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 <u>less than 1 percent</u> of UC's total payroll of \$14.2 billion.
- <u>UC health sciences personnel and coaches remain the highest paid employees</u>: 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 takehome 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 multiyear 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.

• <u>UC Chancellors' compensation relative to market</u>: 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.

- <u>Incentive compensation is used to motivate excellent performance in support of University priorities</u>: 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.

- <u>Funding source for recognition awards</u>: 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:

<u>Annualized Base Salary as of December 31</u>: 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.

<u>Actual Base Salary Received</u>: This column reports the actual base salary received by the employee during the calendar year.

<u>Actual Bonuses/Incentives Received</u>: 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.

<u>Actual Amount Received from the Health Sciences Compensation Plan</u>: 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.

<u>Actual Stipend Received</u>: This column reports the actual stipend total the employee received during the calendar year.

<u>Actual Auto Allowance Paid</u>: This column represents the actual auto allowance the employee received during the calendar year.

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

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

<u>Total Cash Compensation</u>: 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.

<u>Senior Management Benefits</u>: 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.

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

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

<u>Senior Management Supplemental Benefit</u>: 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.

<u>Additional Post-Retirement Benefits</u>: 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.

<u>Reimbursed Moving Costs</u>: 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.

<u>University-Provided Home Mortgage</u>: 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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MACHINE OF MACHINE MAC						Base Salary as of	Base Salary	Bonuses/ Incentives	Received from the Health Sciences Compensation	Stipend	Auto Allowance	Compensation/ Payments/	Temporary Housing/ Relocation Allowances			Provided		Supple- mental	Post- Retirement	Moving	Provided Home
PRINCIPATION STRUCTURES PRINCIPATION CO. MAY CO.	Name		Loc	MRZ/Salary Range	Comments	Dec. 31	Received	Received	Plan	Received	Paid	Received	Pd to Empl	Compensation	Benefits	Housing	Benefits	Benefit	Benefits	Costs	Mortgage
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MARCHAND	DAVID ALCOCER		UCOP	MRZ	Percentile	\$189,668	\$160,356	\$5,000		\$9,977				\$175,333	N	N	N		N		
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SALPETER ALOSIS		HEAD FOOTBALL STRENGTH																			
SATION AMANTHASWAM	SAL PETER ALOSI		UCLA	Salary Range		\$250,000	\$250,000					\$130,833		\$380,833	N	N	N		N		
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SERVICES/PRESIDENT- BRIDGE CHUIDEN'S BROWN CHUIDEN'S BROWN CHUIDEN'S BROWN CHUIDEN'S BROWN CHUIDEN'S S25,000 S17,720 V N N N S% N N S N N S N N S N N S N N																					
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VICE CHANCELOR						40-0,000	4=-,-==					1		¥,					1		
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UNIVERSITY DEVELOPMENT AND ALUMNIR RELATIONS UCSF Salary Range Percentile \$400,000 \$383,407	JACOB A APPELSMITH	CHIEF CAMPUS COUNSEL	UCD	MRZ		\$266,086	\$260,837							\$260,837	Υ	N	N	5%	N		
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ARRINGTON UCLA HEALTH UCLA Salary Range Range \$319,300 \$313,446 \$46,501 \$ \$23,250 \$383,197 N N N N N N N N N N N N N N N N N N N		CHIEF FINANCIAL OFFICER,		, ,	Below the																
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EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA Maximum Salary Maximum Salary Selow the Maximum Salary Selow the Selo	DECCV 1401414114 4 DDDV46		ucon			6227.040	6240.024							4340 034	.,			F0/			
GENERAL SERVICES, UCLA Maximum Salary Maximum Salary S265,460 S38,069 S19,925 S323,454 N N N N N N N N N N N N N N N N N N	PEGGY MCNAMAKA ARRIVAS		UCOP	MIKZ		\$327,049	\$318,834	-	1	 	<u> </u>	+	-	\$318,834	Y	N	N	5%	N		\vdash
RICHARD F AZAR HOSPITAL SYSTEM UCLA Salary Range Range \$270,417 \$265,460 \$38,069 \$19,925 \$323,454 N N N N N N N N N N N N N N N N N N																					
Selow the 90th Selo	RICHARD F AZAR		UCLA	Salary Range		\$270.417	\$265,460	\$38,069				\$19,925	1	\$323,454	N	N	N	1	N		
JAGDEEP SINGH BACHHER CHIEF (INVESTMENT OFFICER UCOP) MRZ Percentile \$652,454 \$641,368 \$680,127 \$8,916 \$1,330,411 Y N N 5% N \$1,800,000 CHIEF CLINICAL AND Below the 25th Below the 25th N			1	,		+//	7222,120	+,	i e	1	i e	7,3		,,	<u> </u>	-		1	T		\vdash
MARGARITA M BAGGETT SUPPORT SERVICES OFFICER UCSD MRZ Percentile \$377,260 \$369,637 Y N 5% N Below the Maximum Salary	JAGDEEP SINGH BACHHER		UCOP	MRZ		\$652,454	\$641,368	\$680,127			\$8,916			\$1,330,411	Υ	N	N	5%	N		\$1,800,000
Below the Maximum Salary																					
Maximum Salary Maximum Salary	MARGARITA M BAGGETT	SUPPORT SERVICES OFFICER	UCSD	MRZ		\$377,260	\$369,637					1		\$369,637	Y	N	N	5%	N		
			1									1	1		l			1			
	ROSEMARIE A BALLA	AVC AND CFO	UCB	Salary Range		\$274,456	\$267,103			\$30,420			\$14,625	\$312,148	N	N	N		N		

						P	innuai keport On	Executive Compens	ation for Calendal	r rear 2016										
	ADMINISTRATIVE VICE			Below the 75th																
MICHAEL JOHN BECK	CHANCELLOR	UCLA	MRZ	Percentile	\$360,000	\$270,000					\$36,000	\$6,048	\$312,048	Υ	N	N	5%	N	\$9,648	\$1,015,000
	SENIOR VICE PRESIDENT-			note the sectors																
	INFORMATION TECHNOLOGY,			Below the Midpoint																
JOSEPH BENGFORT	CAMPUS/UCSF HEALTH	UCSF	Salary Range	Salary Range	\$459,193	\$450,767	\$67,617						\$518,384	N	N	N		N		
	VICE PRESIDENT-FINANCIAL			Below the																
	PLANNING AND BUDGETING,			Maximum Salary																
JAMES BENNAN	UCSF HEALTH	UCSF	Salary Range	Range	\$283,279	\$272,813	\$39,670				\$9,782		\$322,265	N	N	N		N		
				Below the 50th																
DAVID ERIK BERGQUIST	CHIEF CAMPUS COUNSEL	UCR	MRZ	Percentile	\$243,483	\$240,019							\$240,019	Υ	N	N	5%	N		
				Below the 50th																
FRANKLIN SCOTT BIDDY	VICE CHANCELLOR	UCB	MRZ	Percentile	\$410,046	\$403,079				\$8,916			\$411,995	Y	N	N	5%	N		
I				Below the 75th																
JEFFREY A BLAIR	LABORATORY COUNSEL	LBNL	MRZ	Percentile	\$317,424	\$307,254							\$307,254	Υ	N	N	5%	N		
				Below the 50th																
GENE D. BLOCK	CHANCELLOR	UCLA	MRZ	Percentile	\$454,574	\$446,851				\$8,916			\$455,767	Y	Υ	N		N		
CEORGE D DILIBATATION	CUANCEU OR			Below the 25th	6204.655	6207.050				60.046			4205 DEC	v	.,	l				
GEORGE R BLUMENTHAL	CHANCELLOR	UCSC	MRZ	Percentile	\$394,655	\$387,950				\$8,916			\$396,866	Y	Y	N		N		
	MANAGING DIRECTOR -			Palow the Midneint																
RICHARD M. BOOKSTABER		ucon	Color Broom	Below the Midpoint	\$309.000	6202 750	\$49.500						6252.250	N	N	l				
RICHARD M. BOOKSTABER	INVESTMENTS	UCOP	Salary Range	Salary Range Below the	\$309,000	\$303,750	\$49,500						\$353,250	N	N	N		N		
	CHIEF LEGAL COUNSEL, UCLA			Maximum Salary																
LANG SCHULED DOUBLE UK			Color Broom		6264 507	6252 200	652.224				62.204		6240.000	N		l				
JANE ESTHER BOUBELIK	HEALTH DEFENSIVE	UCLA	Salary Range	Range No independent	\$264,507	\$263,380	\$52,324				\$3,284		\$318,988	IN	N	N		N		
	COORDINATOR/ASSISTANT																			
THOMAS NA DRADIEV	FOOTBALL COACH	LICLA	Calani Banas	survey data	\$250,000	\$250,000				\$3,600	\$245,417		\$499,017	N		N		N	l	
THOMAS M. BRADLEY	VICE CHANCELLOR -	UCLA	Salary Range	available Below the 50th	\$250,000	\$250,000				\$3,000	\$245,417		\$499,017	IN	IN	IN		IN		
SCOTT A BRANDT	RESEARCH	UCSC	MRZ	Percentile	\$315,353	\$310,866							\$310,866	v	N	N		N	l	\$571,500
SCOTT A BRANDI	VICE CHANCELLOR,	UCSC	IVIKZ	Below the 25th	\$315,353	\$310,800							\$310,800	,	IN	IN		IN		\$571,500
KEITH EDWARD BRANT	UNIVERSITY RELATIONS	UCSC	MRZ	Percentile	\$304,478	\$300,146				\$8,916		\$14,000	\$323,062	v	N	N	5%	N	l	
KETTH EDWARD BRAINT	VICE CHANCELLOR -	UCSC	IVINZ	reitentile	3304,476	\$300,140				30,510		314,000	3323,002		IN	IV	370	14		
	ADMINISTRATIVE AND			Below the 75th											l				l	
WENDELL C BRASE	BUSINESS SERVICES	UCI	MRZ	Percentile	\$327,818	\$322,248							\$322,248	٧	N	N	5%	N		\$300,000
WEINDEEL C BIOASE	VICE CHANCELLOR - HEALTH	OCI	IVIIVE	rercentile	JJ27,010	JJ22,240							JJ22,240		.,,	- '	370	.,	1	\$300,000
	SCIENCES AND DEAN,			Below the 50th																
DAVID ALLEN BRENNER	SCHOOL OF MEDICINE	UCSD	MRZ	Percentile	\$586,390	\$576,427		\$220,000					\$796,427	v	N	N		N		\$2,660,000
BATTIB ALEELT BITEITTER	SCHOOL OF MEDICINE	0000		Below the 60th	\$300,330	\$570,127		Ç220,000					\$730,4E7		- ''			- ''		\$2,000,000
NATHAN ERIC BROSTROM	CHIEF FINANCIAL OFFICER	LICOP	MRZ	Percentile	\$424,360	\$417,150				\$8,916			\$426,066	v	N	N	5%	N		
	VICE PRESIDENT -	300.		. J. centile	Y-12-1,500	y-11,1250			 	70,510			Ç-120,000	<u> </u>	- " -	- "-	3,0	<u> </u>	 	-
	INSTITUTIONAL RESEARCH	1	1	Below the 75th						ĺ	l				l	l			l	
PAMELA HOPE BROWN	AND ACADEMIC PLANNING	UCOP	MRZ	Percentile	\$285,725	\$260,585				ĺ	l		\$260,585	Υ	N	N	5%	N	l	
	VICE CHANCELLOR -	1	+	Below the 50th	T/	+,			1				,,		- · ·				l	
SANDRA A BROWN	RESEARCH	UCSD	MRZ	Percentile	\$327,665	\$321,380				ĺ	l		\$321,380	Υ	N	N		N	l	
	MEDICAL DIRECTOR -	1	+		+	+,			1				7,		- · ·				l	
	STUDENT HEALTH &	1	1	Below the 25th						ĺ	l				l	l			l	
BRAD BUCHMAN	COUNSELING	UCOP	MRZ	Percentile	\$375,000	\$125,000			1				\$125,000	Υ	N	N	5%	N		
	VICE PRESIDENT NATIONAL	1	1	Below the 75th	,, .,	,							,		<u> </u>					
KIMBERLY SUSAN BUDIL	LABORATORIES	UCOP	MRZ	Percentile	\$376,619	\$370,221			1	\$8,916			\$379,137	Υ	N	N	5%	N		
		1	1	1	,,	,,===				,			,, .,		<u> </u>	<u> </u>				
	INTERIM PROVOST AND	1	1	Below the 25th					1		l				l	l			l	
KENNETH C BURTIS	EXECUTIVE VICE CHANCELLOR	UCD	MRZ	Percentile	\$290,863	\$254,289			\$12,395	ĺ	l		\$266,684	N	N	N		N	l	
	MEDICAL GROUP EXECUTIVE	1	1	Below the 90th	,				1	1					1	1			1	
JOHN DUNCAN CAMPBELL	DIRECTOR	UCSD	MRZ	Percentile	\$298,918	\$292,874	\$45,892			ĺ	l		\$338,766	Υ	N	N	5%	N	l	
	VICE PROVOST - ACADEMIC	1	1	Below the 50th	,-				İ	1			,		1				1	
SUSAN L. CARLSON	PERSONNEL	UCOP	MRZ	Percentile	\$282,743	\$277,166				ĺ	l		\$277,166	Υ	N	N		N	l	
1					,,· ·-	, ,							T	-						

							Innual Report On	Executive Compens	ation for Calendar	Year 2016									
	ASSOCIATE VICE			Below the															
	CHANCELLOR, HEALTH			Maximum Salary														l	
KATHRYN A CARRICO	SCIENCES DEVELOPMENT	UCLA	Salary Range	Range	\$350,893	\$344,931						\$16,410	\$361,341	N	N	N		N	
	INTERIM VICE CHANCELLOR -			Below the 75th															
CAMERON S CARTER	RESEARCH	UCD	MRZ	Percentile	\$442,928	\$347,744		\$105,271	\$7,292				\$460,307	N	N	N		N	
	SENIOR MANAGING																		
	DIRECTOR, PUBLIC EQUITY			Below the 60th													l	l	
SCOTT CHAN	INVESTMENTS	UCOP	MRZ	Percentile	\$321,360	\$314,150	\$97,335						\$411,485	Υ	N	N	5%	N	
	VICE PRESIDENT-MEDICAL			Below the															
	CENTER ADMINISTRATION,			Maximum Salary													l	l	
CYNTHIA L. CHIARAPPA	UCSF HEALTH	UCSF	Salary Range	Range	\$293,865	\$285,194	\$41,071		\$6,782				\$333,047	N	N	N	l	N	
	VICE DEAN-FINANCE AND																		
	ADMINISTRATION, SCHOOL			Below the Midpoint														l	
MAYE C. CHRISMAN	OF MEDICINE	UCSF	Salary Range	Salary Range	\$366,919	\$359,681	\$32,793						\$392,474	N	N	N		N	
	INTERIM EXECUTIVE VICE			Below the 25th															
CAROL T CHRIST	CHANCELLOR AND PROVOST	UCB	MRZ	Percentile	\$231,750	\$97,959							\$97,959	N	N	N		N	
				No independent															
	HEAD COACH, WOMEN'S			survey data		l				l	ĺ						l	l	
CORI RASHEL CLOSE	BASKETBALL	UCLA	Salary Range	available	\$250,000	\$250,000	\$60,000			\$5,400	\$158,655		\$474,055	N	N	N	<u> </u>	N	
	VICE CHANCELLOR, BUSINESS																		
	AND ADMINISTRATIVE			Below the 60th															
RON T COLEY	SERVICES	UCR	MRZ	Percentile	\$317,538	\$311,274						\$18,437	\$329,711	Y	N	N	5%	N	
				Below the															
	VICE PRESIDENT-CLINICAL			Maximum Salary														l	
HEIDI MODEL COLLINS	SYSTEMS, UCSF HEALTH	UCSF	Salary Range	Range	\$315,706	\$302,650	\$44,623						\$347,273	N	N	N		N	
				Below the Midpoint														l	
MARGARET T CONK	CHIEF STRATEGY OFFICER	UCI	Salary Range	Salary Range	\$364,976	\$357,266	\$62,844						\$420,110	N	N	N		N	
	ASSOCIATE VICE CHANCELLOR			Below the															
	AND CHIEF INFORMATION			Maximum Salary															
LARRY D CONRAD	OFFICER	UCB	Salary Range	Range	\$337,890	\$334,977							\$334,977	N	N	N		N	
	INTERIM CHIEF			Below the 25th															
JOHN K COOK	INFORMATION OFFICER	UCD	MRZ	Percentile	\$318,723	\$312,064	\$44,344				\$17,971		\$374,379	N	N	N		N	
	ASSOCIATE VICE PRESIDENT -																		
	CHIEF PROCUREMENT			Below the 75th														l	
WILLIAM MAURICE COOPER	OFFICER	UCOP	MRZ	Percentile	\$342,989	\$331,664							\$331,664	Y	N	N		N	
	VICE CHANCELLOR/CHIEF			Below the 75th															
TERESA A COSTANTINIDIS	FINANCIAL OFFICER	UCSF	MRZ	Percentile	\$327,364	\$283,716			\$38,715				\$322,431	Y	N	N	5%	N	
				Below the 50th															
M ELIZABETH COWELL	UNIVERSITY LIBRARIAN	UCSC	MRZ	Percentile	\$223,871	\$219,454							\$219,454	Y	N	N	5%	N	
	INTERIM EXECUTIVE VICE			Below the 50th															
PETER F. COWHEY	CHANCELLOR	UCSD	MRZ	Percentile	\$373,000	\$324,000							\$324,000	N	N	N		N	\$710,000
				Above the															
	CHIEF ADMINISTRATIVE			Maximum Salary														l	
JULIE ELIZABETH CRONER	OFFICER	UCSD	Salary Range	Range	\$291,756	\$290,638	\$38,687				\$8,753		\$338,078	N	N	N		N	
	EXECUTIVE DIRECTOR,										_		_						
1	RESEARCH GRANTS			Below the 25th		l				l	ĺ						l	l	
MARY SHANNA CROUGHAN	PROGRAM OFFICE	UCOP	MRZ	Percentile	\$203,718	\$200,256							\$200,256	Y	N	N	5%	N	
1	DIRECTOR - PRIVATE EQUITY			Below the Midpoint		l				l	ĺ						l	l	
MICHELE ELISE CUCULLU	INVESTMENTS	UCOP	Salary Range	Salary Range	\$241,413	\$236,651	\$184,713						\$421,364	N	N	N		N	
	PROVOST AND EXECUTIVE			Below the 50th							_		_						
PAUL D'ANIERI	VICE CHANCELLOR	UCR	MRZ	Percentile	\$349,830	\$342,929				\$8,916	<u> </u>	\$23,698	\$375,543	Υ	N	N	<u> </u>	N	\$408,900
				Below the														1	
1				Maximum Salary		l				l	ĺ						l	l	
GRADY PATRICK DANIEL	CHIEF ADMIN OFFICER	UCSD	Salary Range	Range	\$273,862	\$273,426	\$38,567						\$311,993	N	N	N		N	
				Below the													l		
1	CHIEF FINANCIAL OFFICER,			Maximum Salary		l				l	ĺ						l	l	
RONALD ANTHONY DAVIS	UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Range	\$391,400	\$368,026	\$85,025					\$3,288	\$456,339	N	N	N		N	

Annual Report On Executive Compensation for Calendar Year 2016 VICE CHANCELLOR - STUDENT AFFAIRS AND CAMPUS Below the 90th \$313,875 \$359,300 ADELA DE LA TORRE DIVERSITY UCD MRZ Percentile \$319,300 \$313,875 Ν OPERATING OFFICER. Below the CHILDREN'S SERVICES, UCSF Maximum Salary RICHARD D. DECARLO HEALTH Salary Range Range \$596,562 \$583,534 \$90,084 \$673,618 N SVP-STRATEGY AND BUSINESS Maximum Salary SHELBY K. DECOSTA DEVELOPMENT, UCSF HEALTH UCSF Salary Range Range \$520,000 \$443,228 \$38,554 \$42,380 \$524,162 \$28,985 VICE CHANCELLOR -Below the 90th PLANNING AND BUDGET JCSC MRZ \$282,730 \$278,707 MARGARET L DELANEY Percentile \$278,707 Ν Below the 50th NICHOLAS DIRKS CHANCELLOR Percentile \$531,939 \$522,902 \$8,916 \$30,425 \$562,243 N EXECUTIVE DIRECTOR Below the NETWORKED DATA Maximum Salary DAVID O. DOBBS WAREHOUSE, UCSF HEALTH UCSF \$324,642 \$318,687 \$48,960 \$18,750 \$386,397 Salary Range Range Ν CHIEF FINANCIAL OFFICER -Below the 25th LORI R DONALDSON UCSD MEDICAL CENTER JCSD Percentile \$361,558 \$354,255 \$2,500 \$356,755 5% PROVOST AND EXECUTIVE V Below the 25th MRZ AIMEE DORR ACADEMIC AFFAIRS JCOP Percentile \$382,454 \$375,956 \$375,956 VICE CHANCELLOR -Below the 60th MARY M DOYLE INFORMATION TECHNOLOGY UCSC MRZ Percentile \$282,730 \$278,707 \$278,707 5% N \$945,000 VICE PRESIDENT SYSTEMWIDE HUMAN Below the 60th RESOURCES UCOP \$327,818 \$327,818 \$27,318 \$8,916 5% \$989,100 DWAINE BRIAN DUCKETT MR7 Percentile \$364,052 N Ν DEAN - UNIVERS Below the 50th SHARON A. DUFFY EXTENSION MR7 Percentile \$225,101 \$221,277 \$221,277 N MEDICAL OFFICER-BENIOFF Below the CHILDREN'S HOSPITAL Maximum Salary DAVID J DURAND UCSF Salary Range \$412,500 \$410,925 \$62,221 \$17,413 \$490,559 N Range No independent survey data HEAD COACH - FOOTBALL vailable DANIEL DYKES Salary Range \$350,000 \$341,667 \$40,000 \$5,400 \$2,504,166 \$2,891,233 N VICE PRESIDENT-MATOR CONSTRUCTION PROJECTS, Maximum Salary STUART ECKBLAD UCSF HEALTH UCSF Salary Range Range \$296,934 \$291,491 \$31,590 \$323,081 CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CHIEF Below the OPERATING OFFICER, Maximum Salary FARANAK K ELAHI FACULTY PRACTICE GROUP UCLA Salary Range Range \$336,527 \$330,809 \$61,261 \$392,070 VICE PRESIDENT, RESEARCH ARTHUR BARON ELLIS UCOP MRZ AND GRADUATE STUDIES Percentile \$300,000 \$92,391 \$8,052 \$100,443 5% Ν RESOURCES PLANNING & Below the TALENT ACQUISITION, UCLA Maximum Salary \$268,733 ROBIN EPSTEIN LUDEWIG HEALTH Salary Range Range \$276,959 \$40,334 \$11,716 \$320,783 No independent survev data

\$215,700

\$3,000

\$422,852

\$314,650

\$302,093

N

N

DAVID ESQUER

JOHN G. FALLE

ROGER W FALCONE

HEAD COACH - BASEBALL

ASSOCIATE VICE PRESIDENT FEDERAL GOVERMENT

SCIENTIFIC DIVISION

DIRECTOR

RELATIONS

Salary Range

Salary Range

JCOP MRZ

vailable

Maximum Salary

Below the 75th

Percentile

Below the

Range

\$170,000

\$327,740

\$304,773

\$167,152

\$314,650

\$299,093

\$40,000

						, ,	nnual Report On	Executive Compense	ntion for Calendar	Year 2016										
	VICE PRESIDENT-HEALTH			Below the																, '
	PLAN STRATEGY/MANAGED			Maximum Salary																ı
REECE I FAWLEY	CARE, UCSF HEALTH VICE CHANCELLOR - HEALTH	UCSF	Salary Range	Range	\$371,288	\$360,942	\$53,137		\$2,336				\$416,415	N	N	N		N		
	AFFAIRS AND CHIEF																			ı
	EXECUTIVE OFFICER - UC			Below the 25th																ı
HOWARD J FEDEROFF	IRVINE HEALTH SYSTEM	UCI	MRZ	Percentile	\$800,000	\$765,277	\$167,840	\$64,168		\$7,678			\$1,004,963	Y	N	N		N		ı
	VICE CHANCELLOR PLANNING			Below the 90th	, ,		, , , , ,	, , , , ,		. ,			, ,						1	
DANIEL MARTIN FEITELBERG	AND BUDGET	UCM	MRZ	Percentile	\$288,398	\$282,709						\$15,938	\$298,647	Υ	N	N	5%	N		ı
	VICE CHANCELLOR FOR																			
	ADMINISTRATIVE																			ı
	SERVICES/CAMPUS			Below the 60th																ı
MARC P FISHER	ARCHITECT INTERIM ASSOCIATE VICE	UCSB	MRZ	Percentile	\$303,016	\$297,868							\$297,868	Y	N	N		N		
	PRESIDENT & DIRECTOR,																			'
	STATE GOVERNMENT			Below the 25th																ı
KIERAN FLAHERTY	RELATIONS	UCOP	MR7	Percentile	\$207,500	\$177,260			\$2,256				\$179,517	N	N	N		N		,
				Below the	+===,===	72.17200			+=/===				¥ = 1 = 7 = 2	- '					1 1	
	CHIEF CONTRACTING			Maximum Salary		1					1									i
MARGARET G. FOLLETTE	OFFICER, UCLA HEALTH	UCLA	Salary Range	Range	\$287,777	\$282,495	\$41,909						\$324,404	N	N	N		N		
				Above the				•												
	MANAGING DIRECTOR,	1		Maximum Salary					l			1					l			ı '
EDMOND FONG	ABSOLUTE RETURNS	UCOP	Salary Range	Range	\$295,949	\$289,309	\$208,190						\$497,499	N	N	N		N		
	ASSOCIATE VICE CHANCELLOR, HEALTH			Above the Maximum Salary																, '
JEAN ELIZABETH FORD	SCIENCES ADVANCEMENT	LICSD	Salary Range	Range	\$340,000	\$340,000	\$49,019				\$11,220		\$400,239	N	N	N		N	\$2,981	'
JEAN ELIZABETH FORD	VICE CHANCELLOR-	UC3D	Salary Natige	Natige	\$340,000	3340,000	343,013				311,220		3400,233	IN	IN	IN		IN	32,301	
	UNIVERSITY																			, '
	DEVELOPMENT/ALUMNI			Below the 75th																, '
JOHN B FORD	RELATIONS	UCSF	MRZ	Percentile	\$488,036	\$466,559				\$8,916			\$475,475	Y	N	N	5%	N		, '
				Below the																,
	DIRECTOR - PATIENT			Maximum Salary																'
ANN D FRANKEL	ACCOUNTS ADMINISTRATION	UCD	Salary Range	Range	\$269,468	\$264,152	\$46,647						\$310,799	N	N	N		N		
	VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND DEAN-			Below the 25th																'
JULIE ANN FREISCHLAG	SCHOOL OF MEDICINE	UCD	MRZ	Percentile	\$537,138	\$528,012		\$195,475					\$723,487	Υ	N	N		N		'
JOEIE ANN FREISCHEAG	VICE CHANCELLOR-	UCD	IVINZ	reiteiltile	3337,130	3328,012		3155,475					3723,467	- '	IN	IN		IN	+	
	STRATEGIC																			ı
	COMMUNICATIONS/UNIVERS			Below the Midpoint																ı
BARBARA J. FRENCH	ITY RELATIONS	UCSF	Salary Range	Salary Range	\$332,748	\$319,387					1		\$319,387	N	N	N		N		i
JULIA MARY COMBS				Below the 60th																
FRIEDLANDER	DEPUTY GENERAL COUNSEL	UCOP	MRZ	Percentile	\$257,500	\$253,125							\$253,125	Υ	N	N	5%	N		
	VP-CHILDREN'S SERVICES			Below the		1					1									i
ROBERT S. FRIES	FINANCE/CFO, CHILDREN'S HOSPITAL OAKLAND	LICSE	Calary Bango	Maximum Salary	\$520,163	\$511,656	\$43,537				1	\$50,906	\$606,099	N	N	N		N	\$40,479	ı
NUDERI 3. FRIES	HUSFITAL UAKLAND	UCSF	Salary Range	Range	\$320,103	\$311,036	\$45,557		-		-	\$50,900	\$60,000	IN	IN	IN	 	IN	\$40,479	
	CAMPUS PROVOST AND			Below the 50th		1					1									i
ALISON GALLOWAY	EXECUTIVE VICE CHANCELLOR	ucsc	MRZ	Percentile	\$362,990	\$355,830			l			1	\$355,830	Υ	N	N	l	N		ı
					· · · · · · · · · · · · · · · · · · ·															
	DIRECTOR, LABOR RELATIONS			Below the		1					1									ı
	& COMPENSATION, UCLA	1		Maximum Salary					l			1					l			ı
MAURE D GARDNER	HEALTH	UCLA	Salary Range	Range	\$276,959	\$268,733	\$40,334		\$11,716		\$10,142		\$330,925	N	N	N		N		
	CHIEF CAMPUS COUNSEL			Dalamaha 754h																ı
DIANE FIELDS GEOCARIS	AND ASSOCIATE GENERAL COUNSEL	LICI	MD7	Below the 75th	\$287,005	\$282,129					1		\$282,129	v	N	N	5%	N		ı
DIAINE FIELDS GEOCARIS	COUNSEL	UCI	MRZ	Percentile Below the 60th	\$287,005	\$282,129			-		-	-	\$282,129	T	IN	IN	376	IN	 	
GEOFFREY TAYLOR GIBBS	DEPUTY GENERAL COUNSEL	UCOP	MRZ	Percentile	\$265,740	\$261,225					1		\$261,225	Y	N	N	5%	N		ı
					7,	+,						1	,,				***			

							Annual Report On	Executive Compens	ation for Calenda	r Year 2016										
				Above the																
	MANAGING DIRECTOR - REAL			Maximum Salary																i l
GLORIA BROWNING GIL	ESTATE	UCOP	Salary Range	Range	\$315,132	\$309,777	\$144,542						\$454,319	N	N	N		N		\$726,200
				Below the 50th																i l
HOWARD AARON GILLMAN	CHANCELLOR	UCI	MRZ	Percentile	\$499,550	\$491,063				\$8,916			\$499,979	Υ	Υ	N		N		
				Below the																i
	SENIOR PHILANTHROPIC			Maximum Salary																i l
NICHOLAS GOLDSBOROUGH	ADVISOR, EXTERNAL AFFAIRS	UCLA	Salary Range	Range	\$318,270	\$312,863							\$312,863	N	N	N		N		ı
	VICE CHANCELLOR - STUDENT			Below the 60th																1.
JUAN C GONZALEZ	AFFAIRS	UCSD	MRZ	Percentile	\$276,905	\$271,594						\$16,250	\$287,844	Υ	N	N	5%	N		\$525,000
	INTERIM VICE CHANCELLOR			Below the 60th																i
MONROE GORDEN JR.	STUDENT AFFAIRS	UCLA	MRZ	Percentile	\$273,000	\$251,854	\$10,000						\$261,854	N	N	N		N		
				No independent																i
l	HEAD WOMEN'S BASKETBALL			survey data																i
LINDSAY GOTTLIEB	COACH	UCB	Salary Range	available	\$335,000	\$322,500	\$65,000			\$5,400	\$225,000		\$617,900	N	N	N		N		
	CHIEF NURSING EXECUTIVE,		L	Below the 90th																i
KAREN ANN GRIMLEY	UCLA HEALTH	UCLA	MRZ	Percentile No independent	\$379,050	\$372,102	\$76,334						\$448,436	Y	N	N	5%	N		
	DIRECTOR, INTERCOLLEGIATE			survey data																i l
DANIEL GENE GUERRERO	ATHLETICS	UCLA	Salary Range	available	\$850,593	\$837,092	\$95,000						\$932,092	N	N.	N.		N		\$850,000
DAINIEE GEIVE GOERRERO	ASSOCIATE CHIEF	UCLA	Jaiai y Italige		\$850,593	\$637,092	\$95,000						\$932,092	IN	N	N		IN		3030,000
ADTUUR BIRTING CUILAARAS				Below the 50th	43.45.455	6220 622	6440 405					645.000	d=02.020	v	N	N	F0/	N		ć4 220 000
ARTHUR RIBEIRO GUIMARAES	SENIOR VICE PRESIDENT,	UCOP	MRZ	Percentile	\$346,466	\$339,632	\$148,406		ļ			\$15,000	\$503,038	Y	N	N	5%	N		\$1,330,000
	OFFICE OF INNOVATION &			Below the 50th																i l
CHRISTINE GULBRANSON	ENTREPRENEURSHIP	UCOP	MRZ	Percentile	\$325,000	\$177.273				\$4.863			\$182.136	v	N	N	5%	N		1
CHRISTINE GOEBRANSON	VICE PROVOST DIVERSITY	UCUF	IVINZ	Below the 60th	3323,000	31/1,2/3				34,003	†		\$102,130		IN	IN	370	IN		\vdash
VELVIA YVETTE GULLATT	AND ENGAGEMENT	LICOP	MRZ	Percentile	\$252,089	\$246,570							\$246,570	v	N	N	5%	N		1
VELVIA TVETTE GOLLATT	AND ENGAGEWENT	UCUF	IVINZ	Below the 50th	3232,009	3240,370							3240,370		IN	IN	370	IN		
ELISABETH R GUNTHER	CAMPUS COUNSEL	UCM	MRZ	Percentile	\$237,544	\$234,164						\$7,725	\$241,889	٧	N	N	5%	N		\$243,000
EEIS/IDETT IN CONTINEN	CHINI OS COONSEE	O C.IVI		Below the	Q237,344	Q234,204						Ç1,123	Q2-11,003			- ''	5,0			\$243,000
	ASSOCIATE VICE CHANCELLOF			Maximum Salary																i l
CLARE T HANSEN SHINNERL	CAMPUS LIFE SERVICES	UCSF	Salary Range	Range	\$311,732	\$306,264							\$306,264	N	N	N		N		1
			, ,		, ,	1							, , , , ,							
	VP-MERGERS, ACQUISITIONS,			Below the																i
	BUSINESS DEVELOPMENT,			Maximum Salary																i
JOHN P HARRIS	UCSF HEALTH	UCSF	Salary Range	Range	\$412,004	\$404,446	\$48,336						\$452,782	N	N	N		N		i l
	INTERIM CHIEF CAMPUS			Below the 50th																
LIV KRISTIN HASSETT	COUNSEL	UCSC	MRZ	Percentile	\$225,000	\$192,780	\$500		\$1,774				\$195,054	N	N	N		N		i
				Below the 75th																
SAMUEL HAWGOOD	CHANCELLOR	UCSF	MRZ	Percentile	\$795,675	\$782,156				\$8,916			\$791,072	Υ	Υ	N		N		i
	VICE CHANCELLOR -			Below the 25th																
PETER A. HAYASHIDA	UNIVERSITY ADVANCEMENT	UCR	MRZ	Percentile	\$311,221	\$305,933				\$8,916			\$314,849	Υ	N	N	5%	N		\$409,500
	SENIOR VICE PRESIDENT,	1		Below the 60th	l .															i 7
JULIE ANN HENDERSON	PUBLIC AFFAIRS	UCOP	MRZ	Percentile	\$288,400	\$283,500			1	\$8,916			\$292,416	Υ	N	N	5%	N		ldot
1	VICE CHANCELLOR -			Below the 50th	l .	1	ĺ													1.
BRIAN T HERVEY	UNIVERSITY ADVANCEMENT	UCI	MRZ	Percentile	\$383,000	\$342,821				\$3,715			\$346,536	Υ	N	N	5%	N		\$529,200
DALBULLUSVES	INTERNAL CHANGELLOR		1407	Below the 25th	l		ĺ													6507.500
RALPH J HEXTER	INTERIM CHANCELLOR	UCD	MRZ	Percentile	\$400,842	\$394,032			ļ	\$8,916			\$402,948	Υ	N	N		N		\$607,500
1	VICE CHANCELLOR			L		1	ĺ													1
	DEVELOPMENT AND ALUMNI	l		Below the 25th																i l
KYLE DEAN HOFFMAN	RELATIONS	UCM	MRZ	Percentile	\$244,953	\$241,469				\$8,916			\$250,385	Υ	N	N	5%	N		
ROBIN HELENE HOLMES-		l		Below the 25th			ĺ							l	l					1 1
SULLIVAN	VP STUDENT AFFAIRS	UCOP	MRZ	Percentile	\$290,000	\$25,317			1				\$25,317	Υ	N	N	5%	N	\$10,897	\longleftarrow
	VC OF UNIVERSITY DEVELOPMENT AND ALUMNI			Delessable Forb		1	ĺ													1
HILLE MODGAN HOODES		LICE	14D7	Below the 50th	¢201 400	6394.750	ĺ			¢0.016		¢10.670	6412.226	v		N.	F0/	N.		1 1
JULIE MORGAN HOOPER	RELATIONS ASSOCIATE LABORATORY	UCB	MRZ	Percentile Below the 75th	\$391,400	\$384,750	1		 	\$8,916	-	\$18,670	\$412,336	Y	N	N	5%	N		
CUCAN CHURRARD	DIRECTOR	LDAU	MRZ		6267.428	6355.350	ĺ						6255.250	v		N	5%	N		1
SUSAN S HUBBARD	DIRECTOR	LBNL	IVIKZ	Percentile	\$367,128	\$355,358							\$355,358	Ý	N	iN	5%	iN		

						P	innuai keport On	Executive Compensa	ition for Calendar	Tear 2016										
	VP - AGRICULTURE AND			Below the 60th																
GLENDA LEE HUMISTON	NATURAL RESOURCES	UCOP	MRZ	Percentile	\$281,000	\$274,000							\$274,000	Y	N	N	5%	N		
	INTERIM VICE CHANCELLOR			Below the 50th																
JOSEPH ROBERT INCANDELA	FOR RESEARCH	UCSB	MRZ	Percentile	\$320,000	\$304,525							\$304,525	N	N	N		N		
				Below the																
	SCIENTIFIC DIVISION			Maximum Salary																
BARBARA V. JACAK	DIRECTOR FACULTY	LBNL	Salary Range	Range	\$268,900	\$230,100			\$20,880		\$76,650		\$327,630	N	N	N		N		
				Above the																
	EXECUTIVE DIRECTOR,			Maximum Salary													l			
	ANCILLARY SERVICES	UCI	Salary Range	Range	\$310,500	\$315,977	\$22,084						\$338,061	N	N	N		N		
	VICE CHANCELLOR - CHIEF			Below the 75th																
MEREDITH MICHAELS JED	FINANCIAL OFFICER	UCI	MRZ	Percentile	\$329,000	\$324,000							\$324,000	Υ	N	N	5%	N		
	SENIOR VICE CHANCELLOR-																			
	FINANCE AND			Below the 75th																
PAUL E JENNY	ADMINISTRATION	UCSF	MRZ	Percentile	\$368,000	\$163,091					\$73,600		\$236,691	Y	N	N	5%	N	\$22,683	
	CHIEF COMMUNICATIONS			Below the																
	AND MARKETING OFFICER,			Maximum Salary								l					l			
NANCY WEIGEL JENSEN	UCLA HEALTH	UCLA	Salary Range	Range	\$309,000	\$303,750	\$60,254					\$22,500	\$386,504	N	N	N	l	N		
				Below the																
				Maximum Salary								l					l			
MATTHEW JENUSAITIS	CHIEF OF STAFF	UCSD	Salary Range	Range	\$284,991	\$245,995	\$42,264		\$62,700				\$350,959	N	N	N		N		
	EXECUTIVE VICE PRESIDENT-			-																
	UCSF HEALTH																			
	OPERATIONS/CHIEF			Below the 90th																
VINCENT L JOHNSON JR.	OPERATING OFFICER	UCSF	MRZ	Percentile	\$710,000	\$733,138	\$114,648						\$847,786	Y	N	N	5%	N	\$35,613	
	SENIOR VICE PRESIDENT-UCSF			Below the 60th																
KENNETH M JONES	HEALTH AFFILIATES	UCSF	MRZ	Percentile	\$620,816	\$602,509	\$77,792						\$680,301	Y	N	N	5%	N		
	VICE CHANCELLOR EQUITY,			Below the 75th	+,	7002,000	4,						7000,000							
	DIVERSITY AND INCLUSION	UCLA	MRZ	Percentile	\$280,160	\$290,290					\$141,944	\$12,000	\$444,234	Y	N	N		N		\$1,000,000
	INTERIM VICE CHANCELLOR			Below the 50th	+===,===	+,					4= 1= /0 11	+ /	¥,							+-,,
ANN R KARAGOZIAN	FOR RESEARCH	UCLA	MR7	Percentile	\$314,650	\$301,130							\$301,130	N	N	N		N		
				No independent	402.7000	+000/000							7002,200	- '						
	DEFENSIVE COORDINATOR -			survey data																
	FOOTBALL	UCB	Salary Range	available	\$250,000	\$239,583					\$333,750		\$573,333	N	N	N		N		
744110471440177744	T CO TEXTEE	OCD	building Hurige	Below the	Ģ230,000	Ų233,303					<i>4333,130</i>		4373,333	.,	- ''					
	ASSOCIATE LABORATORY			Maximum Salary																
	DIRECTOR	LBNL	Salary Range	Range	\$415,056	\$401,756							\$401,756	N	N	N		N		
	VICE CHANCELLOR -	CDIVE	Julia y Hallige	nunge	J413,030	J401,730							J-101,730	- 14	- "	- "	 	- "		
	DEVELOPMENT AND ALUMNI			Below the 50th								l					l			
SHAUN B. KEISTER	RELATIONS	UCD	MRZ	Percentile	\$388,108	\$380,452				\$8,916	\$890	l	\$390,258	v	N	N	5%	N		
	VICE CHANCELLOR -	JCD	IVIIVZ	Below the 60th	2200,100	\$30U,#3Z				30,710	3030		3350,236	-	IV	IN	370	IN		
	RESEARCH	UCI	MRZ	Percentile	\$358,000	\$150,524						l	\$150,524	v	N	N	l	N	\$26,940	
HAWOU F. KHANGONEKAR	NESERIVER	JCI	IVIIVZ	Below the 50th	3330,000	\$130,324							\$130,324	-	IV	IN	l	IN	⊋∠∪,⊅4 ∪	
PRADEEP K KHOSLA	CHANCELLOR	LICED	MRZ	Percentile	\$449,208	\$441,573				\$8,916			\$450,489	v	v	N		N	1	
	ASSOCIATE VICE PRESIDENT -	OCSD	IVINZ	reitentile	\$449,208	\$441,573				\$8,910			\$450,469		T	IN	 	IN	\vdash	
	CAPITAL FINANCIAL	l										l					l		1	
	PLANNING/CAPITAL			Below the 75th								l					l			
		LICOR	1407		6245.245	6204 022							¢204.022	٧	N	N	5%		1	
SANDRA H KIM	PROGRAMS	UCOP	IVIKZ	Percentile	\$315,345	\$304,932							\$304,932	Y	N	N	5%	N		
1	DEAN-SCHOOL OF	l										l					l		1	
				Rolow the EOth								l					l			
	MEDICINE/VICE CHANCELLOR			Below the 50th	6645.540	6620.075		6200 CO.4				l	6020 570	.,	١	١	l	١	1	6525 000
TALMADGE E. KING JR	MEDICAL AFFAIRS	UCSF	MRZ	Percentile	\$645,540	\$639,975		\$280,604					\$920,579	Y	N	N	.	N	 	\$625,000
l		l	L	Below the 60th								l			l	l	l	l		
JAMES D KIRK	CHIEF MEDICAL OFFICER	UCD	MRZ	Percentile	\$495,000	\$443,613	\$90,731						\$534,344	Y	N	N	5%	N		
L		l	L	Below the 60th								l			l	l	l	l	l	
MARGARET M KLAWUNN	VC STUDENT AFFAIRS	UCSB	MRZ	Percentile	\$272,940	\$268,302							\$268,302	Υ	N	N		N	\$24,466	\$500,550
[VC-UNDERGRADUATE	1.		Below the 90th								l					l			
CATHERINE P KOSHLAND	EDUCATION	UCB	MRZ	Percentile	\$278,409	\$273,679							\$273,679	Y	N	N		N		

							annuai keport On	Executive Compens	ation for Calendar	r Year 2016										
	ASSOCIATE VICE CHANCELLOR OF INFORMATION																			
	TECHNOLOGY AND CHIEF			Below the 25th																1
ANN ELIZABETH KOVALCHICK	INFORMATION OFFICER	UCM	MRZ	Percentile	\$219,606	\$215,274						\$7,000	\$222,274	Υ	N	N	5%	N		\$314,900
	CHIEF CONTRACTING OFFICER			Below the Maximum Salary																
DAVID V. KRAUS	- MEDICAL CENTER	LICSD	Salary Range	Range	\$355,315	\$348,712	\$63,770		\$16,196				\$428,678	N	N	N		N		1
5,115 T. 115105	CHIEF ADMINISTRATIVE	0000	bulary number	nunge	<i>ψ333,313</i>	\$510,71L	Ç03,770		\$10,130				\$120,070	- "	- ''	- ''		- ''		
	OFFICER - SURGICAL,			Below the																1
	ANESTHESIA, MUSC, NEURO,			Maximum Salary																1
BRENDAN REED KREMER	IMAGING SVCS	UCSD	Salary Range	Range	\$284,260	\$278,980			\$26,239				\$305,219	N	N	N		N		
				Below the																
	ASSOCIATE			Maximum Salary																1
CLARE M KRISTOFCO	CHANCELLOR/CHIEF OF STAFF	UCSD	Salary Range	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		
GEETIN B. NOBIJIN		LDITE		referrenc	\$330,000	Ş343,570							\$343,370	·	- "		3,0	.,,		
1	MANAGING DIRECTOR -		1	Below the Midpoint								1	l		l	l	l			
SAMUEL KUNZ	INVESTMENTS	UCOP	Salary Range	Salary Range	\$291,748	\$286,791	\$63,436					\$11,000	\$361,227	N	N	N		N		
	DIDECTOR DEVENUE OVOICE			Below the																
THCIA KIMANI	DIRECTOR - REVENUE CYCLE SERVICES, UCSF HEALTH	LICCE	Salary Bango	Maximum Salary	\$271,858	\$265,710	\$28,666			1	\$12,422	1	\$306,798	N	N	N		N		
LUCIA KWAN	SERVICES, UCSF REALTH	UCSF	Salary Range	Range Below the	\$271,858	\$205,710	\$28,000				\$12,422		\$300,798	IN	IN	IN		IN		
	CONTROLLER, HOSPITAL			Maximum Salary																
GWENDOLINE E LAKE	SYSTEM	UCLA	Salary Range	Range	\$290,064	\$276,382	\$40,619				\$13,343		\$330,344	N	N	N		N		
	PRESIDENT AND CHIEF																			
	EXECUTIVE OFFICER, UCSF			Below the 60th																
MARK R LARET	HEALTH	UCSF	MRZ	Percentile	\$1,041,543	\$1,012,846	\$185,156			\$8,916			\$1,206,918	Υ	N	N	5%	N		
	VICE CHANCELLOR BUSINESS			Date the Fort																
	AND ADMINISTRATIVE SERVICES	UCSC		Below the 50th	620F 400	4270.057							6270.057	v	١	l				\$662,350
SARAH CHRISTINA LATHAM	PROVOST AND EXECUTIVE	UCSC	MRZ	Percentile Below the 50th	\$285,488	\$279,857							\$279,857	Y	N	N	5%	N		\$662,350
ENRIQUE JOSE LAVERNIA	VICE CHANCELLOR	UCI	MRZ	Percentile	\$386,250	\$379,688				\$8,916			\$388,604	٧	N	N		N		
ETTINIQUE FOSE ETTENNIA	CHIEF TECHNOLOGY OFFICER,	00.	······L	Below the	\$300,E30	<i>\$373,000</i>				\$0,510			\$300,004	-	- ''			- ''		
	INFORMATION SERVICES &			Maximum Salary																1
WILLIAM C. LAZARUS	SOLUTIONS	UCLA	Salary Range	Range	\$328,901	\$303,858	\$44,556						\$348,414	N	N	N		N		1
	VICE CHANCELLOR - STUDENT			Below the 50th																
HARRY LE GRANDE	AFFAIRS VICE CHANCELLOR MARINE	UCB	MRZ	Percentile	\$258,331	\$253,942					\$88		\$254,030	Υ	N	N	5%	N		ļ
	SCIENCES, DEAN OF SCHOOL																			
	OF MARINE SCIENCES, AND																			
	DIRECTOR OF SCRIPPS																			Ì
	INSTITUTION OF			Below the 50th																
MARGARET S LEINEN	OCEANOGRAPHY	UCSD	MRZ	Percentile	\$340,061	\$333,538	1			1		\$19,375	\$352,913	Υ	N	N		N		İ
				Below the 25th																
DOROTHY JANE LELAND	CHANCELLOR	UCM	MRZ	Percentile	\$394,655	\$385,076				\$8,916			\$393,992	Υ	Υ	N		N		
	LIEAD AAFAI'S DAGKETDALL		1	No independent			1			1		1				l				
IAMES A LES	HEAD MEN'S BASKETBALL COACH	LICD	Salary Bango	survey data	\$310,000	\$304,167	1			1	\$29,317	1	\$333,484	N	N	N		N		
JAMES A. LES	INTERIM VICE CHANCELLOR	UCD	Salary Range	available Below the 90th	3310,000	\$304,107	-	-	1	-	343,31/	-	\$333,404	IV	IN	IN	1	IN	-	
MICHAEL S LEVINE	ACADEMIC PERSONNEL	UCLA	MRZ	Percentile	\$320,000	\$319,125			\$2,100				\$321,225	N	N	N		N		İ
				Below the 50th	,				1 . ,											
HAIPENG LI	UNIVERSITY LIBRARIAN	UCM	MRZ	Percentile	\$205,600	\$202,333						\$7,000	\$209,333	Υ	N	N	5%	N	\$11,586	<u> </u>
	DIRECTOR, BUDGET &			Below the																
ELICENIE I LIEVA	FINANCIAL PLANNING,		Salar Bress	Maximum Salary	6270.047	6272 525	640.545			1	640.474	1	6224 225	١	۱	l		١		İ
EUGENIE L LISKA	HOSPITAL SYSTEM	UCLA	Salary Range	Range Below the 75th	\$278,917	\$272,537	\$40,619	-	 	-	\$18,174	!	\$331,330	N	N	N	-	N		
CHERYL A LLOYD	CHIEF RISK OFFICER	UCOP	MRZ	Percentile	\$249,554	\$245,176							\$245,176	Υ	N	N	5%	N		
					,															

	for Calendar Year 2016	

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				Below the																
	REVENUE CYCLE DIRECTOR,			Maximum Salary																
BERNADETTE LODGE-LEMON		UCLA	Salary Range	Range	\$334,750	\$315,203	\$44,712				\$28,216		\$388,131	N	N	N		N		
	INTERIM SENIOR VICE																			
	PRESIDENT, CHIEF			Dalam the COth																
LOUIS ALLES LOUISE	COMPLIANCE AND AUDIT	ucon		Below the 50th	ć200.000	60.006							ć0.00c			٠				
JOHN ALLEN LOHSE	OFFICER ASSISTANT VICE PRESIDENT -	UCOP	MKZ	Percentile Below the 25th	\$290,000	\$9,886							\$9,886	N	N	N		N		
GEORGE LOUIE	UC HEALTH	UCOP	MRZ	Percentile	\$340,000	\$205,079							\$205,079	v	N	N	5%	N		
GEORGE EOOIE	EXECUTIVE VICE CHANCELLOR	OCOF	IVINZ	Below the 50th	\$340,000	\$203,075							3203,075		IN	IN	370	IN		-
DANIEL H. LOWENSTEIN	AND PROVOST	UCSF	MRZ	Percentile	\$355,250	\$352,188				\$8,916			\$361,104	v	N	N	5%	N		
DAINICE II. LOWENSTEIN	EXECUTIVE	OCSI	IVIIVE	rercentile	\$333,£30	y332,100				90,510			Ç301,104		- 14	- "	370			
	ADVISOR/ASSOCIATE DEAN-																			
	CHILDREN'S SERVICES, UCSF			Contract																
BERTRAM H LUBIN	HEALTH	UCSF	Salary Range	appointment	\$715,000	\$712,254	\$133,470			\$8,916			\$854,640	Υ	N	N		N		
			, ,	Below the 90th																
JEFFREY MACKIE-MASON	UNIVERSITY LIBRARIAN	UCB	MRZ	Percentile	\$311,060	\$305,775							\$305,775	Υ	N	N		N	\$6,774	\$1,330,000
				Below the																
	VICE PRESIDENT-FACILITIES &			Maximum Salary																
TIMOTHY M MAHANEY	SUPPORT SVCS, UCSF HEALTH	UCSF	Salary Range	Range	\$322,847	\$315,338	\$42,932						\$358,270	N	N	N		N		
	CHIEF DATA OFFICER, OFFICE	1 -													l					1 7
	OF HEALTH INFORMATICS																			
	AND ANALYSIS,			Below the																
MOHAMMED H MAHDI	INFORMATION SERVICES &		color proces	Maximum Salary	ć220.222	6344 534	645.000					62.224	£250.555		١	٠				
MAHBOUBA STEVEN L. MANDEVILLE-	SOLUTIONS	UCLA	Salary Range	Range Below the 50th	\$329,323	\$311,531	\$45,893					\$3,231	\$360,655	N	N	N		N		
GAMBLE	UNIVERSITY LIBRARIAN	UCR	MRZ	Percentile	\$224,010	\$220,204							\$220,204	v	N	N	5%	N		
GAIVIBLE	CHIEF OF ENTERPRISE	OCK	IVINZ	reiteiltile	3224,010	3220,204							3220,204		IN	IN	370	IN		
	APPLICATIONS,			Below the																
	INFORMATION SERVICES &			Maximum Salary																
JEANNE M MARKLAND	SOLUTIONS	UCLA	Salary Range	Range	\$329,200	\$306,519	\$45,016						\$351,535	N	N	N		N		
			, , ,	. 0	, ,	, ,	,.						, ,							
	CHIEF NURSING AND PATIENT	1		Below the 75th																
TOBY K MARSH	CARE SERVICES OFFICER	UCD	MRZ	Percentile	\$348,000	\$292,581	\$58,255				\$8,822		\$359,658	Υ	N	N	5%	N		
				Below the 50th																
DAVID B MARSHALL	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Percentile	\$339,488	\$333,720				\$8,916			\$342,636	Υ	N	N		N		
				No independent																
	HEAD MEN'S BASKETBALL			survey data																
CUONZO LAMAR MARTIN	COACH	UCB	Salary Range	available	\$250,000	\$250,000	\$1,121,333			\$5,400	\$1,556,365		\$2,933,098	N	N	N		N		
				No independent																
DEMETRICE AARON MARTIN	ASSISTANT FOOTBALL COACH	LICL A	Salary Range	survey data available	\$250,000	\$250,000	l		ĺ	\$2,250	\$207,400		\$459,650	N	N	N		N		
DEIVIETRICE AARON WARTIN	A3313TANT FOOTBALL COACH	UCLA	Salary Natige	No independent	\$230,000	\$230,000				32,230	3207,400		3435,030	IN	IN	IN		IN		
				survey data																
WILLIAM W MARTIN	HEAD COACH - MEN'S TENNIS	UCLA	Salary Range	available	\$155,000	\$149,167					\$199,842		\$349,009	N	N	N		N		
	VICE CHANCELLOR -				¥-00,000	7-10,-01					7-00/01-		40.0,000							
	RESOURCE MANAGEMENT	1		Below the 60th			l		ĺ	1					l	l				
GARY CLIFFORD MATTHEWS	AND PLANNING	UCSD	MRZ	Percentile	\$338,745	\$332,990	l		ĺ	1			\$332,990	Υ	N	N	5%	N		
	CHIEF FINANCIAL OFFICER -			Below the 50th			İ			İ										
TIMOTHY R MAURICE	UC DAVIS HEALTH	UCD	MRZ	Percentile	\$452,389	\$443,465	\$84,686	<u> </u>	<u> </u>	<u> </u>			\$528,151	Υ	N	N	5%	N		\$651,000
				Below the 25th																
PATRICIA SPEES MAYSENT	CHIEF EXECUTIVE OFFICER	UCSD	MRZ	Percentile	\$784,984	\$794,981	\$9,685			\$8,127			\$812,793	Υ	N	N	5%	N		
		1 -		L											l					1
l	VICE CHANCELLORHEALTH	l		Below the 50th			l		ĺ	1				l	l	l				
JOHN MAZZIOTTA	SCIENCES/CEOUCLA HEALTH	UCLA	MRZ	Percentile	\$618,000	\$607,500		\$165,389					\$772,889	Υ	N	N		N		
	ASSOCIATE VICE PRESIDENT-	l		Below the 60th	l .		l		ĺ	1					l	l				
DAVID B. MCCALLEN	NATIONAL LABORATORIES	UCOP	MKZ	Percentile	\$331,796	\$323,906							\$323,906	Υ	N	N	5%	N		

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				No independent																
ANGUE DODERT AGGILIRE	ACCICTANT FOOTDALL COACIL		Calair Barria	survey data	ć250.000	6226.075				62.250	6440.467		£200.202		١					
ANGUS ROBERT MCCLURE	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	available Below the 75th	\$250,000	\$236,875				\$2,250	\$149,167		\$388,292	N	N	N		N		
PAUL M. MCNEIL	DEAN - UC DAVIS EXTENSION	LICD	MRZ	Percentile	\$259,487	\$254,368							\$254,368	v	N	N	5%	N	\$11,882	
TAGE WI. WICKETE	DEAN - OC DAVIS EXTENSION	OCD	IVIIVE	No independent	Ç233,407	J234,300							J2J4,300		- "		370		J11,002	
				survey data																
JAMES LAWRENCE MORA	HEAD COACH, FOOTBALL	UCLA	Salary Range	available	\$300,000	\$300,000	\$95,000				\$3,137,500		\$3,532,500	N	N	N		N		
	VICE PRESIDENT-FACULTY			Below the																
	PRACTICE OPERATIONS, UCSF			Maximum Salary																
DAVID R. MORGAN	HEALTH	UCSF	Salary Range	Range	\$318,963	\$310,740	\$46,710						\$357,450	N	N	N		N		
	DIRECTOR - UNIVERSITY OF			Below the 75th																
ALISON MARGARET MUDDITT	CALIFORNIA PRESS	UCOP	MRZ	Percentile	\$311,753	\$304,758							\$304,758	Υ	N	N	5%	N		
	CHIEF STRATEGY OFFICER,			At the Maximum of																
SANTIAGO MUNOZ III	UCLA HEALTH	UCLA	Salary Range	the Salary Range	\$392,000	\$380,739	\$78,755		\$34,844		\$4,746		\$499,084	N	N	N		N		
	VICE PROVOST-		,		+	7000,000	4.0,.00		40.,0		7.7		¥,							
	INFORMATION AND																			
	EDUCATIONAL TECHNOLOGY																			
VIJAYALAKSHMI	AND CHIEF INFORMATION			Below the 75th																
MURALIDHARAN	OFFICER	UCD	MRZ	Percentile	\$335,081	\$328,471					\$3,906	\$19,531	\$351,908	Υ	N	N	5%	N		\$810,000
	CHIEF ADMINISTRATIVE			Below the																
LISA CAROLE MURPHY	OFFICER - MEDICINE, CVC, PRIMARY SVCS	LICCD	Calas. Danas	Maximum Salary	\$284,114	\$275,200	\$37,527						\$312,727	N	N	N		N		
LISA CAROLE MORPHY	PRESIDENT OF THE	UCSD	Salary Range	Range Below the 25th	\$284,114	\$275,200	\$37,527						\$312,727	IN	IN	IN		IN		
JANET ANN NAPOLITANO	UNIVERSITY	UCOP	MRZ	Percentile	\$570,000	\$570,000				\$8,916			\$578,916	γ	Y	N	5%	N		
	CHIEF INFORMATION			Below the	+,	70.0,000				40,000			40.0,020				9,1			
	OFFICER, SCHOOL OF			Maximum Salary																
BENJAMIN NATHAN	MEDICINE	UCLA	Salary Range	Range	\$328,281	\$297,759	\$43,500					\$21,750	\$363,009	N	N	N		N		
	ASSOCIATE VICE PRESIDENT -			Below the 50th																
CATHRYN L NATION	HEALTH SCIENCES	UCOP	MRZ	Percentile	\$259,284	\$253,467							\$253,467	Υ	N	N	5%	N		
D. C. L. C. C. C. C. L. L. L. L.	EXECUTIVE VICE PRESIDENT,	ucon	MRZ	Below the 50th	\$350,000	4245 404				60.046			6255 407	.,	١	N	5%	N		
RACHAEL OLSON NAVA	CHIEF OPERATING OFFICER VICE CHANCELLOR-DIVERSITY	UCOP	IVIKZ	Percentile Below the 90th	\$350,000	\$346,191				\$8,916			\$355,107		IN	IN	376	IN		
J RENEE NAVARRO	AND OUTREACH	UCSF	MRZ	Percentile	\$297,986	\$292,924							\$292,924	γ	N	N	5%	N		
	VICE CHANCELLORLEGAL				+,	7-0-,0-1							4-0-,0-1				0.1			
	AFFAIRS AND ASSOCIATE			Below the 75th																
LOUISE COLLEEN NELSON	GENERAL COUNSEL	UCLA	MRZ	Percentile	\$295,000	\$14,526							\$14,526	Υ	N	N	5%	N		
	VICE CHANCELLOR FOR			Below the 50th																
CHARLES T NIES	STUDENT AFFAIRS	UCM	MRZ	Percentile	\$256,250	\$240,904							\$240,904	Υ	N	N	3%	N		
	DEPUTY GENERAL COUNSEL -			n. I																
RACHEL NOSOWSKY	HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	MRZ	Below the 75th Percentile	\$294,763	\$288,548							\$288,548	v	N	N	5%	N		
RACHEL NOSOWSKY	CHIEF OPERATING OFFICER,	UCUP	IVIKZ	Below the 75th	\$294,763	\$288,548							\$288,548		IN	IN	376	IN		
JOHN SHANNON O'KELLEY	UCLA HEALTH	UCLA	MRZ	Percentile	\$643,000	\$586.359	\$127.045		\$7,596				\$721.000	γ	N	N	5%	N		
	ASSISTANT VICE PRESIDENT -				, ,	, ,			, ,				, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,							
	INSTITUTIONAL			Below the 50th																
GEOFFREY A O'NEILL	ADVANCEMENT	UCOP	MRZ	Percentile	\$200,904	\$197,490							\$197,490	Υ	N	N	5%	N		
	SENIOR VICE PRESIDENT-																			
L	HUMAN RESOURCES,		L	Below the Midpoint											l					
DAVID ODATO	CAMPUS/UCSF HEALTH	UCSF	Salary Range	Salary Range	\$413,925	\$404,882	\$62,505			ļ	1		\$467,387	N	N	N		N		<u> </u>
STEVEN A. OLSEN	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCLA	MRZ	Below the 75th Percentile	\$360.000	\$347,984	1			1			\$347,984	v	N	N	5%	N		\$692,650
STEVEN A. OLSEN	VICE CHANCELLOR - CHIEF	JCLA	IVIIV	Below the 25th	3300,000	2341,204	-		1	-	1		\$347,70 4	-	IN	IN	370	IN	-	JUJZ,UJU
PIERRE-YVES OUILLET	FINANCIAL OFFICER	UCSD	MRZ	Percentile	\$410,000	\$389,375	1			ĺ			\$389,375	Υ	N	N	5%	N		\$701,000
	VICE PRESIDENT/CHIEF		1	Below the	, ,,,,,,,						İ									
	STRATEGY OFFICER, UCSF		1	Maximum Salary			1			1										
LISA H. OZAETA	HEALTH	UCSF	Salary Range	Range	\$364,105	\$355,680	\$57,169]				\$412,849	N	N	N		N		

							Annuai Keport On	Executive Compens	ation for Calendar	tear 2010										
	SENIOR ASSOCIATE DEAN OF																			1
	FINANCE AND			Below the																1
	ADMINISTRATION, SCHOOL			Maximum Salary																1
JANNA M PAARDEKOOPER	OF MEDICINE		Salary Range	Range	\$334,750	\$316,941	\$15,458					\$4,000	\$336,399	N	N	N		N		1
	VICE CHANCELLOR - STUDENT			Below the 60th																1
THOMAS A. PARHAM	AFFAIRS	UCI	MRZ	Percentile	\$280,000	\$259,277							\$259,277	Υ	N	N	5%	N		1
	CHIEF CAMPUS COUNSEL			0.1. 11. 751																1
	AND ASSOCIATE GENERAL			Below the 75th																1
DANIEL W PARK	COUNSEL	UCSD	MRZ	Percentile	\$282,470	\$277,052					\$2,550		\$279,602	Y	N	N	5%	N		ļ
				Below the 60th																1
CHRISTOPHER M PATTI	CHIEF CAMPUS COUNSEL	UCB	MRZ	Percentile	\$272,482	\$267,853							\$267,853	Y	N	N	5%	N		<u> </u>
				Below the 50th		4														1
HAROLD GUY PATTON	CHIEF NURSING OFFICER	UCI	MRZ	Percentile	\$300,000	\$14,773							\$14,773	Y	N	N	5%	N	\$7,414	<u> </u>
	VICE CHANCELLOR FOR			note the soul													l			1
	RESEARCH AND ECONOMIC			Below the 50th													l			1
MICHAEL J. PAZZANI	DEVELOPMENT	UCR	MRZ	Percentile	\$339,877	\$318,193							\$318,193	Y	N	N		N		\$660,000
	SENIOR VICE PRESIDENT,			Below the 50th																1
NELSON EDWARD PEACOCK	GOVERNMENT RELATIONS	UCOP	MRZ	Percentile	\$288,400	\$283,500				\$8,916		\$20,000	\$312,416	Y	N	N	5%	N		!
T	PROVOST AND EXECUTIVE			Below the 25th	6242.200	6200 744				60.046		646.265	4224.025	.,		N		N		1
THOMAS WILLIAM PETERSON	VICE CHANCELLOR - EQUITY,	UCM	MRZ	Percentile	\$313,200	\$308,744				\$8,916		\$16,365	\$334,025	Y	N	N		N		1
DECIMA D DETITE		ucco		Below the 60th	6257 500	6252 425						645 625	4250 750	.,		N	F0/	N		1
BECKY R PETITT	DIVERSITY AND INCLUSION	UCSD	MRZ	Percentile	\$257,500	\$253,125						\$15,625	\$268,750	Y	N	N	5%	N		!
	CHIEF DEDUTY CENEDAL																			1
	CHIEF DEPUTY GENERAL COUNSEL & DEPUTY GENERAL	.1		Below the 60th																1
WAREN IENGEN BETRUI AWA					ć200 20c	6202.074							6202.074	Υ		N	F0/	N		1
KAREN JENSEN PETRULAKIS	COUNSEL LITIGATION	UCOP	MRZ	Percentile	\$299,386	\$293,074							\$293,074	Y	N	N	5%	N		1
	ASSOCIATE VICE PRESIDENT -			Below the 60th																1
DAVID LOUIS BUILLING	ENERGY AND SUSTAINABILITY	LICOR	MD7		¢240.020	¢200 C70							¢200 C70	v	N	N	F0/	N		1
DAVID LOUIS PHILLIPS	ENERGY AND SUSTAINABILITY	UCUP	IVIKZ	Percentile Below the 75th	\$219,938	\$208,670							\$208,670		IN	IN	5%	IN		
CHARLES H PODESTA	CHIEF INFORMATION OFFICER	n IICI	MRZ	Percentile	\$401,700	\$392,688	\$63,932						\$456,620	Υ	N	N	5%	N		1
CHARLES II FODESTA	CHIEF INFORMATION OFFICER	N OCI	IVINZ	No independent	3401,700	3352,000	303,532						3430,020		IN	IN	370	14		├──
				survey data																1
KENNEDY POLAMALU	ASSISTANT FOOTBALL COACH	LICLA	Calary Bango	available	\$250,000	\$250,000				\$2,250	\$280,417		\$532,667	N	N	N		N		1
KENNEDI FOLAMALO	CHIEF NURSING	UCLA	Salary Natige	available	\$230,000	\$230,000			-	32,230	3200,417	-	3332,007	IN	IN	IN		14		├ ──
	INFORMATICS OFFICER,			Below the																1
	INFORMATION SERVICES &			Maximum Salary																1
ELLEN S. POLLACK	SOLUTIONS	LICLA	Salary Range	Range	\$303,063	\$274,887	\$40,159				\$6,974		\$322,020	N	N	N		N		1
ELLEN S. I GLEACK	VICE PRESIDENT -	UCLA	Jaiai y Naiige	Ivarige	\$303,003	J274,007	540,133		†		30,574	†	J322,020	- ''	- '`		1	.,		├──
WENDY JEAN POWERS-	AGRICULTURE AND NATURAL			Below the 75th																1
SCHILLING	RESOURCES	UCOP	MRZ	Percentile	\$243,000	\$109,534							\$109,534	v	N	N	5%	N	\$1,750	1
30221140	ASSOCIATE LABORATORY	JCOF		Below the 75th	9243,000	910 <i>3</i> ,334		1	 			 	J10J,JJ4	-	14	- 14	370	- 14	71,750	
RAMAMOORTHY RAMESH	DIRECTOR	LBNL	MRZ	Percentile	\$374,916	\$362,896	l			l	l		\$362,896	Υ	N	N	l	N		
	VICE CHANCELLOR BUSINESS				40.4,510	, , , , , , , , , , , , , , , , , , ,							,,oso	- '	- '	- '		- '		
1	AND ADMINISTRATIVE		1	Below the 60th			l			l	l		l				l			
MICHAEL REESE	SERVICES	UCM	MRZ	Percentile	\$288,783	\$283,086	l			l	l		\$283,086	Y	N	N	5%	N		
	CHIEF EXECUTIVE OFFICER -	30.07	<u> </u>	Below the 50th	Q200,703	9203,000	 		-	 	 	-	9203,000	-			3,0			
ANN MADDEN RICE	UC DAVIS MEDICAL CENTER	UCD	MRZ	Percentile	\$878,425	\$861,097	\$209,351			\$8,916	l		\$1,079,364	Y	N	N	5%	N		
		+	+	Below the	70.0,0	+,,	,,1		 	7-,		 	,-,-,-,-,-	-						—
1	EHR APPLICATION SOLUTIONS	s	1	Maximum Salary			l			l	l		l				l			
LORI LOU RIDLEY	ARCHITECT, UCSF HEALTH	UCSF	Salary Range	Range	\$285,325	\$278,689	\$25,957			l	\$9,820		\$314,466	N	N	N	l	N		
	EXECUTIVE DIRECTOR-	+		Below the	7-00/0-0	+=,	7-0,000		 		+-,	 	,,				l			—
	QUALITY AND PATIENT		1	Maximum Salary			l			l	l		l				l			
JANET LYNNE RIMICCI	SAFETY, UCLA HEALTH	UCLA	Salary Range	Range	\$283,261	\$278,065	\$41,252			l	l		\$319,317	N	N	N	l	N		1
	,	+			T/	7	7,		 			 	7,				l			—
	GENERAL COUNSEL AND VICE	:1	1	Below the 60th			l			l	l		l				l			
CHARLES F ROBINSON	PRESIDENT - LEGAL AFFAIRS	UCOP	MRZ	Percentile	\$454,574	\$446,851	l			\$8,916	l		\$455,767	Y	N	N	5%	N		\$800,000
	DEAN - UNIVERSITY	1	+	Below the 25th	T	+ ,			 	7-,		 	T/	-						, ===,==0
LYNDA ROGERS	EXTENSION	UCSC	MRZ	Percentile	\$186,611	\$182,779	l			l	l		\$182,779	Y	N	N	5%	N		
				1	+,	,							, ,,							

						P	Innual Report On	Executive Compens	ation for Calendar	Year 2016										
	ASSISTANT VICE			Below the Maximum Salary																
CHERYL ANN ROSS	CHANCELLOR/CONTROLLER	UCSD	Salary Range	Range	\$258,750	\$253,646	\$5,000		\$50,000				\$308,646	N	N	N		N		
CHEMICANIMINOSS	VICE CHANCELLOR-STUDENT	0000	Juliury Hurige	Below the 50th	Q230,730	\$233,040	\$5,000		\$30,000				\$300,040	- ''				- ''		
JAMES W. SANDOVAL	AFFAIRS	UCR	MRZ	Percentile	\$248,792	\$244,565							\$244,565	Υ	N	N	5%	N		
				No independent																
				survey data																
JOHN JOSEPH SAVAGE	HEAD COACH - BASEBALL	UCLA	Salary Range	available	\$300,000	\$300,000					\$577,947		\$877,947	N	N	N		N		
				No independent survey data																
WILLIAM BERNARD SCHERER	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	available	\$250,000	\$221,552				\$3,717	\$81,188		\$306,457	N	N	N		N		
			,8-	Below the	+===,===	7-1-7-0-1				40)	+00,000		4000,.01							
	CHIEF HEALTH SCIENCES			Maximum Salary																
PETER SCHNEIDER	COUNSEL	UCI	Salary Range	Range	\$308,311	\$284,632	\$27,659						\$312,291	N	N	N		N		
				Below the 75th																
GRETA SCHNETZLER	CHIEF CAMPUS COUNSEL	UCSF	MRZ	Percentile	\$282,644	\$277,842							\$277,842	Υ	N	N	5%	N		
BRIAN E. SCHOTTLAENDER	UNIVERSITY LIBRARIAN	UCSD	MD7	Below the 75th Percentile	\$289,366	\$283,816							\$283,816	v	N	N	5%	N		\$351,000
BRIAN E. SCHOTTERENDER	ONIVERSITI EIDITAMAN	OCSD	IVIIVE	Below the	3203,300	\$203,010							\$203,010		- "	- "	370	- "		JJJ1,000
	SENIOR PORTFOLIO			Maximum Salary																
DAVID W SCHROEDER	MANAGER	UCOP	Salary Range	Range	\$294,621	\$294,621	\$147,793						\$442,414	N	N	N		N		
				Below the 50th																
ANGELA LYNN SCIOSCIA	CHIEF MEDICAL OFFICER	UCSD	MRZ	Percentile	\$451,321	\$443,040							\$443,040	Υ	N	N	5%	N		
	VICE PRESIDENT-BENIOFF			Below the																
KIMBERLY SCURR	CHILDREN'S HOSPITAL, UCSF HEALTH	LICCE	Coloni Bonos	Maximum Salary	¢227.546	6220 454	650.225				¢10.300		¢207.00F	N	N	N		N		
KIMBERLY SCURK	SECRETARY AND CHIEF OF	UCSF	Salary Range	Range Below the 50th	\$337,546	\$328,151	\$50,335				\$19,399		\$397,885	N	N	N	1	N		
ANNE SHAW	STAFF TO THE REGENTS	UCOP	MRZ	Percentile	\$238,703	\$234,647				\$8,916			\$243,563	γ	N	N	5%	N		
	CHIEF FINANCIAL OFFICER -			Below the 75th	,,·	720.70				+=,===			7=10,000							
AJAY SIAL	UCI HEALTH SYSTEM	UCI	MRZ	Percentile	\$550,000	\$258,335					\$110,000		\$368,335	Υ	N	N	5%	N	\$23,089	
	CHIEF OPERATING OFFICER,			Below the 50th																
BRADLEY W SIMMONS	MEDICAL CENTER	UCD	MRZ	Percentile	\$575,000	\$259,186					\$50,000		\$309,186	Υ	N	N	5%	N	\$32,062	
LIGHT D CILION	DEPUTY LABORATORY			Above the 90th	6433.540	6447.026							6447.026	v	١		F0/			44 057 754
HORST D SIMON	DIRECTOR	LBNL	MRZ	Percentile	\$432,540	\$417,926							\$417,926	Y	N	N	5%	N		\$1,057,750
	VICE PRESIDENT-REVENUE			Below the Midpoint																
CLIFFORD A SKINNER	CYCLE, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$291,735	\$286,385	\$46,518				\$10,075		\$342,978	N	N	N		N		
	`			Below the 60th																
MACKENZIE SMITH	UNIVERSITY LIBRARIAN	UCD	MRZ	Percentile	\$261,935	\$256,768							\$256,768	Υ	N	N	5%	N		
	ASSOCIATE VICE			Below the																
	CHANCELLOR, OFFICE OF		Color Broom	Maximum Salary	6300 545	6204.256							6204.256	N	١	N		N		
MARCIA LEE SMITH	RESEARCH ADMINISTRATION SENIOR VICE PRESIDENT-	UCLA	Salary Kange	Range Below the	\$309,515	\$304,256							\$304,256	N	N	N	1	N		
	FACULTY PRACTICES, UCSF			Maximum Salary							1	1								
SUSAN D. SMITH	HEALTH	UCSF	Salary Range	Range	\$561,000	\$536,347	\$71,780						\$608,127	N	N	N		N		
	DEAN-CONTINUING										İ	İ	İ							
	EDUCATION AND UCLA	1		Above the 90th													1			l
WAYNE DAVID SMUTZ	EXTENSION	UCLA	MRZ	Percentile	\$327,818	\$322,248						\$7,500	\$329,748	Υ	N	N	5%	N		\$1,012,500
	OFFENSIVE COORDINATOR			No independent							1	1								
JACOB S SPAVITAL	AND QUARTERBACKS COACH	UCB	Salary Range	survey data available	\$225,000	\$180,356					\$128,253	\$25,000	\$333,609	N	N	N		N		
JACOB 3 SFAVITAL	PRESIDENT, UCLA	ОСВ	Salary Natige	available	3223,000	\$100,550					\$120,233	323,000	\$333,009	IN	IN	IN		IN	+	-
	HEALTH/CEO, UCLA HOSPITAL			Below the 50th							1	1								
JOHNESE MARIA SPISSO	SYSTEM	UCLA	MRZ	Percentile	\$876,000	\$755,172	\$95,659			\$16,718		\$12,000	\$879,549	Υ	N	N	5%	N	\$9,603	
	SR VICE PRESIDENT AND			Ì																
	CHIEF FINANCIAL OFFICER,	1		Below the 75th		[1					1			
PAUL A STATON	UCLA HEALTH	UCLA	MRZ	Percentile	\$642,000	\$611,953	\$138,725				\$53,599		\$804,277	Υ	N	N	5%	N		
MIDCINIA CTEEL	LININ/EDCITY LIDDADIAN	LICLA	1407	Below the 60th	¢267.201	6262.746					1	66.115	6369.055	v			F0/			ć1 220 00°
VIRGINIA STEEL	UNIVERSITY LIBRARIAN	UCLA	IVIKZ	Percentile	\$267,281	\$262,740		l	l	l	l .	\$6,115	\$268,855	Y	N	N	5%	N	1	\$1,330,00

Annual Report On Executive Compensation for Calendar Year 2016																			
CARDELLA DENISE STEPHENS		UCSB	MRZ	Below the 50th Percentile	\$240,400	\$238,579							\$238,579	Υ	N	N	5%	N	\$779,050
	SENIOR MANAGING																		
CTCUTALL CTCOLAND	DIRECTOR, FIXED INCOME	ucon		Below the 60th	63.40.000	6224 272	£4.53.400					65.647	ć 400 200	v		N	F0/		
STEVEN L. STERMAN	ASSETS EXECUTIVE VICE PRESIDENT -	UCOP	MKZ	Percentile Below the 50th	\$340,000	\$321,272	\$163,400					\$5,617	\$490,289	Y	N	N	5%	N	
JOHN DAVID STOBO	UC HEALTH	UCOP	MP7	Percentile	\$633,782	\$623,014	\$135,370			\$8,916			\$767,300	γ	N	N	5%	N	\$1,330,000
JOHN DAVID STORO	SENIOR VICE PRESIDENT-	UCUF	IVINZ	reiteitile	3033,762	3023,014	3133,370			30,510			3707,300		IN	IN	370	IN	31,330,000
	FINANCE/CHIEF FINANCIAL			Below the 90th															
BARRIE E STRICKLAND	OFFICER, UCSF HEALTH	UCSF	MRZ	Percentile	\$720,000	\$656,094	\$97,919						\$754,013	Υ	N	N	5%	N	
	, , , , , , , , , , , , , , , , , , , ,			Below the 50th	, ,,,,,,,	, ,	, , , , , ,						, . ,						
NAILAH SUAD-BAKARI	VC EQUITY AND INCLUSION	UCB	MRZ	Percentile	\$240,351	\$236,267							\$236,267	Υ	N	N		N	\$722,000
	DIRECTOR AND SENIOR			Below the Midpoint															
MICHAEL ALLEN SWETT	PORTFOLIO MANAGER	UCOP	Salary Range	Salary Range	\$242,179	\$236,095	\$79,656					\$15,938	\$331,689	N	N	N		N	
WHO I WEE / LEEL IV SWETT	ASSOCIATE LABORATORY	0001	Dalary Hange	Below the 50th	ψ <u>L</u> ¬L,173	Ģ250,055	\$73,030					Ģ15,550	\$331,003	- "		- ''		- "	
TIMOTHY JAMES SYMONS	DIRECTOR	LBNL	MRZ	Percentile	\$316,920	\$306,760							\$306,760	γ	N	N	5%	N	
		1	L -	Below the	7,	,,			1		1	l	,,			<u> </u>			
	CHIEF HUMAN RESOURCES	1		Maximum Salary								l	l			l			
SUSAN JAN TAKEUCHI	OFFICER, UCLA HEALTH	UCLA	Salary Range	Range	\$360,500	\$353,881	\$74,751					\$4,000	\$432,632	N	N	N		N	
				Below the 50th		İ						İ	İ						
LORELEI A. TANJI	UNIVERSITY LIBRARIAN VICE CHANCELLOR -	UCI	MRZ	Percentile	\$236,077	\$231,420							\$231,420	Υ	N	N	5%	N	
	RESEARCH AND ECONOMIC			Below the 25th															
SAMUEL JUSTIN TRAINA	DEVELOPMENT	UCM	MRZ	Percentile	\$258,364	\$254,259							\$254,259	٧	N	N		N	\$276,000
SAMOLE JOSTIN TRAINA	ASSOCIATE VICE PRESIDENT -	OCIVI	IVIIVE	Below the 50th	\$230,304	9234,233							J234,233			- 14		.,	J270,000
TU M. TRAN	BUSINESS OPERATIONS	UCOP	MRZ	Percentile	\$232,605	\$226,762							\$226,762	Υ	N	N	5%	N	
	EXECUTIVE DIRECTOR-																		
	INNOVATION ALLIANCES &			Below the 25th															
WILLIAM TINSLEY TUCKER	SERVICES	UCOP	MRZ	Percentile	\$214,659	\$212,247							\$212,247	Υ	N	N	5%	N	
MANDOLIES TAVITA				No independent															
MARQUES TAVITA	ACCICTANT FOOTBALL COACU	LICLA	Calani Danas	survey data	ć250.000	ć220.220					¢164.166		C204 404	N.	N.	N			
TUIASOSOPO	ASSISTANT FOOTBALL COACH	UCLA	Salary Kange	available No independent	\$250,000	\$220,238					\$164,166		\$384,404	N	N	N		N	
	HEAD MEN'S BASKETBALL			survey data															
RUSSELL DEVLIN TURNER	COACH	UCI	Salary Range	available	\$325,000	\$325,000	\$210,000						\$535,000	N	N	N		N	
ROSSELL DEVLIN TORNER	VICE CHANCELLOR -	UCI	Salary Natige	Below the 50th	3323,000	3323,000	3210,000		1				\$333,000	IN	IN	IN		IN	
RHEA P TURTELTAUB	EXTERNAL AFFAIRS	UCLA	MRZ	Percentile	\$435,000	\$427,592				\$8,916			\$436,508	٧	N	N	5%	N	
THE TOTAL PROPERTY OF	EXTERNOL / III / III O	CCD	WILL.	rerecitine	Ç433,000	Ç427,552				Ç0,510			\$130,500			- ''	370	- "	
	VICE PRESIDENT-FINANCE,	1				l					ĺ	l	l			l			
	PHYSICIAN ORGANIZATIONS,	1		Below the Midpoint								l	l			l			
TAMMY LEHR WALLACE	UCSF HEALTH	UCSF	Salary Range	Salary Range	\$286,641	\$273,816	\$30,617		\$5,459				\$309,892	N	N	N		N	
	ASSOC VICE CHAN. EXTENDED					İ						İ	İ						
	STUDIES AND PUBLIC	1																	
	SERVICE, DEAN-UNIVERSITY	1		Below the 25th								l	l			l			
WALSHOK	EXTENSION VICE PRESIDENT-PHARMACY	UCSD	MRZ	Percentile	\$206,670	\$202,705							\$202,705	Υ	N	N	5%	N	
	SERVICES/INTERIM VICE	1		Palow tha															
	PRESIDENT-CLINICAL	1		Below the		l					ĺ	l	l			l			
DANIEL WANDRES	SERVICES, UCSF HEALTH	LICEE	Salary Range	Maximum Salary	\$323,995	\$318,053	\$48,646		\$30,432		\$7,470	\$2,466	\$407,067	N	N	N		N	
DAINIEL WAINDRES	CHIEF NURSING OFFICER,	UCSF	Jaiai y nalige	Range Below the	<i>\$323,</i> 333	2216,055	340,040		35U,43Z		31,470	32,400	3407,007	iN	iN	N		iN	
	UCLA RONALD REAGAN	1		Maximum Salary								l	l			l			
CATHY RODGERS WARD	MEDICAL CENTER	UCLA	Salary Range	Range	\$293,365	\$285,282	\$41,909				1		\$327,191	N	N	N		N	
		1	,		+/	7,	¥,		İ				+,						
	DEAN-GRADUATE DIV/VC-	1		Below the 60th								l	l			l			
ELIZABETH WATKINS	STUDENT ACADEMIC AFFAIRS	UCSF	MRZ	Percentile	\$272,079	\$269,737					\$15,797		\$285,534	N	N	N		N	

Annual Report On Executive Compensation for Calendar Year 2016																				
	CHIEF ADMINISTRATIVE																			
	OFFICER, SANTA MONICA-																			
	UCLA MEDICAL CENTER AND			Below the 75th																
PAUL H. WATKINS	ORTHOPAEDIC HOSPITAL	UCLA	MRZ	Percentile	\$392,000	\$357,719	\$77,521						\$435,240	Υ	N	N	5%	N		
	EXECUTIVE VICE CHANCELLOP	3		Below the 50th																
SCOTT L WAUGH	AND PROVOST	UCLA	MRZ	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	v	٧	N		N		
KIW ARTHUR WILCOX	CHANCELLOR	UCK	IVIKZ	No independent	\$394,000	\$387,950				\$8,910			\$390,000	- 1	T	IN		IN		
				survey data																
HAROLD MICHAEL WILLIAMS	ATHI FTICS DIRECTOR	UCB	Salary Range	available	\$519,000	\$519,000	\$93,500			\$5,400	\$90,000		\$707,900	N	N	N		N		
TO MICE OF THE PARENT WILL WILLIAM	ATTREETIES SINECTON	CCD	Sulary Hange	Below the 50th	\$313,000	4313,000	Ç33,300			43,400	\$30,000		<i>\$707,500</i>	- ''	- "					
KIM P WILLIAMS	CHIEF FINANCIAL OFFICER	LBNL	MRZ	Percentile	\$305,208	\$295,428							\$295,428	Υ	N	N	5%	N		
				No independent																
	HEAD COACH MEN'S			survey data																
ROBERT ALLEN WILLIAMS	BASKETBALL	UCSB	Salary Range	available	\$347,961	\$340,934							\$340,934	N	N	N		N		
	INTERIM CHIEF MEDICAL			Below the 50th																
WILLIAM C WILSON MICHAEL STEWART	OFFICER	UCI	MRZ	Percentile	\$470,000	\$155,209		\$294,791					\$450,000	N	N	N		N		
WITHERELL	LABORATORY DIRECTOR	LBNL	MRZ	Below the 50th	\$439,992	\$403,343				\$6,687		\$10,330	\$420,360	.,	N	N		N	\$9,830	\$1,128,000
WITHERELL	LABORATORY DIRECTOR	LBINL	IVIKZ	Percentile Below the	\$439,992	\$403,343				\$0,087		\$10,550	\$420,300	- 1	IN	IN		IN	\$9,630	\$1,128,000
	DIRECTOR - HEALTH SYSTEM			Maximum Salary																
ANNIE M WONG	CONTRACTS	UCD	Salary Range	Range	\$259.065	\$254,664	\$52,086				\$9,377		\$316.127	N	N	N		N		
	EXECUTIVE DIRECTOR-IT	-	,	Below the	7-00,000	7-0 1,000 1	70-7000				40,011		, o = 0, = 2.	- '						
	APPLICATIONS,			Maximum Salary																
JANE Y. WONG	CAMPUS/UCSF HEALTH	UCSF	Salary Range	Range	\$270,730	\$260,728	\$24,169		\$22,805		\$11,410		\$319,112	N	N	N		N		
	DEPUTY GENERAL COUNSEL -																			
	LABOR, EMPLOYMENT AND			Below the 60th																
ALLISON M. WOODALL	BENEFITS	UCOP	MRZ	Percentile	\$272,267	\$265,065							\$265,065	Υ	N	N	5%	N		
B	DEAN - UNIVERSITY			Below the 50th	ć224.0C4	6224.044							ć224.044	.,		N				
DIANA WU DRAGUN	PROFESSOR/VC-SCIENCE	UCB	MRZ	Percentile Below the 75th	\$224,864	\$221,044							\$221,044	Y	N	N	5%	N		
KEITH YAMAMOTO	POLICY AND STRATEGY	UCSF	MRZ	Percentile	\$400,500	\$404,733			\$19,433				\$424.166	N	N	N		N		
RETTI TAIVIAIVIOTO	TOLICI AND STRATEGI	0031	IVIIVE	Below the 25th	5400,500	Ş404,733			\$15,455				5424,100	- 14	- 14	- 14		- 14		
HENRY T. YANG	CHANCELLOR	UCSB	MR7	Percentile	\$401,020	\$394,207				\$8,916			\$403,123	Υ	γ	N	5%	N		
				No independent	, . ,	, , .				, , , ,			, ,							
	FORMER ASSISTANT			survey data																
ERIC LAMONE YARBER	FOOTBALL COACH	UCLA	Salary Range	available	\$250,000	\$250,000					\$168,333		\$418,333	N	N	N		N		
	ASSOCIATE LABORATORY			Below the 60th																
KATHERINE A YELICK	DIRECTOR	LBNL	MRZ	Percentile	\$345,204	\$334,144							\$334,144	Y	N	N		N		
	CUIES DUADA A CV OSS:			Below the																
DIANE 174104	CHIEF PHARMACY OFFICER,		Salar Barra	Maximum Salary	6207.002	6204 725	624.020		l		642.402	l	\$330.555		١	l	l		l	
DIANE J ZALBA	UCLA HEALTH SCIENCES DIRECTOR - HEAD OF CREDIT	UCLA	Salary Range	Range	\$287,003	\$281,736	\$34,830				\$12,102		\$328,668	N	N	N		N		
	RESEARCH - FIXED INCOME			Below the Midpoint																
XIAOCHUAN ZHANG	INVESTMENTS	LICOP	Salary Range	Salary Range	\$240,251	\$236,169	\$103,193		l			l	\$339.362	N	N	N	l	N	l	
AIAOCHOAN ZHANG	HAAFAHAIFIAIA	UCUF	Jaiai y Marige	Jaiai y Nalige	7240,231	7230,105	7103,153				1		,JJJ,302	14	- 19	- 19		ıV.		