

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)



Annual Report On Executive Compensation for Calendar Year 2016

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		



Annual Report On Executive Compensation for Calendar Year 2016

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		



Annual Report On Executive Compensation for Calendar Year 2016

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	



Annual Report On Executive Compensation for Calendar Year 2016

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		



Annual Report On Executive Compensation for Calendar Year 2016

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	



Annual Report On Executive Compensation for Calendar Year 2016

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		



Annual Report On Executive Compensation for Calendar Year 2016

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		



Annual Report On Executive Compensation for Calendar Year 2016

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	



Annual Report On Executive Compensation for Calendar Year 2016

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		



Annual Report On Executive Compensation for Calendar Year 2016

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		



Annual Report On Executive Compensation for Calendar Year 2016

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	



Annual Report On Executive Compensation for Calendar Year 2016

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



Annual Report On Executive Compensation for Calendar Year 2016

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		



Annual Report On Executive Compensation for Calendar Year 2016

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		

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

ADLER, JOSHUA S UCSF		
EXECUTIVE VICE PRESIDENT-PHYSICIAN SERVICES/VICE DEAN-CLINICAL AFFAIRS, UCSF HEALTH		
Annual Base as of Dec 31	\$630,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$612,643	
Clinical Enterprise Management Recognition Program	\$83,903	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
ALCOCER, DAVID UCOP		
ASSOCIATE VICE PRESIDENT – BUDGET AND ANALYSIS		
Annual Base as of Dec 31	\$189,668	Per policy, appointment of and compensation for David Alcocer as Interim Associate Vice President – Budget and Analysis with an annual base salary of \$189,668, effective 7/1/16.
Actual Base Salary Received	\$160,356	
Recognition Award	\$5,000	STAR award received prior to Interim AVP appointment.
Stipend	\$9,977	Stipend received for additional responsibilities.
ALFORD, STEPHEN TODD UCLA		
HEAD COACH, MEN'S BASKETBALL, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$300,000	
Incentive Received	\$10,000	Annual performance-based incentive opportunity as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$2,300,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$30,000	Per contract, a contingent retention bonus totaling \$90,000 if Coach Alford remains as Head Coach on these dates: \$30,000 to be paid on the first pay date following May 1, 2014; \$30,000 to be paid on the first pay date following May 1, 2015; and \$30,000 to be paid on the first pay date following May 1, 2016.
Other Cash Compensation/Payments	\$40,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$11,328	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$30,077	Per contract, data reflects the imputed income for a courtesy vehicle.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

ALIVISATOS, ARMAND P UCB		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$430,540	Effective 7/1/16, received merit salary increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$434,858	Appointed as Vice Chancellor - Research at Berkeley campus in 2016. Earnings include salary from previous appointment as Lab Director of LBNL.
Executive Auto Allowance	\$2,229	Per policy, annual auto allowance \$8,916 (\$743 per month) as Lab Director of LBNL prior to current appointment in 2016; received less than twelve monthly payments in 2016.
Home Loan Program	\$1,330,000	Per policy, participation in Home Loan Program upon appointment as Lab Director of LBNL; continued eligibility with current appointment.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of tenured faculty.
ALOSI, SAL PETER UCLA		
HEAD FOOTBALL STRENGTH & CONDITIONING COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$120,833	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$9,158	Per contract, data reflects the imputed income for the courtesy vehicle.
Other Benefit	\$560	Per contract, spousal travel consistent with Athletics Department practice.
ANANTHASWAMY, SATISH UCOP		
DIRECTOR, FIXED INCOME INVESTMENTS		
Annual Base as of Dec 31	\$304,808	Effective 7/1/16, a merit based increase and an equity based increase were received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$297,388	
Chief Investment Officer Administrative Incentive Plan	\$191,043	The Administrative Oversight Committee approved the incentive payout award of \$191,043.04 (62.68 percent of base salary) for FY 2015-16. Satish Ananthaswamy's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Compensation Element		
Amount		
Staff Comments		
ANDERSON, MICHAEL R UCSF		
SENIOR VICE PRESIDENT-CHILDREN'S SERVICES/PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH		
Annual Base as of Dec 31	\$925,000	New hire appointment of Michael R. Anderson as the Senior Vice President-Children's Services/President-Benioff Children's Hospital approved by the Health Sciences Committee on 10/18/16.
Actual Base Salary Received	\$17,720	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
ANDRIOLA, THOMAS UCOP		
VICE PRESIDENT AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$366,064	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$359,845	
ANGUIANO, MARIA RAMOS UCR		
VICE CHANCELLOR -- PLANNING AND BUDGET		
Annual Base as of Dec 31	\$269,100	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$263,792	
Relocation Allowance	\$5,208	Per policy, a relocation allowance of \$62,500 to be paid over a two year period. The amount reflects the final relocation payment paid out in 2016.
Other Benefit	\$558	Executive Life Imputed Income
ANTRUM, SHEILA E UCSF		
SENIOR VICE PRESIDENT-ADULT SERVICES, UCSF HEALTH/PRESIDENT-UCSF MEDICAL CENTER		
Annual Base as of Dec 31	\$625,000	Effective 6/19/16, Sheila Antrum received a merit salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2016-17. Ms. Antrum received a market-based salary adjustment effective December 1, 2016 consistent with Regents' Policy 7701.
Actual Base Salary Received	\$536,068	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Clinical Enterprise Management Recognition Program	\$75,253	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
APPELSMITH,JACOB A UCD		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$266,086	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$260,837	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
ARNETT,JENNIFER P. UCSF		
ASSOCIATE VICE CHANCELLOR - UNIVERSITY DEVELOPMENT		
Annual Base as of Dec 31	\$400,000	Effective 7/1/16, a merit based increase and an equity increase were received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$383,407	
ARRINGTON,JONATHON DUANE UCLA		
CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP, UCLA HEALTH		
Annual Base as of Dec 31	\$319,300	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$313,446	
Clinical Enterprise Management Recognition Program	\$46,501	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$23,250	Relocation allowance of 25 percent of base salary (\$77,500) to be paid over four years. Data reflects amount paid in 2016 (Year 2). Approved by the Chancellor on 2/9/15.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

ARRIVAS, PEGGY MCNAMARA UCOP		
ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER		
Annual Base as of Dec 31	\$327,049	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$318,834	
AZAR, RICHARD F UCLA		
EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$270,417	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$265,460	
Clinical Enterprise Management Recognition Program	\$38,069	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) annually with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments	\$19,925	Data reflects payment for paid time off in excess of accumulation limits.
BACHHER, JAGDEEP SINGH UCOP		
CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$652,454	Effective 7/1/16, a merit based salary increase was received consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$641,368	
Chief Investment Officer Administrative Incentive Plan	\$680,127	The Regents and Administrative Oversight Committee approved the incentive payout award of \$680,227.19 for FY 2015-16. Jagdeep Singh Bachher's target and maximum award opportunities (as a percent of base salary) are 100 percent and 165 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program	\$1,800,000	Per policy, eligible to participate in the UC Home Loan Program.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

BAGGETT, MARGARITA M UCSD		
CHIEF CLINICAL AND SUPPORT SERVICES OFFICER		
Annual Base as of Dec 31	\$377,260	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$369,637	
BALLA, ROSEMARIE A UCB		
AVC AND CFO		
Annual Base as of Dec 31	\$274,456	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$267,103	
Stipend	\$30,420	Approved stipend for assuming additional duties after VC – Administration and Finance retired.
Relocation Allowance	\$14,625	Approved at time of appointment.
BECK, MICHAEL JOHN UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$360,000	Effective 3/1/16, appointment and compensation for Michael Beck as Administrative Vice Chancellor, approved by the Regents on 11/20/15.
Actual Base Salary Received	\$270,000	
Other Cash Compensation/Payments	\$36,000	Per policy, a hiring bonus of 20 percent of base salary (\$72,000) to be paid in two installments-remaining balance of \$36,000 will be paid in 2017. Approved by the Regents 11/20/15.
Temporary Housing Allowance	\$6,048	Per policy, temporary housing for a period of 90 days.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$1,015,000	Per policy, eligible to participate in the UC Home Loan Program.
Moving Expenses - Moving Services	\$9,648	Relocation of household goods and personal effects from Claremont, CA to Los Angeles, CA.
BENGFORT, JOSEPH UCSF		
SENIOR VICE PRESIDENT-INFORMATION TECHNOLOGY, CAMPUS/UCSF HEALTH		
Annual Base as of Dec 31	\$459,193	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$450,767	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$67,617	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
BENNAN,JAMES UCSF		
VICE PRESIDENT-FINANCIAL PLANNING AND BUDGETING, UCSF HEALTH		
Annual Base as of Dec 31	\$283,279	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$272,813	
Clinical Enterprise Management Recognition Program	\$39,670	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$9,782	Data reflects payment for paid time off amount in excess of accumulation limits.
BERGQUIST,DAVID ERIK UCR		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$243,483	Until May 1,2014, Mr. Bergquist served as Interim Chief Campus Counsel at an annualized salary of \$221,450. The Interim salary was paid by UCOP. The total annual base received from UCOP, paid through UCLA, was \$92,270.80.
Actual Base Salary Received	\$240,019	
BIDDY,FRANKLIN SCOTT UCB		
VICE CHANCELLOR		
Annual Base as of Dec 31	\$410,046	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$403,079	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

BLAIR, JEFFREY A LBNL		
LABORATORY COUNSEL		
Annual Base as of Dec 31	\$317,424	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$307,254	
BLOCK, GENE D. UCLA		
CHANCELLOR		
Annual Base as of Dec 31	\$454,574	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$446,851	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program		Eligibility for a Home Loan Program to buy a home after stepping down as Chancellor, if he assumes a tenured faculty position at UCLA. Approved by Regents December 2006.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BLUMENTHAL, GEORGE R UCSC		
CHANCELLOR		
Annual Base as of Dec 31	\$394,655	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$387,950	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BOOKSTABER, RICHARD M. UCOP		
MANAGING DIRECTOR - INVESTMENTS		
Annual Base as of Dec 31	\$309,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$303,750	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Chief Investment Officer Administrative Incentive Plan	\$49,500	The Administrative Oversight Committee approved the incentive payout award of \$49,500 (16.02 percent of base salary) for FY 2015-16. Richard Bookstaber's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
BOUBELIK,JANE ESTHER UCLA		
CHIEF LEGAL COUNSEL, UCLA HEALTH		
Annual Base as of Dec 31	\$264,507	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$263,380	
Clinical Enterprise Management Recognition Program	\$52,324	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$3,284	Data reflects payment for paid time off in excess of accumulation limits.
BRADLEY,THOMAS M. UCLA		
DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Coach Auto Allowance	\$3,600	Effective 7/1/16, per renewed contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle.
Other Cash Compensation/Payments	\$235,417	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$2,461	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$2,877	Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle discontinued on 6/30/16.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

BRANDT,SCOTT A UCSC		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$315,353	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$310,866	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$571,500	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BRANT,KEITH EDWARD UCSC		
VICE CHANCELLOR, UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$304,478	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$300,146	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$14,000	Per policy, a relocation allowance of 25 percent of base salary (\$70,000). The relocation allowance will be paid in annual installments over four years: 40 percent (\$28,000) in year 1, 30 percent (\$21,000) in year 2, 20 percent (\$14,000) in year 3, and 10 percent (\$7,000) in year 4, subject to limitations under policy. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects actual amount paid in 2016.
BRASE,WENDELL C UCI		
VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES		
Annual Base as of Dec 31	\$327,818	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$322,248	
Home Loan Program	\$300,000	Per policy, eligible to participate in the UC Home Loan Program.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

BRENNER, DAVID ALLEN UCSD		
VICE CHANCELLOR - HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$586,390	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$576,427	
Health Sciences Compensation Plan	\$220,000	Per policy, eligible to participate in Health Sciences Compensation Plan.
Home Loan Program	\$2,660,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BROSTROM, NATHAN ERIC UCOP		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$424,360	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$417,150	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
BROWN, PAMELA HOPE UCOP		
VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING		
Annual Base as of Dec 31	\$285,725	Effective 7/1/16, a merit based increase and an equity based increase were received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$260,585	
BROWN, SANDRA A UCSD		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$327,665	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$321,380	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

BUCHMAN, BRAD UCOP		
MEDICAL DIRECTOR – STUDENT HEALTH & COUNSELING		
Annual Base as of Dec 31	\$375,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$125,000	
BUDIL, KIMBERLY SUSAN UCOP		
VICE PRESIDENT NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$376,619	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$370,221	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
BURTIS, KENNETH C UCD		
INTERIM PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$290,863	Per approval of President Napolitano on 5/4/16, appointed to Acting Provost/Executive Vice Chancellor on 4/28/16 with a base salary increase of 20 percent from \$235,326 to \$282,391. Effective 7/1/16, Mr. Burtis received a performance-based merit increase to \$290,863 for fiscal year 2016-2017. Appointed to Interim Provost/Executive Vice Chancellor on 8/27/16 per approval of President Napolitano on 9/3/16 with no additional increase to base salary.
Actual Base Salary Received	\$254,289	
Stipend	\$12,395	Stipend for position as faculty advisor to the Chancellor which ended 4/26/16 when Mr. Burtis was appointed to Interim Provost and Executive Vice Chancellor.
CAMPBELL, JOHN DUNCAN UCSD		
MEDICAL GROUP EXECUTIVE DIRECTOR		
Annual Base as of Dec 31	\$298,918	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$292,874	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$45,892	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
CARLSON,SUSAN L. UCOP		
VICE PROVOST - ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$282,743	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$277,166	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
CARRICO,KATHRYN A UCLA		
ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT		
Annual Base as of Dec 31	\$350,893	Effective 7/1/16, Kathryn Carrico received a merit increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2015-16.
Actual Base Salary Received	\$344,931	
Relocation Allowance	\$16,410	Relocation allowance of 25 percent (\$78,750) payable over three years. Data reflects amount paid in 2016 (last installment). Approved by Chancellor 8/29/13.
CARTER,CAMERON S UCD		
INTERIM VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$442,928	Per approval by President Napolitano on 9/29/16, appointed to Interim Vice Chancellor-Research effective 10/1/16 with a base salary increase of 2.5 percent from \$432,125 to \$442,928.
Actual Base Salary Received	\$347,744	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$105,271	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP) with a "Y" component in the amount of \$115,100 annually while a faculty member at the UC Davis School of Medicine. The "Y" component ended on 9/30/16 due to the start of the Interim Vice Chancellor-Research appointment. The "Y" component will resume when Mr. Carter reverts to his previous position.
Stipend	\$7,292	A stipend of \$8,000 for serving as Director of the Center for Neuroscience which ended 9/30/16 when Mr. Carter was appointed to the Interim Vice Chancellor of Research.
Other Benefit	\$1,045	Med Comp Insurance for Dr. Carter as a School of Medicine faculty member for 2016.
CHAN,SCOTT UCOP		
SENIOR MANAGING DIRECTOR, PUBLIC EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$321,360	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$314,150	
Chief Investment Officer Administrative Incentive Plan	\$97,335	The Administrative Oversight Committee approved the incentive payout award of \$97,335.00 (30.29 percent of base salary) for FY 2015-16. Scott Chan's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
CHIARAPPA,CYNTHIA L. UCSF		
VICE PRESIDENT-MEDICAL CENTER ADMINISTRATION, UCSF HEALTH		
Annual Base as of Dec 31	\$293,865	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$285,194	
Stipend	\$6,782	Temporary 15 percent stipend for the assumption of additional responsibilities due to organizational restructuring, effective 10/24/16-6/30/17, approved under local authority.
Clinical Enterprise Management Recognition Program	\$41,071	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

CHRISMAN, MAYE C. UCSF		
VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$366,919	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$359,681	
Clinical Enterprise Management Recognition Program	\$32,793	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
CHRIST, CAROL UCB		
INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$231,750	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$97,959	
		Appointed at 43 percent time; amount reflects payment at reduced rate
CLOSE, CORI RASHEL UCLA		
HEAD COACH, WOMEN'S BASKETBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Incentive	\$60,000	Annual performance-based incentive opportunity as part of negotiated athletics' contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$155,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$3,655	Payout based on annual participation in summer camps approved as part of negotiated contract.
Other Benefit	\$5,018	Reflects taxable benefit reported on W-2 form for UCLA Sporting Event Tickets.
COLEY, RON T UCR		
VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$317,538	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$311,274	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$18,437	Per policy, a relocation allowance of 25 percent of base salary (\$73,750) paid in monthly installments over four years: 25 percent (\$18,438) per year. Data reflects actual payment received in 2016.
COLLINS, HEIDI MODEL UCSF		
VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH		
Annual Base as of Dec 31	\$315,706	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$302,650	
Clinical Enterprise Management Recognition Program	\$44,623	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
CONK, MARGARET T UCI		
CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$364,976	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$357,266	
Clinical Enterprise Management Recognition Program	\$62,844	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
CONRAD, LARRY D UCBA		
ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$337,890	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$334,977	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

COOK,JOHN K UCD		
INTERIM CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$318,723	Per approval by President Napolitano on 12/13/16, interim Chief Information Officer, UC Davis Health System, appointment was extended until 6/30/17. Effective 7/1/16, Mr. Cook received a performance-based merit increase to annual base salary, consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-17.
Actual Base Salary Received	\$312,064	
Clinical Enterprise Management Recognition Program	\$44,344	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 14.40 percent (\$44,344.07). Award based on annual salary as of 6/30/16.
Other Cash Compensation/Payments	\$17,971	Data reflects payment for paid time off in excess of accumulation limits.
COOPER,WILLIAM MAURICE UCOP		
ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER		
Annual Base as of Dec 31	\$342,989	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$331,664	
COSTANTINIDIS,TERESA A UCSF		
VICE CHANCELLOR/CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$327,364	Effective 8/23/16, Teresa Costantinidis was appointed as Vice Chancellor/Chief Financial Officer per Presidential approval (8/22/16).
Actual Base Salary Received	\$283,716	
Stipend	\$38,715	Temporary 20 percent stipend, effective 7/1/15-8/22/16, in recognition of Interim Senior Vice Chancellor-Finance and Administration responsibilities. Approved by President (6/16/15).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

COWELL,M ELIZABETH UCSC		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$223,871	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$219,454	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
COWHEY,PETER F. UCSD		
INTERIM EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$373,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-17. Appointment of and compensation for Interim Executive Vice Chancellor, effective 8/1/16 through 7/31/17.
Actual Base Salary Received	\$324,000	
Home Loan Program	\$710,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
CRONER,JULIE ELIZABETH UCSD		
CHIEF ADMINISTRATIVE OFFICER		
Annual Base as of Dec 31	\$291,756	Ms. Croner did not receive an increase in base salary for fiscal year 2016-17 because she is at the maximum of the salary range.
Actual Base Salary Received	\$290,638	
Clinical Enterprise Management Recognition Program	\$38,687	Data reflected in the report is a combination of 2014/15 actual award balance of \$637 (paid in 2016) and 2015/16 actual award amount (\$38,050) as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$8,753	Ms. Croner is at the maximum of the salary range. Per guidelines for 2016-17 merit-based salary program for policy covered (non-exclusively represented) employees, Ms. Croner received a one-time lump sum retirement eligible annualized payment equivalent to the annual amount she would receive if her current salary was not at the maximum of the salary range.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

CROUGHAN,MARY SHANNA UCOP		
EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE		
Annual Base as of Dec 31	\$203,718	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$200,256	
CUCULLU,MICHELE ELISE UCOP		
DIRECTOR - PRIVATE EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$241,413	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$236,651	
Chief Investment Officer Administrative Incentive Plan	\$184,713	The Administrative Oversight Committee approved the incentive payout award of \$184,712.98 (79.19 percent of base salary) for FY 2015-16. Michele Cucullu's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
D'ANIERI,PAUL UCR		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$349,830	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$342,929	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month)
Relocation Allowance	\$23,698	Per policy, a relocation allowance of 25 percent base salary (\$81,250) to be paid in equal monthly installments over two years. Data reflects actual amount received in 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$408,900	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per President Napolitano approval June 19, 2014, eligible to accrue sabbatical credits as a member of tenured faculty.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

DANIEL,GRADY PATRICK UCSD		
CHIEF ADMIN OFFICER		
Annual Base as of Dec 31	\$273,862	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$273,426	
Clinical Enterprise Management Recognition Program	\$38,567	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
DAVIS,RONALD ANTHONY UCLA		
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$391,400	Effective 5/22/16, appointment and compensation for Ronald Davis as Chief Financial Officer, Hospital System, approved by the Chancellor on 5/16/16.
Actual Base Salary Received	\$368,026	
Clinical Enterprise Management Recognition Program	\$85,025	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$3,288	Relocation allowance of 25 percent (\$71,250) payable over a period of four years. Data reflects payment that was received in 2016 (last installment). Approved by the Chancellor on 4/3/12.
DE LA TORRE,ADELA UCD		
VICE CHANCELLOR - STUDENT AFFAIRS AND CAMPUS DIVERSITY		
Annual Base as of Dec 31	\$319,300	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$313,875	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$359,300	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DECARLO,RICHARD D. UCSF		
VICE PRESIDENT/CHIEF OPERATING OFFICER, CHILDREN'S SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$596,562	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$583,534	
Clinical Enterprise Management Recognition Program	\$90,084	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
DECOSTA,SHELBY K. UCSF		
SVP-STRATEGY AND BUSINESS DEVELOPMENT, UCSF HEALTH		
Annual Base as of Dec 31	\$520,000	11/6/16: 16.6 percent market salary adjustment/retention equity increase approved under local authority. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$443,228	
Clinical Enterprise Management Recognition Program	\$38,554	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$42,380	4-year relocation allowance approved under local authority effective 11/30/15 (date of hire). 25 percent of annual base salary upon date of hire (\$107,500 based on \$430,000; no change in rate as a result of annual base salary increases). Four-year declining percentage (40 percent, 30 percent, 20 percent, 10 percent).
Moving Expenses - Family's Move	\$28,985	Moving expense reimbursement for Shelby Decosta, approved under local authority, in the amount of \$28,985 in 2016.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

DELANEY,MARGARET L UCSC		
VICE CHANCELLOR - PLANNING AND BUDGET		
Annual Base as of Dec 31	\$282,730	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,707	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DIRKS,NICHOLAS UCB		
CHANCELLOR		
Annual Base as of Dec 31	\$531,939	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$522,902	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Relocation Allowance	\$30,425	Per policy, relocation allowance of 25 percent base salary (\$121,700) to be paid in four equal annual installments beginning January 1, 2014. Data reflects actual payment received in 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Other Benefit		Accelerated eligibility schedule for University's insured retiree health-care plans.
DOBBS,DAVID O. UCSF		
EXECUTIVE DIRECTOR-NETWORKED DATA WAREHOUSE, UCSF HEALTH		
Annual Base as of Dec 31	\$324,642	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$318,687	
Clinical Enterprise Management Recognition Program	\$48,960	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Relocation Allowance	\$18,750	Relocation allowance of 25 percent (\$75,000) of annual base salary paid over two years: 25 percent (\$18,750) within first 30 days (paid on 11/26/14); 25 percent upon completion of 90 days (paid on 1/28/15); 25percent upon completion of first year (paid 10/21/15); 25 percent upon completion of second year (paid 10/19/16). Repayment clause, if separation occurs during first two years. 9/16/14: Approved by Chancellor Hawgood and UCSF Compensation Committee.
DONALDSON,LORI R UCSD		
CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER		
Annual Base as of Dec 31	\$361,558	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$354,255	
Stipend	\$2,500	Data reflects payment as University Extension instructor.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
DORR,AIMEE UCOP		
PROVOST AND EXECUTIVE VP - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$382,454	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$375,956	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DOYLE,MARY M UCSC		
VICE CHANCELLOR - INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$282,730	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,707	
Home Loan Program	\$945,000	Per policy, eligible to participate in the UC Home Loan Program.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

DUCKETT,DWAINE BRIAN UCOP		
VICE PRESIDENT, SYSTEMWIDE HUMAN RESOURCES		
Annual Base as of Dec 31	\$327,818	No salary increase received in 2016.
Actual Base Salary Received	\$327,818	
Stipend	\$27,318	Dwaine Duckett assisted the office of the CIO in developing a strategy to implement a new organizational design, develop new roles and responsibilities for the investment and operational staff while mitigating the risk typically associated with such large scale organizational change. Dwaine Duckett has been approved to receive a temporary 10 percent stipend (\$32,782 annualized) for one year or until the organization redesign of the CIO's office is implemented. Dwaine Duckett's stipend ended on 9/30/16.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program	\$989,100	Per policy, eligible to participate in the UC Home Loan Program.
DUFFY,SHARON A. UCR		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$225,101	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$221,277	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DURAND,DAVID J UCSF		
VICE PRESIDENT/CHIEF MEDICAL OFFICER-BENIOFF CHILDREN'S HOSPITAL OAKLAND		
Annual Base as of Dec 31	\$412,500	Appointment of and contract compensation for David J. Durand as Chief Medical Officer - Children's Hospital Oakland effective 1/1/14 - 12/31/16 (three-year contract appointment).
Actual Base Salary Received	\$410,925	
Clinical Enterprise Management Recognition Program	\$62,221	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$17,413	Data reflects payment for paid time off amount in excess of accumulation limits.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

DYKES,DANIEL UCB		
HEAD COACH - FOOTBALL		
Annual Base as of Dec 31	\$350,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$341,667	
Incentive	\$40,000	Incentive for Academic performance incentives and bowl game appearance per negotiated athletics' contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$2,254,166	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as part of negotiated athletics' contract.
Other One-Time Payment	\$250,000	Signing bonus as part of negotiated athletics' contract.
Other Benefit	\$4,108	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$5,000	Country Club membership approved as part of negotiated athletics' contract; taxable benefit reported on W-2.
Other Benefit	\$1,955	Taxable value of spousal travel to bowl game
ECKBLAD,J STUART UCSF		
VICE PRESIDENT-MAJOR CONSTRUCTION PROJECTS, UCSF HEALTH		
Annual Base as of Dec 31	\$296,934	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$291,491	
Clinical Enterprise Management Recognition Plan	\$31,590	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
ELAHI,FARANAK K UCLA		
CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CHIEF OPERATING OFFICER, FACULTY PRACTICE GROUP		
Annual Base as of Dec 31	\$336,527	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$330,809	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Clinical Enterprise Management Recognition Program	\$61,261	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals.
ELLIS,ARTHUR BARON UCOP		
VICE PRESIDENT, RESEARCH AND GRADUATE STUDIES		
Annual Base as of Dec 31	\$300,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$92,391	
Relocation Allowance	\$8,052	Arthur Ellis is eligible to receive actual and reasonable expenses associated with moving his household goods and personal effects from his primary residences to his new residence. The moving expenses incurred were \$8,051.73.
EPSTEIN LUDEWIG,ROBIN UCLA		
DIRECTOR, HUMAN RESOURCES PLANNING & TALENT ACQUISITION, UCLA HEALTH		
Annual Base as of Dec 31	\$276,959	Effective 2/28/16, an equity increase of 6.5 percent was approved for Robin Epstein Ludewig. Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$268,733	
Stipend	\$11,716	Effective 4/24/16 through 12/31/16, an administrative stipend of 6.5 percent to reflect temporary expanded responsibilities was approved by UCLA Health.
Clinical Enterprise Management Recognition Plan	\$40,334	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
ESQUER,DAVID UCB		
HEAD COACH - BASEBALL		
Annual Base as of Dec 31	\$170,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$167,152	Includes retroactive pay to 8/1/15. Per contract, approved by Regents.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Incentive	\$40,000	Includes deferred compensation (\$20k) and other academic performance incentives approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$215,700	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus and equipment/apparel fee approved as part of negotiated athletics' contract.
Other Benefit	\$1,688	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
FALCONE, ROGER W LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$327,740	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$314,650	
FALLE, JOHN G. UCOP		
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$304,773	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$299,093	
Other Cash Compensation/Payments	\$3,000	In 2016, John Falle received \$3,000 (250.00 per month) to offset the higher cost of medical premiums in Washington DC due to the discontinuation of a HMO option.
FAWLEY, REECE I UCSF		
VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE, UCSF HEALTH		
Annual Base as of Dec 31	\$371,288	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$360,942	
Clinical Enterprise Management Recognition Program	\$53,137	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Stipend	\$2,336	A stipend of 19.1 percent of base salary for serving as the Interim Chief Strategic Planning Officer, effective 7/1/14-12/31/15. Original appt/stipend: Approved by UCSF Compensation Committee (6/24/14); first extension approved by Chancellor (12/17/14), endorsed by UCSF Compensation Committee (12/16/14); second extension approved by Chancellor (6/15/15), endorsed by UCSF Compensation Committee (6/15/15). Interim appointment/stipend ended on 12/31/15.
FEDEROFF, HOWARD J UCI		
VICE CHANCELLOR - HEALTH AFFAIRS AND CHIEF EXECUTIVE OFFICER - UC IRVINE HEALTH SYSTEM		
Annual Base as of Dec 31	\$800,000	Salary upon appointment in January 2016.
Actual Base Salary Received	\$765,277	
Clinical Enterprise Management Recognition Program	\$167,840	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Health Sciences Compensation Plan	\$64,168	Health Sciences Compensation Plan (HSCP) income paid in calendar year 2016 for prior appointment as Vice Chancellor - Health Affairs and Dean - School of Medicine, which ended 1/21/2016. Employee's participation in CEMRP did not overlap with HSCP.
Executive Auto Allowance	\$7,678	Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment as CEO UCI Health in 2016; received less than twelve monthly payments in 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
FEITELBERG, DANIEL MARTIN UCM		
VICE CHANCELLOR PLANNING AND BUDGET		
Annual Base as of Dec 31	\$288,398	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$282,709	
Relocation Allowance	\$15,938	Relocation allowance of \$63,750 (25 percent of his proposed base salary). This allowance was payable in annual installments of 25 percent per year over four years of employment with the 4th (final) payment paid out in August 2016.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

FISHER, MARC P UCSB		
VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES/CAMPUS ARCHITECT		
Annual Base as of Dec 31	\$303,016	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$297,868	
FLAHERTY, KIERAN UCOP		
INTERIM ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$207,500	Per policy, appointment of and compensation for Kieran Flaherty as Interim Associate Vice President & Director, State Government Relations with an annual base salary of \$207,500, effective 11/1/2016.
Actual Base Salary Received	\$177,260	
Stipend	\$2,256	Administrative stipend for additional responsibilities prior to SMG appointment
FOLLETTE, MARGARET G. UCLA		
CHIEF CONTRACTING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$287,777	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$282,495	
Clinical Enterprise Management Recognition Plan	\$41,909	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
FONG, EDMOND UCOP		
MANAGING DIRECTOR, ABSOLUTE RETURNS		
Annual Base as of Dec 31	\$295,949	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$289,309	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Chief Investment Officer Administrative Incentive Plan	\$208,190	The Administrative Oversight Committee approved the incentive payout award of \$208,190.30 (70.35 percent of base salary) for FY 2015-16. Edmond Fong's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
FORD,JEAN ELIZABETH UCSD		
ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES ADVANCEMENT		
Annual Base as of Dec 31	\$340,000	Ms. Ford did not receive an increase in base salary for fiscal year 2016-17 because she is at the maximum of the salary range.
Actual Base Salary Received	\$340,000	
Clinical Enterprise Management Recognition Program	\$49,019	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$11,220	Ms. Ford is at the maximum of the salary range. Per guidelines for 2016-17 merit-based salary program for policy covered (non-exclusively represented) employees, Ms. Ford received a one-time lump sum retirement eligible annualized payment equivalent to the annual amount she would receive if her current salary was not at the maximum of the salary range.
Moving Expenses - Shipment of Household Goods	\$2,981	Move household goods and personal effects from rental unit to permanent residence in Encinitas, CA.
FORD,JOHN B UCSF		
VICE CHANCELLOR-UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS		
Annual Base as of Dec 31	\$488,036	Effective 12/1/16, John Ford received a market based salary adjustment approved by President Napolitano on 1/23/17. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$466,559	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

FRANKEL,ANN D UCD		
DIRECTOR - PATIENT ACCOUNTS ADMINISTRATION		
Annual Base as of Dec 31	\$269,468	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$264,152	
Clinical Enterprise Management Recognition Program	\$46,647	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 17.92 percent (\$46,646.94). Award based on annual salary as of 6/30/16.
FREISCHLAG,JULIE ANN UCD		
VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND DEAN-SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$537,138	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$528,012	
Health Sciences Compensation Plan	\$195,475	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP) with a "Y" payment in the amount of \$195,475 annually, approved by President Yudof on 9/16/13. The "Y" payment is paid in monthly payments in the amount of \$16,289.58.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, eligible to accrue sabbatical credits as a member of tenured faculty.
Other Benefit	\$1,624	MedComp Insurance for Dr. Freischlag as a School of Medicine member for 2016.
FRENCH,BARBARA J. UCSF		
VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$332,748	Effective 12/1/16, Barbara French received a 2 percent market-based salary adjustment as approved by President Janet Napolitano on 2/13/17. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Actual Base Salary Received	\$319,387	
Senior Management Supplement		Ineligible due to MSP appointment and without salary SMG appointment.
Executive Life		Ineligible due to MSP appointment and without salary SMG appointment.
Executive Disability		Ineligible due to MSP appointment and without salary SMG appointment.
FRIEDLANDER,JULIA MARY COMBS UCOP		
DEPUTY GENERAL COUNSEL		
Annual Base as of Dec 31	\$257,500	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$253,125	
FRIES,ROBERT S. UCSF		
VP-CHILDREN'S SERVICES FINANCE/CFO, CHILDREN'S HOSPITAL OAKLAND		
Annual Base as of Dec 31	\$520,163	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Hire Date: 12/1/15
Actual Base Salary Received	\$511,656	
Clinical Enterprise Management Recognition Program	\$43,537	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$50,906	25 percent relocation allowance approved under local authority. 12/1/15 appointment as Vice President-Children's Services Finance/Chief Financial Officer, Children's Services, UCSF Health/Children's Hospital Oakland. Approved 11/10/15 Chancellor; endorsed 11/6/15 UCSF Compensation Committee.
Moving Expenses - Family's Move	\$40,479	Robert Fries was approved for moving expense reimbursement which totaled \$40,479.33 in 2016.
GALLOWAY,ALISON UCSC		
CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	362,990	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Professor Galloway stepped down from her SMG position 12/31/2016 and is on sabbatical leave 1/1/2017 through 12/31/2017.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$355,830	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
GARDNER, MAURE D UCLA		
DIRECTOR, LABOR RELATIONS & COMPENSATION, UCLA HEALTH		
Annual Base as of Dec 31	\$276,959	On leave, not available for certification process. Effective 2/28/16, an equity increase of 6.5 percent was approved for Maure Gardner. Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$268,733	
Clinical Enterprise Management Recognition Plan	\$40,334	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$11,716	Effective 4/24/16 through 12/31/16, an administrative stipend of 6.5 percent to reflect temporary expanded responsibilities, was approved by UCLA Health.
Other Cash Compensation/Payments	\$10,142	Data reflects payment for paid time off amount in excess of accumulation limits.
GEOCARIS, DIANE FIELDS UCI		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$287,005	
Actual Base Salary Received	\$282,129	
GIBBS, GEOFFREY TAYLOR UCOP		
DEPUTY GENERAL COUNSEL		
Annual Base as of Dec 31	\$265,740	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$261,225	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

GIL, GLORIA BROWNING UCOP		
MANAGING DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$315,132	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$309,777	
Chief Investment Officer Administrative Incentive Plan	\$144,542	The Administrative Oversight Committee approved the incentive payout award of \$144,541.63 (45.87 percent of base salary) for FY 2015-16. Gloria Gil's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Home Loan Program	\$726,200	Per policy, eligible to participate in the UC Home Loan Program.
GILLMAN, HOWARD AARON UCI		
CHANCELLOR		
Annual Base as of Dec 31	\$499,550	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$491,063	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
GOLDSBOROUGH, NICHOLAS UCLA		
SENIOR PHILANTHROPIC ADVISOR, EXTERNAL AFFAIRS		
Annual Base as of Dec 31	\$318,270	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$312,863	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

GONZALEZ, JUAN C UCSD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$276,905	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$271,594	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$16,250	Relocation allowance of 25 percent base salary (\$65,000) to be paid in equal installments over a four-year period. Approved by President Napolitano on 7/2/14. Data reflects third annual installment payment.
Home Loan Program	\$525,000	Per policy, eligible to participate in the UC Home Loan Program.
GORDEN JR., MONROE UCLA		
INTERIM VICE CHANCELLOR--STUDENT AFFAIRS		
Annual Base as of Dec 31	\$273,000	Effective 7/1/16, appointment and compensation for Monroe Gorden Jr as Interim Vice Chancellor--Student Affairs, approved by President Napolitano on 4/12/16. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$251,854	
Recognition Award	\$10,000	STAR Award received on 6/17/16 in former role as Associate Vice Chancellor (MSP) under campuswide program for Policy-Covered Staff in recognition of their achievements.
GOTTLIEB, LINDSAY UCB		
HEAD WOMEN'S BASKETBALL COACH		
Annual Base as of Dec 31	\$335,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$322,500	
Incentive	\$65,000	Discretionary bonus based on key performance indicators per negotiated athletics' contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Other Cash Compensation/Payments	\$225,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as part of negotiated athletics contract.
Other Benefit	\$1,160	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
GRIMLEY,KAREN ANN UCLA		
CHIEF NURSING EXECUTIVE, UCLA HEALTH		
Annual Base as of Dec 31	\$379,050	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$372,102	
Clinical Enterprise Management Recognition Program	\$76,334	Data reflected is the actual award amount received from UCI (\$15,853.33) and UCLA (\$60,480.84) for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. (Incumbent transferred from UCI to UCLA in Sept. 2015.)
GUERRERO,DANIEL GENE UCLA		
DIRECTOR, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$850,593	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$837,092	
Incentive	\$95,000	Supplemental Compensation Opportunities based on performance-related goals approved as part of negotiated athletics' contract.
Home Loan Program	\$850,000	Per policy, eligible to participate in the UC Home Loan Program.
Other Benefit	\$16,822	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$26,941	Per approved contract, data reflects the imputed income for a courtesy vehicle
GUIMARAES,ARTHUR RIBEIRO UCOP		
ASSOCIATE CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$346,466	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$339,632	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Chief Investment Officer Administrative Incentive Plan	\$148,406	The Administrative Oversight Committee approved the incentive payout award of \$148,408.00 (42.83 percent of base salary) for FY 2015-16. Arthur Guimaraes's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Relocation Allowance	\$15,000	Per policy, a relocation allowance equal to 23.1 percent of base salary (\$75,000) to be paid on a monthly basis over a four-year period: 40 percent (\$30,000) in the first year 2014; 30 percent (\$22,500) in the second year 2015; 20 percent (\$15,000) in the third year 2016; and 10 percent (\$7,500) in the fourth year 2017. Data reflects third year payment.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
GULBRANSON,CHRISTINE UCOP		
SVP RSCH INNOV ENTREPREN		
Annual Base as of Dec 31	\$325,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$177,273	
Executive Auto Allowance	\$4,863	Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment in 2016; received less than twelve monthly payments in 2016.
GULLATT,VELVIA YVETTE UCOP		
VICE PROVOST DIVERSITY AND ENGAGEMENT		
Annual Base as of Dec 31	\$252,089	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$246,570	
GUNTHER,ELISABETH R UCM		
CAMPUS COUNSEL		
Annual Base as of Dec 31	\$237,544	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$234,164	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$7,725	Per policy, a relocation allowance of 10 percent (\$23,175) of base salary (\$231,750) to be paid in annual installments over three years: 33.3 percent (\$7,725) in year 1, 33.3 percent (\$7,725) in year 2, and 33.3 percent (\$7,725) in year three. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects second-year annual installment payment.
Home Loan Program	\$243,000	Per policy, eligible to participate in the UC Home Loan Program.
HANSEN SHINNERL, CLARE T UCSF		
ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES		
Annual Base as of Dec 31	\$311,732	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$306,264	
HARRIS, JOHN P UCSF		
VP-MERGERS, ACQUISITIONS, BUSINESS DEVELOPMENT, UCSF HEALTH		
Annual Base as of Dec 31	\$412,004	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$404,446	
Clinical Enterprise Management Recognition Program	\$48,336	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
HASSETT, LIV KRISTIN UCSC		
INTERIM CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$225,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$192,780	
Recognition Award	\$500	STAR plan award received March 2016 prior to Interim SMG appointment.
Stipend	\$1,774	Stipend received prior to Interim SMG appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

HAWGOOD,SAMUEL UCSF		
CHANCELLOR		
Annual Base as of Dec 31	\$795,675	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$782,156	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
HAYASHIDA,PETER A. UCR		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Annual Base as of Dec 31	\$311,221	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$305,933	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program	\$409,500	Per policy, eligible to participate in the UC Home Loan Program.
HENDERSON,JULIE ANN UCOP		
SENIOR VICE PRESIDENT, PUBLIC AFFAIRS		
Annual Base as of Dec 31	\$288,400	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$283,500	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
HERVEY,BRIAN T UCI		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Annual Base as of Dec 31	\$383,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$342,821	
Executive Auto Allowance	\$3,715	Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment in 2016; received less than twelve monthly payments in 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$529,200	Per policy, eligible to participate in the UC Home Loan Program.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

HEXTER,RALPH J UCD		
INTERIM CHANCELLOR		
Annual Base as of Dec 31	\$400,842	Pursuant to an existing delegation of authority, Mr. Hexter filled the role as Acting Chancellor on 4/27/16 while the Chancellor was on Administrative leave with no change in base salary. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Per approval by the UC Regents on 9/15/16 he was appointed Interim Chancellor until a new Chancellor is appointed with no change to his base salary.
Actual Base Salary Received	\$394,032	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Home Loan Program	\$607,500	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible to accrue sabbatical credits as a member of tenured faculty.
HOFFMAN,KYLE DEAN UCM		
VICE CHANCELLOR DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$244,953	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$241,469	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
HOLMES-SULLIVAN,ROBIN HELENE UCOP		
VP STUDENT AFFAIRS		
Annual Base as of Dec 31	\$290,000	Per policy, appointment of and compensation for <u>Robin Holmes-Sullivan</u> as Vice President – Student Affairs with an annual base salary of \$290,000. This action was approved by the President with a 10/31/16 appointment date.
Actual Base Salary Received	\$25,317	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Moving Expenses - Shipment of Household Goods	\$10,897	Per policy, Robin Holmes-Sullivan is eligible to receive actual and reasonable expenses associate with moving her household goods and personal effects from her primary residence to her new residence. The moving expenses incurred were paid to S&M Moving Systems in the amount of \$10,896.66.
HOOPER, JULIE MORGAN UCB		
VC OF UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$391,400	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$384,750	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Relocation Allowance	\$18,670	Part of original MSP offer (Fundraising Mgr 4 appt); pre-dates SMG appointment.
Home Loan Program	\$1,300,000	Per policy, eligible to participate in the UC Home Loan Program.
HUBBARD, SUSAN S LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$367,128	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$355,358	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
HUMISTON, GLENDA LEE UCOP		
VP – AGRICULTURE AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$281,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$274,000	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

INCANDELA, JOSEPH ROBERT UCSB		
INTERIM VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$320,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$304,525	
JACAK, BARBARA V. LBNL		
SCIENTIFIC DIVISION DIRECTOR FACULTY		
Annual Base as of Dec 31	\$268,900	Per APM 680, increased Academic Annual Base Salary by 16 percent, rounded to the nearest \$100 effective 12/31/2016.
Actual Base Salary Received	\$230,100	
Stipend	\$20,880	Per policy, an administrative stipend of 8 percent (currently \$20,880, annualized) of Fiscal Year Equivalent salary in recognition of the additional responsibilities as the Nuclear Science Division Director approved by Laboratory Director Alivisatos effective January 1, 2015. The stipend is not intended for an acting or temporary position and therefore does not have an end date.
Other Cash Compensation/Payments	\$76,650	Summer salary compensation for research. Includes \$417.29 retroactive summer salary paid in August 2016.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
JANSEZIAN, KRIKOR UCI		
EXECUTIVE DIRECTOR, ANCILLARY SERVICES		
Annual Base as of Dec 31	\$310,500	No merit increase received in 2016.
Actual Base Salary Received	\$315,977	Actual base salary received in CY2016 exceeds appointment rate due to 27 biweekly pay periods in CY2016, as opposed to 26.
Clinical Enterprise Management Recognition Program	\$22,084	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

JED, MEREDITH MICHAELS UCI		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$329,600	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$324,000	
JENNY, PAUL E UCSF		
SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION		
Annual Base as of Dec 31	\$368,000	Per policy, appointment of and compensation for <u>Paul Jenny</u> as Senior Vice Chancellor – Finance and Administration with an annual base salary of \$368,000. This action was approved by the President with a 6/22/16 appointment date.
Actual Base Salary Received	\$163,091	
Other Cash Compensation/Payments	\$73,600	20 percent hiring bonus approved per policy on 6/7/16.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Family's Move	\$22,683	Moving expense reimbursement element approved by the President on 6/7/16. Paul Jenny was reimbursed for \$22,683 in moving expenses in 2016.
JENSEN, NANCY WEIGEL UCLA		
CHIEF COMMUNICATIONS AND MARKETING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$309,000	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$303,750	
Clinical Enterprise Management Recognition Program	\$60,254	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$22,500	Relocation allowance of 25 percent of base salary (\$75,000) to be paid over four years. Data reflects amount paid in 2016 (Year 2). Approved by the Chancellor on 6/19/15.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

JENUSAITIS, MATTHEW UCSD		
CHIEF OF STAFF		
Annual Base as of Dec 31	\$284,991	Effective 7/31/16, Mr. Jenusaitis received an increase of 24.6 percent in base salary due to position reclassification from MSP C to MSP D, based on increased scope and greater responsibilities. He is responsible for UCSD Health operational excellence, project management and cross-functional projects. In addition, he now has responsibility for business development and management of hospital affiliation relationships and joint ventures.
Actual Base Salary Received	\$245,995	
Clinical Enterprise Management Recognition Program	\$42,264	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$62,700	Mr. Jenusaitis received a stipend for performing higher level duties for period 8/16/15-9/30/16. He was asked by Health Sciences Chief Executive Officer to oversee several higher level functions which include clinical service agreements with UHS in Riverside County, business development, and Critical Care outreach in Riverside and Imperial Counties, etc. At the time the stipend was approved, he was below the salary threshold, so Chancellor's approval was not required
JOHNSON, VINCENT L JR. UCSF		
EXECUTIVE VICE PRESIDENT-UCSF HEALTH OPERATIONS/CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$710,000	Vincent Johnson's appointment salary remained the same throughout 2016 (no merit increase). Vincent Johnson separated from UC on 2/27/17.
Actual Base Salary Received	\$733,138	Vincent Johnson transferred from UC Davis to UC San Francisco on 1/4/16. On 1/4/16, he received UC Davis REG pay covering 12/1/15-12/31/15 (\$50,646.73). On 2/1/16, he received UC Davis REG pay covering 1/1/16-1/3/16 (\$2,410.78). Total UC Davis REG pay received in 2016: \$53,057.51. In 2016, Vincent Johnson received \$680,080 in REG pay from UCSF.
Clinical Enterprise Management Recognition Program	\$114,648	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. UC Davis payout=\$60,808.51; UC San Francisco payout=\$53,839.57. TOTAL=\$114,648.08.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Relocation Reimbursement - Temporary Housing	\$27,409	Policy exception for 120 days of temporary housing approved by the Regents on 11/19/15: 2/1/16-5/30/16 (120 days). Reimbursement of \$27,408.96 in 2016.
Moving Expenses - Family's Move	\$8,204	The Regents approved the moving expense reimbursement element for Vincent Johnson. Vincent Johnson received \$8,203.52 in moving expense reimbursements in 2016.
JONES, KENNETH M UCSF		
SENIOR VICE PRESIDENT-UCSF HEALTH AFFILIATES		
Annual Base as of Dec 31	\$620,816	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$602,509	
Clinical Enterprise Management Recognition Program	\$77,792	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
KANG, JERRY UCLA		
VICE CHANCELLOR -- EQUITY, DIVERSITY AND INCLUSION		
Annual Base as of Dec 31	\$280,160	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. This appointment is 70 percent SMG and 30 percent Academic.
Actual Base Salary Received	\$290,290	Combined base salary received as Vice Chancellor at 70 percent time with an annual rate of \$280,160 (\$196,112) and as Law Professor at 30 percent time with annual faculty rate of \$327,800 (\$98,340).
Other Cash Compensation/Payments	\$141,944	Cumulative summer salary as faculty member for 2015 and 2016.
Housing Allowance	\$12,000	Per offer letter for academic appointment and approved by the Executive Vice Chancellor and Provost, a Faculty Housing Allowance totaling \$48,100 payable from July 2015 thru June 2019.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$1,000,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of the tenured faculty.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

KARAGOZIAN,ANN R UCLA		
INTERIM VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$314,650	Effective 1/3/16, appointment and compensation for Ann Karagozian as Interim Vice Chancellor for Research, approved by President Napolitano on 1/7/16. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$301,130	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of the tenured faculty.
KAUFMAN,ARTHUR A UCB		
DEFENSIVE COORDINATOR - FOOTBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$239,583	
Other Cash Compensation/Payments	\$333,750	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,336	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
KEASLING,JAY D LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$415,056	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$401,756	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.
KEISTER,SHAUN B. UCD		
VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$388,108	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$380,452	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Other Cash Compensation/Payments	\$890	Per approval by Chancellor Katehi on 1/12/16, compensation for development of two modules for the FUN200 course at the UC Davis Extension.
KHARGONEKAR, PRAMOD P. UCI		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$358,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$150,524	
Moving Expenses - Other	\$3,910	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his household (including car rental, meals, fuel, and temporary lodging).
Moving Expenses - Moving Services	\$825	Relocation of household goods.
Moving Expenses - Family's Move	\$19,829	Per policy, reimbursement of actual and reasonable expenses associated with moving Mr. Khargonekar's household goods and personal effects from his former primary residence to his new primary residence, subject to the limitations under policy (including moving company, auto removal, and other removal expenses).
Moving Expenses - Initial Househunting	\$2,376	Eligible for two house hunting trips with spouse and up to two return trips to his former residence, subject to limitations under policy.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
KHOSLA, PRADEEP K UCSD		
CHANCELLOR		
Annual Base as of Dec 31	\$449,208	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$441,573	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, the Chancellor resides at the University House.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

KIM,SANDRA H UCOP		
ASSOCIATE VICE PRESIDENT - CAPITAL FINANCIAL PLANNING/CAPITAL PROGRAMS		
Annual Base as of Dec 31	\$315,345	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$304,932	
KING JR,TALMADGE E. UCSF		
DEAN-SCHOOL OF MEDICINE/VICE CHANCELLOR-MEDICAL AFFAIRS		
Annual Base as of Dec 31	\$645,540	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$639,975	
Health Sciences Compensation Plan	\$280,604	Health Sciences Compensation Plan component of Dean-School of Medicine/Vice Chancellor-Medical Affairs appointment (X and Y components). Approved by the President (5/15/15).
Home Loan Program	\$625,000	Per policy, eligible to participate in the UC Home Loan Program.
KIRK,JAMES D UCD		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$495,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Per approval by President Napolitano on 12/7/16, Dr. Kirk received a 9.7 percent (\$43,720) market-based salary adjustment effective 11/1/16 increasing his annual base salary from \$451,280 to \$495,000.
Actual Base Salary Received	\$443,613	
Clinical Enterprise Management Recognition Program	\$90,731	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 20.71 percent (\$90,730.66). Award based on annual salary as of 6/30/16.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

KLAUN, MARGARET M UCSB		
VC STUDENT AFFAIRS		
Annual Base as of Dec 31	\$272,940	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$268,302	
Moving Expenses - Family's Move	\$5,967	Per policy, per offer letter dated July 2015, approved by President June 2015. Expense paid in 2016.
Moving Expenses - Shipment of Household Goods	\$1,558	Per policy, per offer letter dated July 2015, approved by President June 2015. Expense paid in 2016.
Moving Expenses – Short Term Storage of Household Goods	\$1,620	Per policy, per offer letter dated July 2015, approved by President June 2015. Expense paid in 2016.
Moving Expenses - Moving Services	\$15,321	Per policy, per offer letter dated July 2015, approved by President June 2015. Expense paid in 2016.
Home Loan Program	\$500,550	Per policy, eligible to participate in the UC Home Loan Program.
KOSHLAND, CATHERINE P UCB		
VC-UNDERGRADUATE EDUCATION		
Annual Base as of Dec 31	\$278,409	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$273,679	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
KOVALCHICK, ANN ELIZABETH UCM		
ASSOCIATE VICE CHANCELLOR OF INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$219,606	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$215,274	
Home Loan Program	\$314,900	Per policy, eligible to participate in the UC Home Loan Program.
Relocation Allowance	\$7,000	Per policy, a relocation allowance of 14 percent of base salary (\$28,000) to be paid in annual installments over four years: 25 percent (\$7,000) in Year 1, 25 percent (\$7,000) in Year 2, 25 percent (\$7,000) in Year 3, and 25 percent (\$7,000) in Year 4. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects third-year annual installment payment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

KRAUS,DAVID V. UCSD		
CHIEF CONTRACTING OFFICER - MEDICAL CENTER		
Annual Base as of Dec 31	\$355,315	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$348,712	
Clinical Enterprise Management Recognition Program	\$63,770	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$16,196	Mr. Kraus was asked by UC Office of the President to lead several higher level, enterprise-wide initiatives during the 2015-16 fiscal year. The annual stipend approved was \$57,200 (7/1/2015-8/29/2015) and \$30,194 (8/30/2015-6/30/2016). Total paid of \$48,855 and \$16,196 in 2015 and 2016 respectively, with UCOP reimbursing 50 percent of the salary (including administrative stipend), benefits, and travel expenses to the UC San Diego Health System. This was approved by Chancellor Khosla in November 2015.
KREMER,BRENDAN REED UCSD		
CHIEF ADMINISTRATIVE OFFICER - SURGICAL, ANESTHESIA, MUSC, NEURO, IMAGING SVCS		
Annual Base as of Dec 31	\$284,260	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,980	
Stipend	\$26,239	Mr. Kremer was asked by Patricia Maysent, Health Sciences Chief Executive Officer, to serve as executive point of contact and accountability for the successful opening of Jacobs Medical Center. The annual stipend approved was \$56,271 from July 3, 2016 to December 31, 2016 (total stipend paid in calendar year 2016: \$26,239). This was approved by Chancellor Khosla in July 2016.
KRISTOFKO,CLARE M UCSD		
ASSOCIATE CHANCELLOR/CHIEF OF STAFF		
Annual Base as of Dec 31	\$283,292	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$277,704	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Recognition Award	\$5,000	Data in the report is the actual Star award amount for 2015-16. STAR (Staff Appreciation Recognition) award is part of the employee incentive awards to recognize and reward excellence in university service. Actual award amount is based on performance.
Stipend	\$22,239	Ms. Kristofco was asked by Chancellor Pradeep Khosla to lead Advancement unit for period 2/1/2016-1/31/2017. She played a critical role in ensuring continued progress toward the public launch of the \$2B Campaign for UC San Diego. With the absence of a Vice Chancellor - Advancement, she assisted with the smooth transition to new leadership in the Advancement office and provided leadership of the overall planning of campus-wide celebrations leading to the campaign launch.
KUBIAK, GLENN D. LBNL		
CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$390,000	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Received a 9.6 percent market-based salary adjustment effective 12/1/16, approved per policy.
Actual Base Salary Received	\$345,976	Actual base salary received in 2016 includes \$1,660 retroactive pay due to 10/01/15 merit increase paid on 01/01/16 paycheck, and \$1,140 retroactive pay due to 10/01/16 merit increase processed in December 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
KUNZ, SAMUEL UCOP		
MANAGING DIRECTOR - INVESTMENTS		
Annual Base as of Dec 31	\$291,748	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$286,791	
Chief Investment Officer Administrative Incentive Plan	\$63,436	The Administrative Oversight Committee approved the incentive payout award of \$63,436.36 (21.74 percent of base salary) for FY 2015-16. Samuel Kunz target and maximum award opportunities (as a percent of base salary) are 45 percent and 90percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Relocation Allowance	\$11,000	Per policy, a relocation allowance equal to 20 percent of base salary (\$55,000) to be paid on a monthly basis over a four-year period: 40 percent (\$22,000) in the first year 2014; 30 percent (\$16,500) in the second year 2015; 20 percent (\$11,000) in the third year 2016; and 10 percent (\$5,500) in the fourth year 2017. Data reflects third year payment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

KWAN,LUCIA UCSF		
DIRECTOR - REVENUE CYCLE SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$271,858	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$265,710	
Clinical Enterprise Management Recognition Plan	\$28,666	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$12,422	Data reflects payment for paid time off amount in excess of accumulation limits.
LAKE,GWENDOLINE E UCLA		
CONTROLLER, HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$290,064	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. As an exception to policy, an equity increase of 4 percent, effective 9/11/16 was approved by UCLA Health and retroactively approved on 12/19/16 by the Chancellor and on 1/24/17 by the President.
Actual Base Salary Received	\$276,382	
Clinical Enterprise Management Recognition Plan	\$40,619	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout based on performance against pre-established goals.
Other Cash Compensation/Payments	\$13,343	Data reflects payment for paid time off in excess of accumulation limits.
LARET,MARK R UCSF		
PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$1,041,543	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$1,012,846	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$185,156	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
LATHAM,SARAH CHRISTINA UCSC		
VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$285,488	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$279,857	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$662,350	Per policy, eligible to participate in the UC Home Loan Program.
LAVERNIA,ENRIQUE JOSE UCI		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$386,250	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$379,688	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
LAZARUS,WILLIAM C. UCLA		
CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS		
Annual Base as of Dec 31	\$328,901	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, an equity increase of 7.5 percent was approved by the Chancellor on 10/26/16.
Actual Base Salary Received	\$303,858	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Clinical Enterprise Management Recognition Plan	\$44,556	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
LE GRANDE, HARRY UCB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$258,331	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$253,942	
Other Compensation	\$88	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
LEINEN, MARGARET S UCSD		
VICE CHANCELLOR MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY		
Annual Base as of Dec 31	\$340,061	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$333,538	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Relocation Allowance	\$19,375	Relocation allowance of \$77,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 9/18/13. Data reflects the fourth installment payment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
LELAND, DOROTHY JANE UCM		
CHANCELLOR		
Annual Base as of Dec 31	\$394,655	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$385,076	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits a member of tenured faculty.
Administrative Fund		Administrative Fund will be established. Adjustments may occur annually as allowed by policy.
LES, JAMES A. UCD		
HEAD MEN'S BASKETBALL COACH		
Annual Base as of Dec 31	\$310,000	Per approval by the UC Regents on 5/21/15, the annual guaranteed compensation of renewed contract for Mr. Les will be: \$300,000 in year 1, \$310,000 in year 2, \$320,000 in year 3, \$330,000 in year 4, \$340,000 in year 5, and \$350,000 in year six. Contract period for year 2 is 7/1/16-6/30/17.
Actual Base Salary Received	\$304,167	
Other Cash Compensation/Payments	\$20,000	Per negotiated contract, approved by the UC Regents 5/21/15, Mr. Les shall receive a one-time, non-base building incentive and retention bonus of \$20,000 payable upon the first game of that following season if he serves as the Head Coach for that game in the event the University is paid at least \$200,000 in guaranteed game fees for games scheduled in any single basketball season for men's basketball games.
Other Cash Compensation/Payments	\$9,102	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$215	Per ratification of IX (Unit 18 Lecturers) contract, the University provided a one-time, non-base building, non-UC Retirement Program eligible payment of \$215.
LEVINE, MICHAEL S UCLA		
INTERIM VICE CHANCELLOR--ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$320,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$319,125	
Stipend	\$2,100	Academic Stipend of \$3,600 for serving in previous role as the Associate Director for Education at the Brain Research Institute.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of the tenured faculty.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

LI,HAIPENG UCM		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$205,600	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$202,333	
Moving Expenses - Other	\$5,090	2015 Non-taxable moving expenses were erroneously left out of last year's AREC. Haipeng moved to UC Merced from Hong Kong in two phases: 2015 non-taxable expenses included ground transportation to the airport in Hong Kong and airfare of \$2,249.94. 2016 Non-taxable moving expenses were related to the final move and included the moving company expense of \$2,840.33.
Moving Expenses - Other	\$6,496	2015 Taxable moving expenses were erroneously left out of last year's AREC. Haipeng moved to UC Merced from Hong Kong in two phases: 2015 taxable expenses of \$4,967.49 included pre-trip expenses, temporary housing, rental vehicle while Haipeng's vehicle was shipped, and meals during his trip. 2016 Taxable moving expenses in the amount of \$1,528.27 were related to the final move and included airfare for the family, car rental, gas, and meals during the trip.
Relocation Allowance	\$7,000	Per policy, a relocation allowance of 10.5 percent of base salary (\$21,000) to be paid in annual installments over three years: 33.3 percent (\$7,000) in Year 1, 33.3 percent (\$7,000) in Year 2, and 33.3 percent (\$7,000) in Year 3. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects second year annual installment payment.
LISKA,EUGENIE L UCLA		
DIRECTOR, BUDGET & FINANCIAL PLANNING, HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$278,917	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$272,537	
Clinical Enterprise Management Recognition Plan	\$40,619	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments	\$18,174	Data reflects payment for paid time off in excess of accumulation limits.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

LLOYD, CHERYL A UCOP		
CHIEF RISK OFFICER		
Annual Base as of Dec 31	\$249,554	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$245,176	
LODGE-LEMON, BERNADETTE UCLA		
REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$334,750	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 6/19/16, received a 9 percent retention salary increase, approved by the Chancellor on 5/16/16.
Actual Base Salary Received	\$315,203	
Clinical Enterprise Management Recognition Plan	\$44,712	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments	\$28,216	Data reflects payment for paid time off in excess of accumulation limits.
LOHSE, JOHN ALLEN UCOP		
INTERIM SENIOR VICE PRESIDENT, CHIEF COMPLIANCE AND AUDIT OFFICER		
Annual Base as of Dec 31	\$290,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$9,886	
LOUIE, GEORGE UCOP		
ASSISTANT VICE PRESIDENT – UC HEALTH		
Annual Base as of Dec 31	\$340,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$205,079	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

LOWENSTEIN,DANIEL H. UCSF		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$355,250	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$352,188	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
LUBIN,BERTRAM H UCSF		
EXECUTIVE ADVISOR/ASSOCIATE DEAN-CHILDREN'S SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$715,000	Appointment of and contract compensation for Bertram H. Lubin as Chief Executive Officer - Children's Hospital Oakland, effective 1/1/14 - 12/31/16 (three-year contract appointment). UCSF and Children's Hospital Oakland affiliation. Appointment began 1/1/14.
Actual Base Salary Received	\$712,254	
Clinical Enterprise Management Recognition Program	\$133,470	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Auto Allowance	\$8,916	UCSF and Children's Hospital Oakland affiliation. As an exception to policy, inclusion of executive auto allowance approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents.
Executive Life		UCSF and Children's Hospital Oakland affiliation. As an exception to policy, inclusion of executive life insurance to \$800,000 approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents.
MACKIE-MASON,JEFFREY UCB		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$311,060	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$305,775	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Reimbursement - Temporary Housing	\$3,405	Temp housing per offer letter; reported on W-2 as wages, tips and comp subject to income and employment taxes.
Moving Expenses - Other	\$2,479	Pre-Move House hunting per offer letter reported on W-2 as wages, tips and comp subject to income and employment taxes.
Moving Expenses - Other	\$607	Meals - reported on W-2 as wages, tips and comp subject to income and employment taxes.
Moving Expenses - Other	\$283	Part of temp housing/living costs; covered in offer letter.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
MAHANEY,TIMOTHY M UCSF		
VICE PRESIDENT-FACILITIES & SUPPORT SVCS, UCSF HEALTH		
Annual Base as of Dec 31	\$322,847	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$315,338	
Clinical Enterprise Management Recognition Program	\$42,932	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
MAHBOUBA,MOHAMMED H MAHDI UCLA		
CHIEF DATA OFFICER, OFFICE OF HEALTH INFORMATICS AND ANALYSIS, INFORMATION SERVICES & SOLUTIONS		
Annual Base as of Dec 31	\$329,323	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, received a 4.5 percent equity increase, approved by the Chancellor on 10/26/16.
Actual Base Salary Received	\$311,531	
Clinical Enterprise Management Recognition Plan	\$45,893	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$3,231	Relocation allowance of 25 percent (\$70,000) to be paid over a period of four years. Data reflects amount paid in 2016 (last installment). Approved by Chancellor on 5/29/12.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

MANDEVILLE-GAMBLE, STEVEN L. UCR		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$224,010	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$220,204	
Other Benefit	\$1,199	Executive Life Insurance imputed income.
MARKLAND, JEANNE M UCLA		
CHIEF OF ENTERPRISE APPLICATIONS, INFORMATION SERVICES & SOLUTIONS		
Annual Base as of Dec 31	\$329,200	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, received a 6.5 percent equity increase, approved by the Chancellor 10/26/16.
Actual Base Salary Received	\$306,519	
Clinical Enterprise Management Recognition Plan	\$45,016	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
MARSH, TOBY K UCD		
CHIEF NURSING AND PATIENT CARE SERVICES OFFICER		
Annual Base as of Dec 31	\$348,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$292,581	
Clinical Enterprise Management Recognition Program	\$58,255	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Eligible to participate with a target of 15 percent and max of 20 percent while in Director, Patient Care Services position from 7/1/15-3/31/16; actual award 17.92 percent (\$42,115.45). Eligible to participate with a target of 15 percent and max of 25 percent while in interim Chief Nursing Officer position 4/1/16-6/30/16; actual award 20.71 percent (\$16,139.45).
Other Cash Compensation/Payments	\$8,822	Data reflects payment for paid time off amount in excess of accumulation limits.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

MARSHALL, DAVID B UCSB		
EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$339,488	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$333,720	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
MARTIN, CUONZO LAMAR UCB		
HEAD MEN'S BASKETBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Incentive	\$1,121,333	Other incentives based on achieving performance goals approved as part of negotiated athletics' contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$1,456,365	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$100,000	Signing bonus per new contract.
Other Benefit	\$13,145	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$2,816	Reflects taxable value of Country Club membership
MARTIN, DEMETRICE AARON UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Coach Auto Allowance	\$2,250	Effective 7/1/16, per renewed contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$92,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$104,900	Contingent Retention Bonus approved as part of negotiated contract.
Other Benefit	\$1,115	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$2,461	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$3,932	Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle discontinued on 6/30/16.
MARTIN, WILLIAM W UCLA		
HEAD COACH - MEN'S TENNIS		
Annual Base as of Dec 31	\$155,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$149,167	
Other Cash Compensation/Payments	\$189,842	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Other Cash Compensation/Payments	\$10,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$2,940	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
MATTHEWS, GARY CLIFFORD UCSD		
VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING		
Annual Base as of Dec 31	\$338,745	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$332,990	
MAURICE, TIMOTHY R UCD		
CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH		
Annual Base as of Dec 31	\$452,389	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$443,465	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$84,686	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 19.37 percent (\$84,686.38). Award based on annual salary as of 6/30/16.
Executive Life		Per policy, eligible for Executive Life Insurance.
Home Loan Program	\$651,000	Per policy, eligible to participate in the UC Home Loan Program.
MAYSSENT,PATRICIA SPEES UCSD		
CHIEF EXECUTIVE OFFICER		
Annual Base as of Dec 31	\$785,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$794,981	Actual base salary received was more than annual base due to Ms. Maysent's retroactive payments for interim appointment in 2015 that were paid out in 2016.
Clinical Enterprise Management Recognition Program	\$9,685	Data reflected in the report is the actual award balance for 2014-15 (\$438,740 paid in 2015 and \$9,684 paid in 2016) as approved by the Administrative Oversight Committee on 9/18/15. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Auto Allowance	\$8,127	Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment in 2016; received less than twelve monthly payments in 2016.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
MAZZIOTTA,JOHN UCLA		
VICE CHANCELLOR--HEALTH SCIENCES/CEO--UCLA HEALTH		
Annual Base as of Dec 31	\$618,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$607,500	
Health Sciences Compensation Plan	\$165,389	Per policy, eligible to participate in Health Sciences Compensation Plan, approved by the President 2/18/15. Cumulative amount received from his previous appointment as Clinical Professor and his current appointment as Vice Chancellor.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of the tenured faculty.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

MCCALLEN, DAVID B. UCOP		
ASSOCIATE VICE PRESIDENT- NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$331,796	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$323,906	
MCCLURE, ANGUS ROBERT UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$236,875	
Coach Auto Allowance	\$2,250	Effective 7/1/16, per renewed contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$72,500	Contingent Retention Bonus approved as part of negotiated contract.
Other Cash Compensation/Payments	\$26,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$40,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$3,546	Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle discontinued on 6/30/16.
Other Benefit	\$590	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$2,461	UCLA Sporting Event Tickets coaches' Perq.
MCNEIL, PAUL M. UCD		
DEAN - UC DAVIS EXTENSION		
Annual Base as of Dec 31	\$259,487	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$254,368	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Reimbursement - Temporary Housing	\$11,882	Per policy, Mr. McNeil is eligible for reimbursement of limited housing-related expenses actually and reasonably incurred for up to 90 days, subject to the limitations under policy.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

MORA, JAMES LAWRENCE UCLA		
HEAD COACH, FOOTBALL		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$300,000	
Incentive	\$95,000	Annual performance-based incentive opportunity as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$3,137,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$11,158	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$1,329	Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for all regular season games.
Other Benefit	\$31,052	Per approved contract, data reflects the imputed income for two courtesy vehicles.
Other Benefit	\$1,260	Per contract, spousal travel consistent with Athletics Department practice.
MORGAN, DAVID R. UCSF		
VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH		
Annual Base as of Dec 31	\$318,963	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$310,740	
Clinical Enterprise Management Recognition Program	\$46,710	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
MUDDITT, ALISON MARGARET UCOP		
DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS		
Annual Base as of Dec 31	\$311,753	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$304,758	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

MUNOZ,SANTIAGO III UCLA		
CHIEF STRATEGY OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$392,000	Effective 2/4/16, Santiago Munoz received an 8.57 percent equity increase, approved by the Chancellor on 2/4/16. Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$380,739	
Clinical Enterprise Management Recognition Program	\$78,755	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$34,844	Effective 7/1/16, an administrative stipend of 19.1 percent , for 2 years to reflect his role in the UC Health Initiative, approved by President Napolitano on 8/4/16.
Other Cash Compensation/Payments	\$4,746	Data reflects payment for paid time off amount in excess of accumulation limits.
MURALIDHARAN,VIJAYALAKSHMI UCD		
VICE PROVOST-INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$335,081	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$328,471	
Other Cash Compensation/Payments	\$3,906	Per policy, a hiring bonus of \$15,625 (5 percent of base salary) was authorized for Ms. Murali and will be paid in four annual installments. The first installment of \$3,906.25 was paid on 10/1/14. The second, third and fourth installments of \$3,906.25 will be paid on August 1, 2015, 2016 and 2017. If Ms. Murali separates from the University within four years of her hire date, she will be subject to the terms outlined in her Repayment Agreement.
Relocation Allowance	\$19,531	Per policy, a relocation allowance of 25 percent base salary (\$78,125) to be paid in four annual installments. The first installment of \$19,531.25 was paid on 10/1/14. The second, third and fourth installments of \$19,531.25 will be paid on August 1, 2015, 2016 and 2017. If Ms. Murali separates from the University within four years of her appointment, she will be subject to the terms outlined in her Repayment Agreement.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$810,000	Per policy, eligible to participate in the UC Home Loan Program.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

MURPHY,LISA CAROLE UCSD		
CHIEF ADMINISTRATIVE OFFICER - MEDICINE, CVC, PRIMARY SVCS		
Annual Base as of Dec 31	\$284,114	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$275,200	
Clinical Enterprise Management Recognition Program	\$37,527	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 11/2/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target rate of 15 percent and maximum potential payout of 25 percent. Actual award amount is based on performance against pre-established goals.
NAPOLITANO,JANET ANN UCOP		
PRESIDENT OF THE UNIVERSITY		
Annual Base as of Dec 31	\$570,000	No salary increase received in 2016.
Actual Base Salary Received	\$570,000	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		One-year leased housing at a cost of \$11,500 per month which is a \$1,487.00 increase in rent. The lease term was extended to commence September 1, 2015 through August 31, 2018. Leased housing is necessary because of significant repairs and renovations required at Blake house.
House Maintenance (tel, util, etc.)	\$27,402	Residential maintenance expenses include: \$5,242.24 to Pacific Gas and Electric, \$15,738 for cleaning service, \$664.95 for cleaning supplies, \$3,721.81 for plant service, \$2,035.27 for phone and internet service.
Other Benefit	\$5,589	Imputed income for the 12-Month period ending 10/31/16 for Marc Rizzo's 5 percent personal time spent as House Manager for President Janet Napolitano.
Moving Expenses-Long Term Storage of Household Goods	\$11,298	President Janet Napolitano requires the use of a storage unit to store office documentation and awards she has received but does not have room for in her office at the University of California or at her residence.
NATHAN,BENJAMIN UCLA		
CHIEF INFORMATION OFFICER, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$328,281	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, received a 9.9 percent equity increase, approved by the Chancellor 10/26/16.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$297,759	
Clinical Enterprise Management Recognition Plan	\$43,500	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$21,750	Relocation allowance of 25 percent of base salary (\$72,500) to be paid over four years. Data reflects amount paid in 2016 (Year 2). Approved by the Chancellor on 1/13/15.
NATION,CATHRYN L UCOP		
ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES		
Annual Base as of Dec 31	\$259,284	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$253,467	
NAVA,RACHAEL OLSON UCOP		
EXECUTIVE VICE PRESIDENT, CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$350,000	Effective 2/1/16, a pre-approved salary increase was received per approval of appointment.
Actual Base Salary Received	\$346,191	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
NAVARRO,J RENEE UCSF		
VICE CHANCELLOR-DIVERSITY AND OUTREACH		
Annual Base as of Dec 31	\$297,986	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$292,924	
NELSON,LOUISE COLLEEN UCLA		
VICE CHANCELLOR--LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$295,000	Salary upon appointment in 2016.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$14,526	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
NIES, CHARLES UCM		
VICE CHANCELLOR FOR STUDENT AFFAIRS		
Annual Base as of Dec 31	\$256,250	Salary upon appointment in 2016.
Actual Base Salary Received	\$240,904	
NOSOWSKY,RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES		
Annual Base as of Dec 31	\$294,763	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$288,548	
O'KELLEY,JOHN SHANNON UCLA		
CHIEF OPERATING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$643,000	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/1/2016, received a 9.95 percent market-based salary adjustment, approved by President Napolitano on 10/26/16.
Actual Base Salary Received	\$586,359	
Clinical Enterprise Management Recognition Program	\$127,045	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$7,596	Effective 4/15/15 through 2/7/16, a temporary administrative stipend of 10 percent for assuming additional responsibilities during recruitment of CEO-UCLA Hospital System. Approved by the President on 4/22/15.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

O'NEILL,GEOFFREY A UCOP		
ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT		
Annual Base as of Dec 31	\$200,904	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$197,490	
ODATO,DAVID UCSF		
SENIOR VICE PRESIDENT-HUMAN RESOURCES, CAMPUS/UCSF HEALTH		
Annual Base as of Dec 31	\$413,925	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$404,882	
Clinical Enterprise Management Recognition Program	\$62,505	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
OLSEN,STEVEN A. UCLA		
VICE CHANCELLOR- CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$360,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$347,984	
Home Loan Program	\$692,650	Per policy, eligible to participate in the UC Home Loan Program.
OUILLET,PIERRE-YVES UCSD		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$410,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$389,375	
Home Loan Program	\$701,000	Per policy, eligible to participate in the UC Home Loan Program.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

OZAETA, LISA H. UCSF		
VICE PRESIDENT/CHIEF STRATEGY OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$364,105	Effective 6/19/16, a merit based increase and a market salary adjustment were received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$355,680	
Clinical Enterprise Management Recognition Plan	\$57,169	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
PAARDEKOOPEER, JANNA M UCLA		
SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$334,750	Effective 2/8/16, appointment and compensation for Janna Paardekooper as Senior Associate Dean of Finance & Administration, School of Medicine, UCLA. Previously held a career appointment at UCSF. Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$316,941	
Clinical Enterprise Management Recognition Program	\$15,458	Data reflected in the report is the actual prorated award amount received from UCSF for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Temporary Housing Allowance	\$4,000	Per policy, a temporary housing reimbursement for 30 days.
PARHAM, THOMAS A. UCI		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$280,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Received market-based salary adjustment of 6.8 percent effective in October 2016, approved per policy.
Actual Base Salary Received	\$259,277	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

PARK,DANIEL W UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$282,470	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$277,052	
Other Cash Compensation/Payments	\$2,550	Data reflects payment as University Extension instructor.
PATTI,CHRISTOPHER M UCB		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$272,482	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$267,853	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
PATTON,HAROLD GUY UCI		
CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$300,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$14,773	
Moving Expenses - Other	\$7,414	Taxable moving expenses associated with move of primary household items.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
PAZZANI,MICHAEL J. UCR		
VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT		
Annual Base as of Dec 31	\$339,877	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Received a 5 percent market-based salary adjustment, approved per policy.
Actual Base Salary Received	\$318,193	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Home Loan Program	\$660,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
PEACOCK,NELSON EDWARD UCOP		
SENIOR VICE PRESIDENT, GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$288,400	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$283,500	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Relocation Allowance	\$20,000	Per policy, a relocation allowance of 25 percent of annual base salary (\$70,000) to offset the difference in cost of living between Maryland and California. The allowance will be paid in annual installments over four years as follows: \$20,000 on 10/31/14, in year 1; \$20,000 on 10/31/15, in year 2; \$20,000 on 10/31/16, in year 3; \$10,000 on 10/31/17, in year 4. Any unpaid relocation allowance amounts will be forfeited at the time of separation.
PETERSON,THOMAS WILLIAM UCM		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$313,200	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$308,744	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Relocation Allowance	\$16,365	Relocation allowance of 25 percent (\$65,459) of annual base salary to be paid in four equal annual installments. If employee separates from the University prior to the conclusion of the payouts, any unpaid relocation allowance amounts would be forfeited at the time of separation.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
PETITT,BECKY R UCSD		
VICE CHANCELLOR – EQUITY, DIVERSITY AND INCLUSION		
Annual Base as of Dec 31	\$257,500	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$253,125	
Relocation Allowance	\$15,625	Relocation allowance of \$62,500 (25 percent of base salary) to be paid in equal installments over a four-year period. Data reflects second annual installment payment.
PETRULAKIS,KAREN JENSEN UCOP		
CHIEF DEPUTY GENERAL COUNSEL & DEPUTY GENERAL COUNSEL LITIGATION		
Annual Base as of Dec 31	\$299,386	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$293,074	
PHILLIPS,DAVID LOUIS UCOP		
ASSOCIATE VICE PRESIDENT – ENERGY AND SUSTAINABILITY		
Annual Base as of Dec 31	\$219,938	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$208,670	
PODESTA,CHARLES H UCI		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$401,700	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$392,688	
Clinical Enterprise Management Recognition Program	\$63,932	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
POLAMALU,KENNEDY UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Employee separated prior to the certification process. Base salary approved as part of negotiated athletics' contract.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$250,000	
Coach Auto Allowance	\$2,250	Effective 7/1/16, per renewed contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$80,417	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$130,000	Contingent Retention Bonus approved as part of negotiated contract.
Other Cash Compensation/Payments	\$60,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$4,600	Per contract, data reflects the imputed income for the courtesy vehicle. Courtesy vehicle discontinued on 6/30/16.
Other Benefit	\$2,461	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$710	Per contract, spousal travel consistent with Athletics Department practice.
POLLACK, ELLEN S. UCLA		
CHIEF NURSING INFORMATICS OFFICER, INFORMATION SERVICES & SOLUTIONS		
Annual Base as of Dec 31	\$303,063	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/23/16, received a 9.9 percent equity increase, approved by the Chancellor 10/26/16.
Actual Base Salary Received	\$274,887	
Clinical Enterprise Management Recognition Plan	\$40,159	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments	\$6,974	Data reflects payment for paid time off amount in excess of accumulation limits.
POWERS-SCHILLING, WENDY JEAN UCOP		
VICE PRESIDENT - AGRICULTURE AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$243,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$109,534	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Moving Expenses - Shipment of Household Goods	\$1,750	Wendy Powers-Schilling is eligible to receive actual and reasonable expenses associated with moving her household good and personal effects from her primary residence to her new residence. The moving expenses incurred were \$1,749.96.
RAMESH, RAMAMOORTHY LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$374,916	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$362,896	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with an underlying faculty appointment.
REESE, MICHAEL UCM		
VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$288,783	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$283,086	
RICE, ANN MADDEN UCD		
CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER		
Annual Base as of Dec 31	\$878,425	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$861,097	
Clinical Enterprise Management Recognition Program	\$209,351	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 24.67 percent (\$209,350.93). Award based on annual salary as of 6/30/16
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

RIDLLEY, LORI LOU UCSF		
EHR APPLICATION SOLUTIONS ARCHITECT, UCSF HEALTH		
Annual Base as of Dec 31	\$285,325	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,689	
Clinical Enterprise Management Recognition Plan	\$25,957	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$9,820	Data reflects payment for paid time off amount in excess of accumulation limits.
RIMICCI, JANET LYNNE UCLA		
EXECUTIVE DIRECTOR-QUALITY AND PATIENT SAFETY, UCLA HEALTH		
Annual Base as of Dec 31	\$283,261	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$278,065	
Clinical Enterprise Management Recognition Plan	\$41,252	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
ROBINSON, CHARLES F UCOP		
GENERAL COUNSEL AND VICE PRESIDENT - LEGAL AFFAIRS		
Annual Base as of Dec 31	\$454,574	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$446,851	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program	\$800,000	Per policy, eligible to participate in the UC Home Loan Program.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

ROGERS,LYNDA UCSC		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$186,611	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$182,779	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
ROSS,CHERYL ANN UCSD		
ASSISTANT VICE CHANCELLOR/CONTROLLER		
Annual Base as of Dec 31	\$258,750	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$253,646	
Recognition Award	\$5,000	Data in the report is the actual Star award amount for 2015-16. STAR (Staff Appreciation Recognition) award is part of the employee incentive awards to recognize and reward excellence in university service. Actual award amount is based on performance.
Stipend	\$50,000	Ms. Ross was asked by Vice Chancellor and Chief Financial Officer - Health Sciences and Campus to lead operational and strategic matters for the Vice Chancellor Health Sciences Controllers office from 11/1/2015-4/30/2017.
SANDOVAL,JAMES W. UCR		
VICE CHANCELLOR-STUDENT AFFAIRS		
Annual Base as of Dec 31	\$248,792	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$244,565	
Other Benefit	\$2,487	Executive life insurance imputed income.
SAVAGE,JOHN JOSEPH UCLA		
HEAD COACH - BASEBALL		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$300,000	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Other Cash Compensation/Payments	\$52,947	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Other Cash Compensation/Payments	\$300,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$75,000	Contingent retention bonus as part of negotiated contract.
Other Cash Compensation/Payments	\$150,000	Equipment Vendor provides additional Talent Fee for the Coach, as part of negotiated contract.
Other Benefit	\$7,669	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
SCHERER, WILLIAM BERNARD UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$221,552	
Coach Auto Allowance	\$3,717	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$51,631	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$19,557	Per policy, vacation balance paid out as a former staff member because coaches are not eligible for vacation accrual.
Other Benefit	\$210	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$1,949	UCLA Sporting Event Tickets
SCHNEIDER, PETER UCI		
CHIEF HEALTH SCIENCES COUNSEL		
Annual Base as of Dec 31	\$308,311	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$284,632	
Clinical Enterprise Management Recognition Program	\$27,659	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

SCHNETZLER, GRETA UCSF		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$282,644	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$277,842	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
SCHOTTLAENDER, BRIAN E. UCSD		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$289,366	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$283,816	
Home Loan Program	\$351,000	Per policy, eligible to participate in the UC Home Loan Program.
SCHROEDER, DAVID W UCOP		
SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$294,621	
Actual Base Salary Received	\$294,621	
Chief Investment Officer Administrative Incentive Plan	\$147,793	The Administrative Oversight Committee approved the incentive payout award of \$147,793.20 (50.16) percent of base salary) for FY 2015-16. David Schroeder's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
SCIOSCIA, ANGELA LYNN UCSD		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$451,321	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$443,040	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

SCURR, KIMBERLY UCSF		
VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH		
Annual Base as of Dec 31	\$337,546	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$328,151	
Clinical Enterprise Management Recognition Program	\$50,335	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$19,399	Data reflects payment for paid time off amount in excess of accumulation limits.
SHAW, ANNE UCOP		
SECRETARY AND CHIEF OF STAFF TO THE REGENTS		
Annual Base as of Dec 31	\$238,703	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$234,647	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
SIAL, AJAY UCI		
CHIEF FINANCIAL OFFICER - UCI HEALTH SYSTEM		
Annual Base as of Dec 31	\$550,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$258,335	
Other Cash Compensation/Payments	\$110,000	Hiring bonus approved 5/13/16.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Family's Move	\$4,999	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his household.
Moving Expenses - Other	\$15,344	Per policy, reimbursement of actual and reasonable expenses associated with moving Mr. Sial's household goods and personal effects from his former primary residence to his new primary residence, subject to the limitations under policy. Taxable moving expenses.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

Moving Expenses - Moving Services	\$2,746	Per policy, reimbursement of actual and reasonable expenses associated with moving Mr. Sial's household goods and personal effects from his former primary residence to his new primary residence, subject to the limitations under policy. Non-taxable moving expenses.
SIMMONS, BRADLEY W UCD		
CHIEF OPERATING OFFICER, MEDICAL CENTER		
Annual Base as of Dec 31	\$575,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$259,186	
Other Cash Compensation/Payments	\$50,000	Per policy, a hiring bonus of \$50,000 (8.7 percent of base salary) was paid in a lump sum on 8/3/16 and is subject to the following repayment schedule if Mr. Simmons separates from the University within four years of his appointment: 100 percent if separation occurs within the first year; 75 percent if separation occurs within the second year; 50 percent if separation occurs within the third year; and 25 percent if separation occurs within fourth year of employment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Reimbursement - Temporary Housing	\$7,800	Per policy, Mr. Simmons is eligible for reimbursement of limited housing-related expenses actually and reasonably incurred for up to 90 days, subject to the limitations under policy.
Moving Expenses - Initial Househunting	\$1,997	Eligible for two house hunting trips with spouse and up to two return trips to his former residence, subject to limitations under policy.
Moving Expenses - Family's Move	\$1,036	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his household.
Moving Expenses - Shipment of Household Goods	\$20,076	Per policy, the University will reimburse actual and reasonable expenses for common carrier transportation related to moving household goods and personal effects from the former primary residence for the appointee and members of his household, including packing, crating, transporting, unpacking, and uncrating household goods and personal effects. The appointee must use a common carrier from the University's preferred vendors list.
Moving Expenses –Short Term Storage of Household Goods	\$1,153	Per policy, the University will reimburse actual and reasonable expenses related to storage of household goods for up to 90 days.
SIMON, HORST D LBNL		
DEPUTY LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$432,540	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$417,926	Actual base salary received includes \$2,018 retroactive pay due to 10/01/15 merit increase paid on 01/01/16 paycheck.
Home Loan Program	\$1,057,750	Per policy, eligible to participate in the UC Home Loan Program.
SKINNER,CLIFFORD A UCSF		
VICE PRESIDENT-REVENUE CYCLE, UCSF HEALTH		
Annual Base as of Dec 31	\$291,735	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$286,385	
Clinical Enterprise Management Recognition Program	\$46,518	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$10,075	Data reflects payment for paid time off amount in excess of accumulation limits.
SMITH,MACKENZIE UCD		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$261,935	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$256,768	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
SMITH,MARCIA LEE UCLA		
ASSOCIATE VICE CHANCELLOR, OFFICE OF RESEARCH ADMINISTRATION		
Annual Base as of Dec 31	\$309,515	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$304,256	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

SMITH,SUSAN D. UCSF		
SENIOR VICE PRESIDENT-FACULTY PRACTICES, UCSF HEALTH		
Annual Base as of Dec 31	\$561,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$536,347	
Clinical Enterprise Management Recognition Program	\$71,780	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
SMUTZ,WAYNE DAVID UCLA		
DEAN-CONTINUING EDUCATION AND UCLA EXTENSION		
Annual Base as of Dec 31	\$327,818	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$322,248	
Relocation Allowance	\$7,500	Relocation allowance of 25 percent (\$75,000) payable over four years. Data reflects amount paid in 2016 (last installment). Approved by Regents July 2013.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Home Loan Program	\$1,012,500	Per policy, eligible to participate in the UC Home Loan Program.
SPAVITAL,JACOB S UCB		
OFFENSIVE COORDINATOR AND QUARTERBACKS COACH		
Annual Base as of Dec 31	\$225,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$180,356	
Other Cash Compensation/Payments	\$128,253	Talent fees for public appearances on behalf of sports program per contract.
Relocation Allowance	\$25,000	Relocation allowance per contract.
Other Benefit	\$968	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

SPISSO,JOHNESE MARIA UCLA		
PRESIDENT, UCLA HEALTH/CEO, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$876,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$755,172	
Clinical Enterprise Management Recognition Program	\$95,659	Data reflected in the report is the actual prorated award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 20 percent and a maximum potential payout of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals (prorated).
Executive Auto Allowance	\$16,718	Per policy, an annual automobile allowance of \$8,916. Due to administrative error, auto allowance was overpaid in 2016. Repayment has been scheduled with Payroll.
Temporary Housing Allowance	\$12,000	Per policy, reimbursement for limited temporary housing-related expenses actually and reasonably incurred, not to exceed \$12,000 for a period of up to 90 days.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Initial Househunting	\$2,629	Per policy, reimbursement of costs associated with two trips (coach airfare, meals and reasonable lodging) to secure housing in the Los Angeles area. Approved by the Regents on 1/7/16.
Moving Expenses - Secondary Househunting	\$3,007	Per policy, reimbursement of costs associated with two trips (coach airfare, meals and reasonable lodging) to secure housing in the Los Angeles area. Approved by the Regents on 1/7/16.
Moving Expenses - Shipment of Household Goods	\$3,967	Per policy, reimbursement of actual and reasonable expenses related to moving two personal motor vehicles (from Seattle to Los Angeles).
STATON,PAUL A UCLA		
SR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$642,000	Effective 1/1/16, appointment and compensation as Sr. Vice President and Chief Financial Officer, UCLA Health, approved by the Regents in February 2016. Effective 10/1/16, received a 3.5 percent market-based salary adjustment, approved by President Napolitano on 10/26/16.
Actual Base Salary Received	\$611,953	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$138,725	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$53,599	An annual retention-based payment of 10 percent beginning 2015 through 2017. Performance expectations must be met and must be actively employed at UCLA in order to receive that year's retention bonus. Approved by President Napolitano on 3/20/15.
STEEL,VIRGINIA UCLA		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$267,281	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$262,740	
Relocation Allowance	\$6,115	Relocation allowance of 25 percent (\$61,150) payable over four years. Data reflects amount paid in 2016 (last installment). Approved by the President on 4/17/13.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program
STEPHENS,CARDELLA DENISE UCSB		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$240,400	Received 10 percent market-based salary adjustment effective January 1, 2016, approved per policy. No merit increase received in 2016.
Actual Base Salary Received	\$238,579	
Home Loan Program	\$779,050	Per policy, eligible to participate in the UC Home Loan Program.
STERMAN,STEVEN L. UCOP		
SENIOR MANAGING DIRECTOR, FIXED INCOME ASSETS		
Annual Base as of Dec 31	\$340,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$321,272	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Chief Investment Officer Administrative Incentive Plan	\$163,400	The Administrative Oversight Committee approved the incentive payout award of \$163,400.02 (48.06 percent of base salary) for FY 2015-16. Steven Sterman's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Relocation Allowance	\$5,617	A relocation allowance of 25 percent (\$67,405) of the annual salary to be paid on a monthly basis over a four-year period according to the following formula: 40 percent in the 1st year, 30 percent in the 2nd year, 20 percent in the 3rd year, 10 percent in the 4th year. Since the relocation will be paid over a four-year period and received on monthly paycheck, the remainder would be forfeited if Steven Sterman were to leave within the four-year period. Data reflects the third year relocation installment payment.
STOBO,JOHN DAVID UCOP		
EXECUTIVE VICE PRESIDENT - UC HEALTH		
Annual Base as of Dec 31	\$633,782	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$623,014	
Clinical Enterprise Management Recognition Program	\$135,370	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
STRICKLAND,BARRIE E UCSF		
SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$720,000	Received 15.2 percent salary adjustment approved 8/11/16 by the Regents.
Actual Base Salary Received	\$656,094	
Clinical Enterprise Management Recognition Program	\$97,919	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

SUAD-BAKARI,NAILAH UCB		
VC EQUITY AND INCLUSION		
Annual Base as of Dec 31	\$240,351	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$236,267	
Home Loan Program	\$722,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Accrual of sabbatical credits as a member of tenured faculty.
Other Benefit	\$176	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
SWETT,MICHAEL ALLEN UCOP		
DIRECTOR AND SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$242,179	
Actual Base Salary Received	\$236,095	
Chief Investment Officer Administrative Incentive Plan	\$79,656	The Administrative Oversight Committee approved the incentive payout award of \$79,656.21 (32.89 percent of base salary) for FY 2015-16. Michael Swett target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).
Relocation Allowance	\$15,938	Per policy, a relocation allowance of 25 percent of first year's base salary (\$225,000) will be paid to Michael Swett on a monthly basis over a four-year period. 40 percent (\$22,500) of the allowance the first year, 30 percent (\$16,875) in the second year, 20 percent (\$11,250) in the third year, and 10 percent (\$5,625) in the fourth year.
SYMONS, TIMOTHY JAMES LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$316,920	Effective10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$306,760	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

TAKEUCHI,SUSAN JAN UCLA		
CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$360,500	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$353,881	
Clinical Enterprise Management Recognition Program	\$74,751	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Temporary Housing Allowance	\$4,000	Per policy, temporary housing reimbursement for 30 days upon transfer to UCLA.
TANJI,LORELEI A. UCI		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$236,077	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$231,420	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
TRAINA,SAMUEL JUSTIN UCM		
VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT		
Annual Base as of Dec 31	\$258,364	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$254,259	
Home Loan Program	\$276,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
TRAN,TU M. UCOP		
ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS		
Annual Base as of Dec 31	\$232,605	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$226,762	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

TUCKER, WILLIAM TINSLEY UCOP		
EXECUTIVE DIRECTOR – INNOVATION ALLIANCES & SERVICES		
Annual Base as of Dec 31	\$214,659	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$212,247	
TUIASOSOPO, MARQUES TAVITA UCLA		
FORMER ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$220,238	
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Compensation/Payments	\$154,166	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$12,953	Per contract, data reflects the imputed income for the courtesy vehicle.
Other Benefit	\$1,949	Per contract, spousal travel consistent with Athletics Department practice.
TURNER, RUSSELL DEVLIN UCI		
HEAD MEN'S BASKETBALL COACH		
Annual Base as of Dec 31	\$325,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$325,000	
Incentive	\$210,000	Incentive payments approved as part of negotiated athletics' contract; including \$54,000 game guarantee; \$6,000 Big West Conference All-Academic team members; \$2,500 Post-Season National Invitation Tournament.
Other Benefit		Coach Turner is provided with access to the Newport Beach Country Club where university business expenses are paid for by UCI and a minimum of \$1,100 per year food and beverage requirement is maintained. All personal expenses associated with use of the Club are paid directly by Coach Turner. UCI only pays for bona fide business expenses.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

TURTELTAUB,RHEA P UCLA		
VICE CHANCELLOR - EXTERNAL AFFAIRS		
Annual Base as of Dec 31	\$435,000	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$427,592	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
WALLACE,TAMMY LEHR UCSF		
VICE PRESIDENT-FINANCE, PHYSICIAN ORGANIZATIONS, UCSF HEALTH		
Annual Base as of Dec 31	\$286,641	Promotional appointment effective 2/8/16 to Vice President-Finance, Physician Organizations, UCSF Health; 20.3 percent salary increase from \$229,116. Approved under local authority. Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$273,816	
Clinical Enterprise Management Recognition Plan	\$12,610	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) at the start of 2016, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Moved to CEMRP mid plan year, so portion of incentive paid under the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amounts are based on performance against pre-established goals. CEMRP2 - \$12,610; CEMRP \$18,007
Stipend	\$5,459	15 percent stipend for serving as Interim Controller, UCSF Health, from 3/15/15-2/7/16, approved under local authority (while in former MSP 6 position).
WALSHOK,MARY LINDENSTEIN UCSD		
ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$206,670	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$202,705	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

WANDRES,DANIEL UCSF		
VICE PRESIDENT-PHARMACY SERVICES/INTERIM VICE PRESIDENT-CLINICAL SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$323,995	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$318,053	
Clinical Enterprise Management Recognition Program	\$48,646	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$30,432	Temporary stipend in recognition of Interim Vice President-Clinical Services, UCSF Health, appointment, under local authority from 12/1/14-11/30/16. Exception to policy stipend extension from 12/1/16-6/30/17 approved by President (1/31/17).
Other Cash Compensation/Payments	\$7,470	Data reflects payment for paid time off amount in excess of accumulation limits.
Relocation Allowance	\$2,466	Year 4 of 4: Relocation allowance. Declining percentage: year 1 (40 percent); year 2 (30 percent); year 3 (20 percent); year 4 (10 percent). Per policy, 25 percent of annual base salary-- total: \$71,250 (over 4 years). Approved, under delegated authority, by Chancellor (3/8/12); endorsed by UCSF Compensation Committee (3/7/12).
WARD,CATHY RODGERS UCLA		
CHIEF NURSING OFFICER, UCLA RONALD REAGAN MEDICAL CENTER		
Annual Base as of Dec 31	\$293,365	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$285,282	
Clinical Enterprise Management Recognition Plan	\$41,909	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

WATKINS,ELIZABETH UCSF		
DEAN-GRADUATE DIV/VC-STUDENT ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$272,079	The Vice Chancellor - Student Academic Affairs appointment is an SMG appointment without salary. Employee's primary appointment as Dean-Graduate Division is academic. Effective 7/1/16, Elizabeth Watkins received a 1.5 percent academic salary increase consistent with the academic salary plan for fiscal year 2016-17.
Actual Base Salary Received	\$269,737	
Senior Management Supplement		Ineligible due to academic appointment and without salary SMG appointment.
Other Cash Compensation/Payments	\$15,797	Negotiated salary component under local authority allowed by the academic personnel program.
Executive Life		Ineligible due to academic appointment and without salary SMG appointment.
Executive Disability		Ineligible due to academic appointment and without salary SMG appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WATKINS,PAUL H. UCLA		
CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL		
Annual Base as of Dec 31	\$392,000	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017. Effective 10/1/16, received a 9.85 percent market-based salary adjustment, approved by President Napolitano on 10/26/16.
Actual Base Salary Received	\$357,719	
Clinical Enterprise Management Recognition Program	\$77,521	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
WAUGH,SCOTT L UCLA		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$418,800	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$409,395	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WILCOX,KIM ARTHUR UCR		
CHANCELLOR		
Annual Base as of Dec 31	\$394,655	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$387,950	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WILLIAMS,HAROLD MICHAEL UCB		
ATHLETICS DIRECTOR		
Annual Base as of Dec 31	\$519,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$519,000	
Incentive	\$93,500	Incentive payment approved as part of negotiated athletics' contract
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 (\$5,400 annually) in lieu of a courtesy vehicle
Other Cash Compensation/Payments	\$90,000	Retention bonus per contract.
Other Benefit	\$1,474	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$1,504	Taxable amount for spousal travel to sports events per contract.
Annual Base Salary Received	\$519,000	Includes REG earnings received per contract.
WILLIAMS,KIM P LBNL		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$305,208	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$295,428	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement in SMG to receive benefit.
WILLIAMS, ROBERT ALLEN UCSB		
HEAD COACH MEN'S BASKETBALL		
Annual Base as of Dec 31	\$347,961	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$340,934	
WILSON, WILLIAM C. UCI		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$470,000	Salary upon appointment in 2016.
Actual Base Salary Received	\$155,209	
Health Sciences Compensation Plan	\$294,791	Per policy, eligible to participate in Health Sciences Compensation Plan.
WITHERELL, MICHAEL STEWART LBNL		
LABORATORY DIRECTOR		
Annual Base Salary Received	\$439,992	Salary upon appointment in 2016 (adjusted from \$440,000 to divide equally into 12 monthly payments)
Actual Base Salary Received	\$403,343	Received \$329,994 from LBNL as Laboratory Director; received \$73,349.25 from previous position as Vice Chancellor for Research at UCSB.
Executive Auto Allowance	\$6,687	Per policy, annual auto allowance payment of \$8,916 (\$743 per month) upon appointment in 2016; received less than twelve monthly payments in 2016.
Temporary Housing Allowance	\$10,330	Per Policy, payment of a Temporary Housing Allowance as detailed in Dr. Witherell's offer letter for a maximum of 90 days up to a \$4,500 monthly maximum. Reimbursement includes \$10,251 rent and \$79.30 rental car expenses.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Moving Expenses - Family's Move	\$727	Per UC Regents Policy 7710 SMG Moving Reimbursement, non-taxable reimbursement of actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his or her household. Excluded from Current Compensation.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Moving Expenses - Shipment of Household Goods	\$9,103	Per UC Regents Policy 7710 SMG Moving Reimbursement policy, non-taxable reimbursement for actual and reasonable expenses for common carrier transportation related to moving household goods from the former primary residence to the new primary residence. Amount includes \$8,183.80 reimbursed for moving company costs, \$823.16 reimbursed for Fed Ex shipping costs, and \$96.13 cost of rental car for travel to supervise movers. Excluded from Current Compensation.
Home Loan Program	\$1,128,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Administrative Fund		Per policy, Administrative Fund allocation for use by the Laboratory Director as an additional resource that would otherwise not be available for the performance of official responsibilities. 2016 Administrative Fund net allocation: \$61,900.
WONG, ANNIE M UCD		
DIRECTOR - HEALTH SYSTEM CONTRACTS		
Annual Base as of Dec 31	\$259,065	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$254,664	
Clinical Enterprise Management Recognition Program	\$52,086	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2016: 20.71 percent (\$52,085.60). Award based on annual salary as of 6/30/16.
Other Cash Compensation/Payments	\$9,377	Data reflects payment for paid time off amount in excess of accumulation limits of 300 hours.
WONG, JANE Y. UCSF		
EXECUTIVE DIRECTOR-IT APPLICATIONS, CAMPUS/UCSF HEALTH		
Annual Base as of Dec 31	\$270,730	Effective 7/1/16, a merit based increase and market-based salary adjustment were received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$260,728	

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Plan	\$24,169	Data reflected is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Stipend	\$22,805	15 percent stipend effective 5/9/16-11/30/16 due to the assumption of additional temporary responsibilities, approved under local authority. Stipend extension, effective 12/1/16-6/30/17, approved under local authority.
Other Cash Compensation/Payments	\$11,410	Data reflects payment for paid time off amount in excess of accumulation limits.
WOODALL,ALLISON M. UCOP		
DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS		
Annual Base as of Dec 31	\$272,267	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$265,065	
WU DRAGUN, DIANA UCB		
DEAN – UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$224,864	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$221,044	
YAMAMOTO,KEITH UCSF		
PROFESSOR/VC-SCIENCE POLICY AND STRATEGY		
Annual Base as of Dec 31	\$400,500	The Vice Chancellor - Science Policy and Strategy appointment is an SMG appointment without salary. Employee remains in the academic personnel program with no change to academic base salary. The appointment was approved by the President (11/13/15). While the SMG appointment is without salary, due to the academic appointment not being reported in the annual academic reporting process, it is included in SMG reporting.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$404,733	On 3/2/16, Keith Yamamoto received retroactive pay, covering 7/1/15-12/31/15, for an academic salary increase, under local authority, effective 7/1/15 (\$396,900). Total retroactive pay paid on 3/2/16: \$7,600.05.
Stipend	\$19,433	The Vice Chancellor - Science Policy and Strategy appointment is a SMG appointment without salary. Employee remains in the academic personnel program with no change to academic base salary. Ongoing five percent administrative stipend in recognition of Vice Chancellor - Science Policy and Strategy responsibilities.
Senior Management Supplement		Ineligible due to academic appointment and without salary SMG appointment.
Executive Life		Ineligible due to academic appointment and without salary SMG appointment.
Executive Disability		Ineligible due to academic appointment and without salary SMG appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
YANG, HENRY T. UCSB		
CHANCELLOR		
Annual Base as of Dec 31	\$401,020	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$394,207	
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
YARBER, ERIC LAMONE UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Employee separated prior to the certification process. Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$158,333	Talent Fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract. (In 2015, Mr. Yarber's talent fee was overpaid. Overpayment was paid in January 2016. Talent fee reported here is the correct amount received in 2016.)
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$470	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$2,461	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$3,348	Per contract, data reflects the imputed income for the courtesy vehicle.

Addendum to Annual Report on Executive Compensation for Calendar Year 2016

Compensation Element

Amount

Staff Comments

YELICK, KATHERINE A LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$345,204	Effective 10/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$334,144	
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.
ZALBA, DIANE J UCLA		
CHIEF PHARMACY OFFICER, UCLA HEALTH SCIENCES		
Annual Base as of Dec 31	\$287,003	Effective 6/19/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$281,736	
Clinical Enterprise Management Recognition Plan	\$34,830	Data reflected in the report is the actual award amount for 2015-16 as approved by the Administrative Oversight Committee on 10/25/16. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Compensation/Payments	\$12,102	Data reflects payment for paid time off in excess of accumulation limits.
ZHANG, XIAOCHUAN UCOP		
DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS		
Annual Base as of Dec 31	\$240,251	Effective 7/1/16, a merit based increase was received consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2016-2017.
Actual Base Salary Received	\$236,169	
Chief Investment Officer Administrative Incentive Plan	\$103,193	The Administrative Oversight Committee approved the incentive payout award of \$103,192.81 (42.95 percent of base salary) for FY 2015-16. Xiaochuan Zhang's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return).