below the 60th Percentile	\$252,089	\$246,570					\$246,570	Y	N	N	5%	N		
ELISABETH R GUNTHER	CAMPUS COUNSEL	UCM	MRZ	Below the 50th Percentile	\$237,544	\$234,164			\$7,725		\$241,889	Y	N	N	5%	N		\$243,000
CLARE T HANSEN SHINNERL	ASSOCIATE VICE CHANCELLOR CAMPUS LIFE SERVICES	UCSF	Salary Range	Below the Maximum Salary Range	\$311,732	\$306,264					\$306,264	N	N	N		N		
JOHN P HARRIS	VP-MERGERS, ACQUISITIONS, BUSINESS DEVELOPMENT, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$412,004	\$404,446	\$48,336				\$452,782	N	N	N		N		
LIV KRISTIN HASSETT	INTERIM CHIEF CAMPUS COUNSEL	UCSC	MRZ	Below the 50th Percentile	\$225,000	\$192,780	\$500	\$1,774			\$195,054	N	N	N		N		
SAMUEL HAWGOOD	CHANCELLOR	UCSF	MRZ	Below the 75th Percentile	\$795,675	\$782,156		\$8,916			\$791,072	Y	Y	N		N		
PETER A. HAYASHIDA	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	MRZ	Below the 25th Percentile	\$311,221	\$305,933		\$8,916			\$314,849	Y	N	N	5%	N		\$409,500
JULIE ANN HENDERSON	SENIOR VICE PRESIDENT, PUBLIC AFFAIRS	UCOP	MRZ	Below the 60th Percentile	\$288,400	\$283,500		\$8,916			\$292,416	Y	N	N	5%	N		
BRIAN T HERVEY	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCI	MRZ	Below the 50th Percentile	\$383,000	\$342,821		\$3,715			\$346,536	Y	N	N	5%	N		\$529,200
RALPH J HEXTER	INTERIM CHANCELLOR	UCD	MRZ	Below the 25th Percentile	\$400,842	\$394,032		\$8,916			\$402,948	Y	N	N		N		\$607,500
KYLE DEAN HOFFMAN	VICE CHANCELLOR DEVELOPMENT AND ALUMNI RELATIONS	UCM	MRZ	Below the 25th Percentile	\$244,953	\$241,469		\$8,916			\$250,385	Y	N	N	5%	N		
ROBIN HELENE HOLMES-SULLIVAN	VP STUDENT AFFAIRS	UCOP	MRZ	Below the 25th Percentile	\$290,000	\$25,317					\$25,317	Y	N	N	5%	N		\$10,897
JULIE MORGAN HOOPER	VC OF UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCB	MRZ	Below the 50th Percentile	\$391,400	\$384,750		\$8,916		\$18,670	\$412,336	Y	N	N	5%	N		
SUSAN S HUBBARD	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$367,128	\$355,358					\$355,358	Y	N	N	5%	N		



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GLENDAA LEE HUMISTON	VP - AGRICULTURE AND NATURAL RESOURCES	UCOP	MRZ	Below the 60th Percentile	\$281,000	\$274,000							\$274,000	Y	N	N	5%	N		
JOSEPH ROBERT INCANDELA	INTERIM VICE CHANCELLOR FOR RESEARCH	UCSB	MRZ	Below the 50th Percentile	\$320,000	\$304,525							\$304,525	N	N	N		N		
BARBARA V. JACAK	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	Salary Range	Below the Maximum Salary Range	\$268,900	\$230,100		\$20,880		\$76,650			\$327,630	N	N	N		N		
KRIKOR JANSEZIAN	EXECUTIVE DIRECTOR, ANCILLARY SERVICES	UCI	Salary Range	Above the Maximum Salary Range	\$310,500	\$315,977	\$22,084						\$338,061	N	N	N		N		
MEREDITH MICHAELS JED	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCI	MRZ	Below the 75th Percentile	\$329,000	\$324,000							\$324,000	Y	N	N	5%	N		
PAUL E. JENNY	SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION	UCSF	MRZ	Below the 75th Percentile	\$368,000	\$163,091				\$73,600			\$236,691	Y	N	N	5%	N	\$22,683	
NANCY WEIGEL JENSEN	CHIEF COMMUNICATIONS AND MARKETING OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$309,000	\$303,750	\$60,254				\$22,500		\$386,504	N	N	N		N		
MATTHEW JENUSAITIS	CHIEF OF STAFF EXECUTIVE VICE PRESIDENT - UCSF HEALTH OPERATIONS/CHIEF OPERATING OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$284,991	\$245,995	\$42,264		\$62,700				\$350,959	N	N	N		N		
VINCENT L. JOHNSON JR.	SENIOR VICE PRESIDENT-UCSF HEALTH AFFILIATES	UCSF	MRZ	Below the 90th Percentile	\$710,000	\$733,138	\$114,648						\$847,786	Y	N	N	5%	N	\$35,613	
KENNETH M. JONES	VICE CHANCELLOR - EQUITY, DIVERSITY AND INCLUSION	UCSF	MRZ	Below the 60th Percentile	\$620,816	\$602,509	\$77,792						\$680,301	Y	N	N	5%	N		
JERRY KANG	INTERIM VICE CHANCELLOR FOR RESEARCH	UCLA	MRZ	Below the 75th Percentile	\$280,160	\$290,290				\$141,944	\$12,000		\$444,234	Y	N	N		N		\$1,000,000
ANN R. KARAGOZIAN	DEFENSIVE COORDINATOR - FOOTBALL	UCLA	MRZ	Below the 50th Percentile	\$314,650	\$301,130							\$301,130	N	N	N		N		
ARTHUR A. KAUFMAN	ASSOCIATE LABORATORY DIRECTOR	UCB	Salary Range	No independent survey data available	\$250,000	\$239,583				\$333,750			\$573,333	N	N	N		N		
JAY D. KEASLING	VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS	LBNL	Salary Range	Below the Maximum Salary Range	\$415,056	\$401,756							\$401,756	N	N	N		N		
SHAUN B. KEISTER	VICE CHANCELLOR - RESEARCH	UCD	MRZ	Below the 50th Percentile	\$388,108	\$380,452		\$8,916	\$890				\$390,258	Y	N	N	5%	N		
PRAMOD P. KHARGONEKAR	CHANCELLOR	UCI	MRZ	Below the 60th Percentile	\$358,000	\$150,524							\$150,524	Y	N	N		N	\$26,940	
PRADEEP K. KHOSLA	ASSOCIATE VICE PRESIDENT - CAPITAL FINANCIAL PLANNING/CAPITAL PROGRAMS	UCSD	MRZ	Below the 50th Percentile	\$449,208	\$441,573		\$8,916					\$450,489	Y	Y	N		N		
SANDRA H. KIM	DEAN - SCHOOL OF MEDICINE/VICE CHANCELLOR-MEDICAL AFFAIRS	UCOP	MRZ	Below the 75th Percentile	\$315,345	\$304,932							\$304,932	Y	N	N	5%	N		
TALMADGE E. KING JR.	CHIEF MEDICAL OFFICER	UCSF	MRZ	Below the 50th Percentile	\$645,540	\$639,975	\$280,604						\$920,579	Y	N	N		N		\$625,000
JAMES D. KIRK	VC STUDENT AFFAIRS	UCD	MRZ	Below the 60th Percentile	\$495,000	\$443,613	\$90,731						\$534,344	Y	N	N	5%	N		
MARGARET M. KLAWUNN	VC-UNDERGRADUATE EDUCATION	UCSB	MRZ	Below the 60th Percentile	\$272,940	\$268,302							\$268,302	Y	N	N		N	\$24,466	\$500,550
CATHERINE P. KOSHLAND		UCB	MRZ	Below the 90th Percentile	\$278,409	\$273,679							\$273,679	Y	N	N		N		



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ANN ELIZABETH KOVALCHICK	ASSOCIATE VICE CHANCELLOR OF INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCM	MRZ	Below the 25th Percentile	\$219,606	\$215,274					\$7,000	\$222,274	Y	N	N	5%	N	\$314,900
DAVID V. KRAUS	CHIEF CONTRACTING OFFICER - MEDICAL CENTER	UCSD	Salary Range	Below the Maximum Salary Range	\$355,315	\$348,712	\$63,770		\$16,196			\$428,678	N	N	N		N	
BRENDAN REED KREMER	CHIEF ADMINISTRATIVE OFFICER - SURGICAL, ANESTHESIA, MUSC, NEURO, IMAGING SVCS	UCSD	Salary Range	Below the Maximum Salary Range	\$284,260	\$278,980			\$26,239			\$305,219	N	N	N		N	
CLARE M KRISTOFKO	ASSOCIATE CHANCELLOR/CHIEF OF STAFF	UCSD	Salary Range	Below the Maximum Salary Range	\$283,292	\$277,704	\$5,000		\$22,239			\$304,943	N	N	N		N	
GLENN D. KUBIAK	CHIEF OPERATING OFFICER	LBNL	MRZ	Below the 75th Percentile	\$390,000	\$345,976						\$345,976	Y	N	N	5%	N	
SAMUEL KUNZ	MANAGING DIRECTOR - INVESTMENTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$291,748	\$286,791	\$63,436			\$11,000		\$361,227	N	N	N		N	
LUCIA KWAN	DIRECTOR - REVENUE CYCLE SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$271,858	\$265,710	\$28,666			\$12,422		\$306,798	N	N	N		N	
GWENDOLINE E LAKE	CONTROLLER, HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$290,064	\$276,382	\$40,619			\$13,343		\$330,344	N	N	N		N	
MARK R LARET	PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 60th Percentile	\$1,041,543	\$1,012,846	\$185,156		\$8,916			\$1,206,918	Y	N	N	5%	N	
SARAH CHRISTINA LATHAM	VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	MRZ	Below the 50th Percentile	\$285,488	\$279,857						\$279,857	Y	N	N	5%	N	\$662,350
ENRIQUE JOSE LAVERNIA	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$386,250	\$379,688			\$8,916			\$388,604	Y	N	N		N	
WILLIAM C. LAZARUS	CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$328,901	\$303,858	\$44,556					\$348,414	N	N	N		N	
HARRY LE GRANDE	VICE CHANCELLOR - STUDENT AFFAIRS	UCB	MRZ	Below the 50th Percentile	\$258,331	\$253,942			\$88			\$254,030	Y	N	N	5%	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 50th Percentile	\$340,061	\$333,538				\$19,375		\$352,913	Y	N	N		N	
DOROTHY JANE LELAND	CHANCELLOR	UCM	MRZ	Below the 25th Percentile	\$394,655	\$385,076			\$8,916			\$393,992	Y	Y	N		N	
JAMES A. LES	HEAD MEN'S BASKETBALL COACH	UCD	Salary Range	No independent survey data available	\$310,000	\$304,167				\$29,317		\$333,484	N	N	N		N	
MICHAEL S LEVINE	INTERIM VICE CHANCELLOR--ACADEMIC PERSONNEL	UCLA	MRZ	Below the 90th Percentile	\$320,000	\$319,125			\$2,100			\$321,225	N	N	N		N	
HAIPENG LI	UNIVERSITY LIBRARIAN	UCM	MRZ	Below the 50th Percentile	\$205,600	\$202,333				\$7,000		\$209,333	Y	N	N	5%	N	\$11,586
EUGENIE L LISKA	DIRECTOR, BUDGET & FINANCIAL PLANNING, HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$278,917	\$272,537	\$40,619			\$18,174		\$331,330	N	N	N		N	
CHERYL A LLOYD	CHIEF RISK OFFICER	UCOP	MRZ	Below the 75th Percentile	\$249,554	\$245,176						\$245,176	Y	N	N	5%	N	



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BERNADETTE LODGE-LEMON	REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$334,750	\$315,203	\$44,712			\$28,216	\$388,131	N	N	N		N		
JOHN ALLEN LOHSE	INTERIM SENIOR VICE PRESIDENT, CHIEF COMPLIANCE AND AUDIT OFFICER	UCOP	MRZ	Below the 50th Percentile	\$290,000	\$9,886					\$9,886	N	N	N		N		
GEORGE LOUIE	ASSISTANT VICE PRESIDENT - UC HEALTH	UCOP	MRZ	Below the 25th Percentile	\$340,000	\$205,079					\$205,079	Y	N	N	5%	N		
DANIEL H. LOWENSTEIN	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	MRZ	Below the 50th Percentile	\$355,250	\$352,188			\$8,916		\$361,104	Y	N	N	5%	N		
BERTRAM H LUBIN	ADVISOR/ASSOCIATE DEAN-CHILDREN'S SERVICES, UCSF HEALTH	UCSF	Salary Range	Contract appointment	\$715,000	\$712,254	\$133,470		\$8,916		\$854,640	Y	N	N		N		
JEFFREY MACKIE-MASON	UNIVERSITY LIBRARIAN	UCB	MRZ	Below the 90th Percentile	\$311,060	\$305,775					\$305,775	Y	N	N		N	\$6,774	\$1,330,000
TIMOTHY M MAHANEY	VICE PRESIDENT-FACILITIES & SUPPORT SVCS, UCSF HEALTH CHIEF DATA OFFICER, OFFICE OF HEALTH INFORMATICS AND ANALYSIS, INFORMATION SERVICES & SOLUTIONS	UCSF	Salary Range	Below the Maximum Salary Range	\$322,847	\$315,338	\$42,932				\$358,270	N	N	N		N		
MOHAMMED H MAHDI MAHBOUBA	UNIVERSITY LIBRARIAN CHIEF OF ENTERPRISE APPLICATIONS, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$329,323	\$311,531	\$45,893			\$3,231	\$360,655	N	N	N		N		
STEVEN L. MANDEVILLE-GAMBLE	UNIVERSITY LIBRARIAN CHIEF OF ENTERPRISE APPLICATIONS, INFORMATION SERVICES & SOLUTIONS	UCR	MRZ	Below the 50th Percentile	\$224,010	\$220,204					\$220,204	Y	N	N	5%	N		
JEANNE M MARKLAND	UNIVERSITY LIBRARIAN CHIEF OF ENTERPRISE APPLICATIONS, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$329,200	\$306,519	\$45,016				\$351,535	N	N	N		N		
TOBY K MARSH	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER	UCD	MRZ	Below the 75th Percentile	\$348,000	\$292,581	\$58,255			\$8,822	\$359,658	Y	N	N	5%	N		
DAVID B MARSHALL	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Below the 50th Percentile	\$339,488	\$333,720			\$8,916		\$342,636	Y	N	N		N		
CUONZO LAMAR MARTIN	HEAD MEN'S BASKETBALL COACH	UCB	Salary Range	No independent survey data available	\$250,000	\$250,000	\$1,121,333		\$5,400	\$1,556,365	\$2,933,098	N	N	N		N		
DEMETRICE AARON MARTIN	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000			\$2,250	\$207,400	\$459,650	N	N	N		N		
WILLIAM W MARTIN	HEAD COACH - MEN'S TENNIS	UCLA	Salary Range	No independent survey data available	\$155,000	\$149,167				\$199,842	\$349,009	N	N	N		N		
GARY CLIFFORD MATTHEWS	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	MRZ	Below the 60th Percentile	\$338,745	\$332,990					\$332,990	Y	N	N	5%	N		
TIMOTHY R MAURICE	CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH	UCD	MRZ	Below the 50th Percentile	\$452,389	\$443,465	\$84,686				\$528,151	Y	N	N	5%	N		\$651,000
PATRICIA SPEES MAYSENT	CHIEF EXECUTIVE OFFICER	UCSD	MRZ	Below the 25th Percentile	\$784,984	\$794,981	\$9,685		\$8,127		\$812,793	Y	N	N	5%	N		
JOHN MAZZIOTTA	VICE CHANCELLOR--HEALTH SCIENCES/CEO--UCLA HEALTH	UCLA	MRZ	Below the 50th Percentile	\$618,000	\$607,500		\$165,389			\$772,889	Y	N	N		N		
DAVID B. MCCALLEN	ASSOCIATE VICE PRESIDENT-NATIONAL LABORATORIES	UCOP	MRZ	Below the 60th Percentile	\$331,796	\$323,906					\$323,906	Y	N	N	5%	N		



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ANGUS ROBERT MCCLURE	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$236,875			\$2,250	\$149,167	\$388,292	N	N	N		N		
PAUL M. MCNEIL	DEAN - UC DAVIS EXTENSION	UCD	MRZ	Below the 75th Percentile	\$259,487	\$254,368					\$254,368	Y	N	N	5%	N	\$11,882	
JAMES LAWRENCE MORA	HEAD COACH, FOOTBALL	UCLA	Salary Range	No independent survey data available	\$300,000	\$300,000	\$95,000			\$3,137,500	\$3,532,500	N	N	N		N		
DAVID R. MORGAN	VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$318,963	\$310,740	\$46,710				\$357,450	N	N	N		N		
ALISON MARGARET MUDDITT	DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS	UCOP	MRZ	Below the 75th Percentile	\$311,753	\$304,758					\$304,758	Y	N	N	5%	N		
SANTIAGO MUNOZ III	CHIEF STRATEGY OFFICER, UCLA HEALTH	UCLA	Salary Range	At the Maximum of the Salary Range	\$392,000	\$380,739	\$78,755		\$34,844	\$4,746	\$499,084	N	N	N		N		
VIJAYALAKSHMI MURALIDHARAN	VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 75th Percentile	\$335,081	\$328,471				\$3,906	\$19,531	\$351,908	Y	N	N	5%	N	\$810,000
LISA CAROLE MURPHY	CHIEF ADMINISTRATIVE OFFICER - MEDICINE, CVC, PRIMARY SVCS	UCSD	Salary Range	Below the Maximum Salary Range	\$284,114	\$275,200	\$37,527				\$312,727	N	N	N		N		
JANET ANN NAPOLITANO	PRESIDENT OF THE UNIVERSITY	UCOP	MRZ	Below the 25th Percentile	\$570,000	\$570,000			\$8,916		\$578,916	Y	Y	N	5%	N		
BENJAMIN NATHAN	CHIEF INFORMATION OFFICER, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$328,281	\$297,759	\$43,500			\$21,750	\$363,009	N	N	N		N		
CATHRYN L NATION	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	MRZ	Below the 50th Percentile	\$259,284	\$253,467					\$253,467	Y	N	N	5%	N		
RACHAEL OLSON NAVA	EXECUTIVE VICE PRESIDENT, CHIEF OPERATING OFFICER	UCOP	MRZ	Below the 50th Percentile	\$350,000	\$346,191			\$8,916		\$355,107	Y	N	N	5%	N		
J RENEE NAVARRO	VICE CHANCELLOR-DIVERSITY AND OUTREACH	UCSF	MRZ	Below the 90th Percentile	\$297,986	\$292,924					\$292,924	Y	N	N	5%	N		
LOUISE COLLEEN NELSON	VICE CHANCELLOR-LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL	UCLA	MRZ	Below the 75th Percentile	\$295,000	\$14,526					\$14,526	Y	N	N	5%	N		
CHARLES T NIES	VICE CHANCELLOR FOR STUDENT AFFAIRS	UCM	MRZ	Below the 50th Percentile	\$256,250	\$240,904					\$240,904	Y	N	N	3%	N		
RACHEL NOSOWSKY	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	MRZ	Below the 75th Percentile	\$294,763	\$288,548					\$288,548	Y	N	N	5%	N		
JOHN SHANNON O'KELLEY	CHIEF OPERATING OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 75th Percentile	\$643,000	\$586,359	\$127,045		\$7,596		\$721,000	Y	N	N	5%	N		
GEOFFREY A O'NEILL	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	MRZ	Below the 50th Percentile	\$200,904	\$197,490					\$197,490	Y	N	N	5%	N		
DAVID ODATO	SENIOR VICE PRESIDENT-HUMAN RESOURCES, CAMPUS/UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$413,925	\$404,882	\$62,505				\$467,387	N	N	N		N		
STEVEN A. OLSEN	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCLA	MRZ	Below the 75th Percentile	\$360,000	\$347,984					\$347,984	Y	N	N	5%	N	\$692,650	
PIERRE-YVES OUILLET	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCSD	MRZ	Below the 25th Percentile	\$410,000	\$389,375					\$389,375	Y	N	N	5%	N	\$701,000	
LISA H. OZAETA	VICE PRESIDENT/CHIEF STRATEGY OFFICER, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$364,105	\$355,680	\$57,169				\$412,849	N	N	N		N		



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JANNA M PAARDEKOOPER	SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$334,750	\$316,941	\$15,458				\$4,000	\$336,399	N	N	N		N	
THOMAS A. PARHAM	VICE CHANCELLOR - STUDENT AFFAIRS	UCI	MRZ	Below the 60th Percentile	\$280,000	\$259,277						\$259,277	Y	N	N	5%	N	
DANIEL W PARK	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	MRZ	Below the 75th Percentile	\$282,470	\$277,052				\$2,550		\$279,602	Y	N	N	5%	N	
CHRISTOPHER M PATTI	CHIEF CAMPUS COUNSEL	UCB	MRZ	Below the 60th Percentile	\$272,482	\$267,853						\$267,853	Y	N	N	5%	N	
HAROLD GUY PATTON	CHIEF NURSING OFFICER	UCI	MRZ	Below the 50th Percentile	\$300,000	\$14,773						\$14,773	Y	N	N	5%	N	\$7,414
MICHAEL J. PAZZANI	VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT	UCR	MRZ	Below the 50th Percentile	\$339,877	\$318,193						\$318,193	Y	N	N		N	\$660,000
NELSON EDWARD PEACOCK	SENIOR VICE PRESIDENT, GOVERNMENT RELATIONS	UCOP	MRZ	Below the 50th Percentile	\$288,400	\$283,500		\$8,916		\$20,000		\$312,416	Y	N	N	5%	N	
THOMAS WILLIAM PETERSON	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCM	MRZ	Below the 25th Percentile	\$313,200	\$308,744		\$8,916			\$16,365	\$334,025	Y	N	N		N	
BECKY R PETITT	VICE CHANCELLOR - EQUITY, DIVERSITY AND INCLUSION	UCSD	MRZ	Below the 60th Percentile	\$257,500	\$253,125					\$15,625	\$268,750	Y	N	N	5%	N	
KAREN JENSEN PETRULAKIS	CHIEF DEPUTY GENERAL COUNSEL & DEPUTY GENERAL COUNSEL LITIGATION	UCOP	MRZ	Below the 60th Percentile	\$299,386	\$293,074						\$293,074	Y	N	N	5%	N	
DAVID LOUIS PHILLIPS	ASSOCIATE VICE PRESIDENT - ENERGY AND SUSTAINABILITY	UCOP	MRZ	Below the 60th Percentile	\$219,938	\$208,670						\$208,670	Y	N	N	5%	N	
CHARLES H PODESTA	CHIEF INFORMATION OFFICER	UCI	MRZ	Below the 75th Percentile	\$401,700	\$392,688	\$63,932					\$456,620	Y	N	N	5%	N	
KENNEDY POLAMALU	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000		\$2,250	\$280,417			\$532,667	N	N	N		N	
ELLEN S. POLLACK	CHIEF NURSING INFORMATICS OFFICER, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$303,063	\$274,887	\$40,159			\$6,974		\$322,020	N	N	N		N	
WENDY JEAN POWERS-SCHILLING	VICE PRESIDENT - AGRICULTURE AND NATURAL RESOURCES	UCOP	MRZ	Below the 75th Percentile	\$243,000	\$109,534						\$109,534	Y	N	N	5%	N	\$1,750
RAMAMOORTHY RAMESH	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$374,916	\$362,896						\$362,896	Y	N	N		N	
MICHAEL REESE	VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES	UCM	MRZ	Below the 60th Percentile	\$288,783	\$283,086						\$283,086	Y	N	N	5%	N	
ANN MADDEN RICE	CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER	UCD	MRZ	Below the 50th Percentile	\$878,425	\$861,097	\$209,351		\$8,916			\$1,079,364	Y	N	N	5%	N	
LORI LOU RIDLEY	EHR APPLICATION SOLUTIONS ARCHITECT, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$285,325	\$278,689	\$25,957		\$9,820			\$314,466	N	N	N		N	
JANET LYNNE RIMICCI	EXECUTIVE DIRECTOR- QUALITY AND PATIENT SAFETY, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$283,261	\$278,065	\$41,252					\$319,317	N	N	N		N	
CHARLES F ROBINSON	GENERAL COUNSEL AND VICE PRESIDENT - LEGAL AFFAIRS	UCOP	MRZ	Below the 60th Percentile	\$454,574	\$446,851		\$8,916				\$455,767	Y	N	N	5%	N	\$800,000
LYNDA ROGERS	DEAN - UNIVERSITY EXTENSION	UCSC	MRZ	Below the 25th Percentile	\$186,611	\$182,779						\$182,779	Y	N	N	5%	N	



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CHERYL ANN ROSS	ASSISTANT VICE CHANCELLOR/CONTROLLER	UCSD	Salary Range	Below the Maximum Salary Range	\$258,750	\$253,646	\$5,000		\$50,000				\$308,646	N	N	N		N	
JAMES W. SANDOVAL	VICE CHANCELLOR-STUDENT AFFAIRS	UCR	MRZ	Below the 50th Percentile	\$248,792	\$244,565							\$244,565	Y	N	N	5%	N	
JOHN JOSEPH SAVAGE	HEAD COACH - BASEBALL	UCLA	Salary Range	No independent survey data available	\$300,000	\$300,000				\$577,947			\$877,947	N	N	N		N	
WILLIAM BERNARD SCHERER	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$221,552			\$3,717	\$81,188			\$306,457	N	N	N		N	
PETER SCHNEIDER	CHIEF HEALTH SCIENCES COUNSEL	UCI	Salary Range	Below the Maximum Salary Range	\$308,311	\$284,632	\$27,659						\$312,291	N	N	N		N	
GRETA SCHNETZLER	CHIEF CAMPUS COUNSEL	UCSF	MRZ	Below the 75th Percentile	\$282,644	\$277,842							\$277,842	Y	N	N	5%	N	
BRIAN E. SCHOTTLAENDER	UNIVERSITY LIBRARIAN	UCSD	MRZ	Below the 75th Percentile	\$289,366	\$283,816							\$283,816	Y	N	N	5%	N	\$351,000
DAVID W SCHROEDER	SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$294,621	\$294,621	\$147,793						\$442,414	N	N	N		N	
ANGELA LYNN SCIOSCIA	CHIEF MEDICAL OFFICER VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF	UCSD	MRZ	Below the 50th Percentile	\$451,321	\$443,040							\$443,040	Y	N	N	5%	N	
KIMBERLY SCURR	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCSF	Salary Range	Below the Maximum Salary Range	\$337,546	\$328,151	\$50,335			\$19,399			\$397,885	N	N	N		N	
ANNE SHAW	CHIEF FINANCIAL OFFICER - UCI HEALTH SYSTEM	UCOP	MRZ	Below the 50th Percentile	\$238,703	\$234,647			\$8,916				\$243,563	Y	N	N	5%	N	
AJAY SIAL	CHIEF OPERATING OFFICER, MEDICAL CENTER	UCI	MRZ	Below the 75th Percentile	\$550,000	\$258,335				\$110,000			\$368,335	Y	N	N	5%	N	\$23,089
BRADLEY W SIMMONS	DEPUTY LABORATORY DIRECTOR	UCD	MRZ	Below the 50th Percentile	\$575,000	\$259,186				\$50,000			\$309,186	Y	N	N	5%	N	\$32,062
HORST D SIMON	VICE PRESIDENT-REVENUE CYCLE, UCSF HEALTH	LBNL	MRZ	Above the 90th Percentile	\$432,540	\$417,926							\$417,926	Y	N	N	5%	N	\$1,057,750
CLIFFORD A SKINNER	UNIVERSITY LIBRARIAN	UCSF	Salary Range	Below the Midpoint Salary Range	\$291,735	\$286,385	\$46,518			\$10,075			\$342,978	N	N	N		N	
MACKENZIE SMITH	ASSOCIATE VICE CHANCELLOR, OFFICE OF RESEARCH ADMINISTRATION	UCD	MRZ	Below the 60th Percentile	\$261,935	\$256,768							\$256,768	Y	N	N	5%	N	
MARCIA LEE SMITH	SENIOR VICE PRESIDENT-FACULTY PRACTICES, UCSF HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$309,515	\$304,256							\$304,256	N	N	N		N	
SUSAN D. SMITH	DEAN-CONTINUING EDUCATION AND UCLA EXTENSION	UCSF	Salary Range	Below the Maximum Salary Range	\$561,000	\$536,347	\$71,780						\$608,127	N	N	N		N	
WAYNE DAVID SMUTZ	OFFENSIVE COORDINATOR AND QUARTERBACKS COACH	UCLA	MRZ	Above the 90th Percentile	\$327,818	\$322,248					\$7,500		\$329,748	Y	N	N	5%	N	\$1,012,500
JACOB S SPAVITAL	PRESIDENT, UCLA HEALTH/CEO, UCLA HOSPITAL SYSTEM	UCB	Salary Range	No independent survey data available	\$225,000	\$180,356				\$128,253	\$25,000		\$333,609	N	N	N		N	
JOHNESE MARIA SPISSO	SR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 50th Percentile	\$876,000	\$755,172	\$95,659		\$16,718		\$12,000		\$879,549	Y	N	N	5%	N	\$9,603
PAUL A STATON	UNIVERSITY LIBRARIAN	UCLA	MRZ	Below the 75th Percentile	\$642,000	\$611,953	\$138,725				\$53,599		\$804,277	Y	N	N	5%	N	
VIRGINIA STEEL		UCLA	MRZ	Below the 60th Percentile	\$267,281	\$262,740					\$6,115		\$268,855	Y	N	N	5%	N	\$1,330,000



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CARDELLA DENISE STEPHENS	UNIVERSITY LIBRARIAN	UCSB	MRZ	Below the 50th Percentile	\$240,400	\$238,579						\$238,579	Y	N	N	5%	N		\$779,050
STEVEN L. STERMAN	SENIOR MANAGING DIRECTOR, FIXED INCOME ASSETS	UCOP	MRZ	Below the 60th Percentile	\$340,000	\$321,272	\$163,400			\$5,617		\$490,289	Y	N	N	5%	N		
JOHN DAVID STOBO	EXECUTIVE VICE PRESIDENT - UC HEALTH	UCOP	MRZ	Below the 50th Percentile	\$633,782	\$623,014	\$135,370		\$8,916			\$767,300	Y	N	N	5%	N		\$1,330,000
BARRIE E STRICKLAND	SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 90th Percentile	\$720,000	\$656,094	\$97,919					\$754,013	Y	N	N	5%	N		
NAILAH SUAD-BAKARI	VC EQUITY AND INCLUSION	UCB	MRZ	Below the 50th Percentile	\$240,351	\$236,267						\$236,267	Y	N	N		N		\$722,000
MICHAEL ALLEN SWETT	DIRECTOR AND SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Midpoint Salary Range	\$242,179	\$236,095	\$79,656			\$15,938		\$331,689	N	N	N		N		
TIMOTHY JAMES SYMONS	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 50th Percentile	\$316,920	\$306,760						\$306,760	Y	N	N	5%	N		
SUSAN JAN TAKEUCHI	CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$360,500	\$353,881	\$74,751			\$4,000		\$432,632	N	N	N		N		
LORELEI A. TANJI	UNIVERSITY LIBRARIAN	UCI	MRZ	Below the 50th Percentile	\$236,077	\$231,420						\$231,420	Y	N	N	5%	N		
SAMUEL JUSTIN TRAINA	VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT	UCM	MRZ	Below the 25th Percentile	\$258,364	\$254,259						\$254,259	Y	N	N		N		\$276,000
TU M. TRAN	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	MRZ	Below the 50th Percentile	\$232,605	\$226,762						\$226,762	Y	N	N	5%	N		
WILLIAM TINSLEY TUCKER	EXECUTIVE DIRECTOR - INNOVATION ALLIANCES & SERVICES	UCOP	MRZ	Below the 25th Percentile	\$214,659	\$212,247						\$212,247	Y	N	N	5%	N		
MARQUES TAVITA TUIASOSOPO	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$220,238			\$164,166			\$384,404	N	N	N		N		
RUSSELL DEVLIN TURNER	HEAD MEN'S BASKETBALL COACH	UCI	Salary Range	No independent survey data available	\$325,000	\$325,000	\$210,000					\$535,000	N	N	N		N		
RHEA P TURTELTAUB	VICE CHANCELLOR - EXTERNAL AFFAIRS	UCLA	MRZ	Below the 50th Percentile	\$435,000	\$427,592			\$8,916			\$436,508	Y	N	N	5%	N		
TAMMY LEHR WALLACE	VICE PRESIDENT-FINANCE, PHYSICIAN ORGANIZATIONS, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$286,641	\$273,816	\$30,617		\$5,459			\$309,892	N	N	N		N		
MARY LINDENSTEIN WALSHOK	ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION	UCSD	MRZ	Below the 25th Percentile	\$206,670	\$202,705						\$202,705	Y	N	N	5%	N		
DANIEL WANDRES	VICE PRESIDENT-PHARMACY SERVICES/INTERIM VICE PRESIDENT-CLINICAL SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$323,995	\$318,053	\$48,646		\$30,432	\$7,470	\$2,466	\$407,067	N	N	N		N		
CATHY RODGERS WARD	CHIEF NURSING OFFICER, UCLA RONALD REAGAN MEDICAL CENTER	UCLA	Salary Range	Below the Maximum Salary Range	\$293,365	\$285,282	\$41,909					\$327,191	N	N	N		N		
ELIZABETH WATKINS	DEAN-GRADUATE DIV/VC-STUDENT ACADEMIC AFFAIRS	UCSF	MRZ	Below the 60th Percentile	\$272,079	\$269,737				\$15,797		\$285,534	N	N	N		N		



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PAUL H. WATKINS	CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	MRZ	Below the 75th Percentile	\$392,000	\$357,719	\$77,521						\$435,240	Y	N	N	5%	N		
SCOTT L. WAUGH	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	MRZ	Below the 50th Percentile	\$418,800	\$409,395		\$8,916					\$418,311	Y	N	N	5%	N		
KIM ARTHUR WILCOX	CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$394,655	\$387,950		\$8,916					\$396,866	Y	Y	N		N		
HAROLD MICHAEL WILLIAMS	ATHLETICS DIRECTOR	UCB	Salary Range	No independent survey data available	\$519,000	\$519,000	\$93,500		\$5,400	\$90,000			\$707,900	N	N	N		N		
KIM P. WILLIAMS	CHIEF FINANCIAL OFFICER	LBNL	MRZ	Below the 50th Percentile	\$305,208	\$295,428							\$295,428	Y	N	N	5%	N		
ROBERT ALLEN WILLIAMS	HEAD COACH MEN'S BASKETBALL	UCSB	Salary Range	No independent survey data available	\$347,961	\$340,934							\$340,934	N	N	N		N		
WILLIAM C. WILSON	INTERIM CHIEF MEDICAL OFFICER	UCI	MRZ	Below the 50th Percentile	\$470,000	\$155,209		\$294,791					\$450,000	N	N	N		N		
MICHAEL STEWART WITHERELL	LABORATORY DIRECTOR	LBNL	MRZ	Below the 50th Percentile	\$439,992	\$403,343			\$6,687		\$10,330		\$420,360	Y	N	N		N	\$9,830	\$1,128,000
ANNIE M. WONG	DIRECTOR - HEALTH SYSTEM CONTRACTS	UCD	Salary Range	Below the Maximum Salary Range	\$259,065	\$254,664	\$52,086				\$9,377		\$316,127	N	N	N		N		
JANE Y. WONG	EXECUTIVE DIRECTOR-IT APPLICATIONS, CAMPUS/UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$270,730	\$260,728	\$24,169		\$22,805		\$11,410		\$319,112	N	N	N		N		
ALLISON M. WOODALL	DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS	UCOP	MRZ	Below the 60th Percentile	\$272,267	\$265,065							\$265,065	Y	N	N	5%	N		
DIANA WU DRAGUN	DEAN - UNIVERSITY EXTENSION	UCB	MRZ	Below the 50th Percentile	\$224,864	\$221,044							\$221,044	Y	N	N	5%	N		
KEITH YAMAMOTO	PROFESSOR/VC-SCIENCE POLICY AND STRATEGY	UCSF	MRZ	Below the 75th Percentile	\$400,500	\$404,733		\$19,433					\$424,166	N	N	N		N		
HENRY T. YANG	CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$401,020	\$394,207			\$8,916				\$403,123	Y	Y	N	5%	N		
ERIC LAMONE YARBER	FORMER ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000					\$168,333		\$418,333	N	N	N		N		
KATHERINE A. YELICK	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$345,204	\$334,144							\$334,144	Y	N	N		N		
DIANE J. ZALBA	CHIEF PHARMACY OFFICER, UCLA HEALTH SCIENCES	UCLA	Salary Range	Below the Maximum Salary Range	\$287,003	\$281,736	\$34,830				\$12,102		\$328,668	N	N	N		N		
XIAOCHUAN ZHANG	DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$240,251	\$236,169	\$103,193						\$339,362	N	N	N		N		