

**ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR
CALENDAR YEAR 2017: INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG)
POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

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 accessible through 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 2017 for the following employees who were active employees as of December 31, 2017: (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 exceeded the Indexed Compensation Level (ICL) effective at the end of calendar year 2017, and (4) incumbents in "Other Specified Employees" (OSE) positions, such as athletic directors and coaches, whose total cash compensation exceeded the ICL. The ICL at the end of calendar year 2017 was \$310,000.

OBSERVATIONS

- **Executive compensation remains a small percentage of payroll:** Compensation for incumbents included in this report that are appointed into positions in the Senior Management Group represents less than 1 percent of UC's total annual payroll of \$15.2 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 2017. 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 Executive Compensation for Calendar Year 2017: Deans and Certain Full-Time Faculty Administrators. This report is also accessible through UC's compensation website (<http://compensation.universityofcalifornia.edu/reports.html>).

- **2017 Systemwide Merit Program**

Consistent with the 2017-2018 salary program for non-represented staff at all levels, base salary increases were approved as per Regents Policy 7701: *Senior Management Group Appointment and Compensation* and PPSM 30: *Compensation*. Salary increases received under the 2017-18 salary program are noted in the report. The President of the University was eligible to receive an increase under the 2017-18 salary program, but chose not to participate.

- **UC Chancellors' compensation relative to market:** In 2017, UC Chancellors' average salaries were 30 percent below the 50th percentile of the Market Reference Zone (MRZ), with most below the 25th percentile of the MRZ. An MRZ is a unique range of base salary 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.

In 2017, the salaries of most UC Chancellors continue to fall in the bottom third as compared to other Association of American 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. Medical center incentive compensation is funded by health system revenue. No state funds are used.
 - **Office of the Chief Investment Officer:** Consistent with industry standards, the Office of the Chief Investment Officer (OCIO) 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. OCIO incentive compensation is funded entirely through investment returns, using no state funds.
 - **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, OCIO 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. Funding for recognition awards is provided by local resources within division and departmental budget guidelines, which may include unrestricted fund sources (mainly general and common funds). The use of restricted funds is subject to any restrictions on those funds.
- **Incentive and recognition award pay by the numbers:** Of the 314 employees included in this report, 138 received incentive or recognition award pay, which collectively totaled approximately \$11.5 million, or approximately 0.08 percent of UC's \$15.2 billion annual payroll. Of this \$11.5 million, \$7.6 million, or 66.6 percent, consisted of payments from the medical enterprise's Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans. Approximately \$3.0 million, or 26.6 percent of the total incentive and recognition award pay, consisted of payments under the OCIO Annual Incentive Plan (AIP). Incentive awards for athletic directors, coaches, and incumbents in other athletic positions totaled approximately \$742,250, or 6.5 percent. Recognition award program payments of approximately \$44,500 made up the remainder.

REPORT FORMAT AND CONTENT

The report includes compensation information for 314 University employees who were employed in a position that met the reportable population criteria on December 31, 2017. The report does not include employees who separated from the University prior to December 31, 2017.

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, 2017 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 OCIO'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. As of 5/25/17, this benefit was no longer available to newly appointed SMGs on or after 5/25/17.

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 of reimbursements the employee received during the calendar year in connection with moving, temporary housing expenses, 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.

(Attachments)



**ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2017:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

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	Reimbursed Moving Costs	University-Provided Home Mortgage
ADLER, JOSHUA S	EXECUTIVE VICE PRESIDENT-PHYSICIAN SERVICES AND VICE DEAN-CLINICAL AFFAIRS, UCSF HEALTH	UCSF	MRZ	Below the 75th Percentile	\$648,900	\$637,000	\$132,825						\$769,825	Y	N	N	5%	N		
ALCOCER, DAVID	ASSOCIATE VICE PRESIDENT - BUDGET ANALYSIS AND PLANNING	UCOP	MRZ	Below the 50th Percentile	\$220,000	\$202,306							\$202,306	Y	N	N		N		
ALFORD, STEPHEN TODD	HEAD COACH - MEN'S BASKETBALL, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$50,000				\$2,338,000		\$2,688,000	N	N	N		N		
ALIVISATOS, ARMAND P	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCB	MRZ	Below the 75th Percentile	\$481,000	\$451,565							\$451,565	Y	N	N		N		\$1,330,000
ALOSI, SAL PETER	HEAD FOOTBALL STRENGTH & CONDITIONING COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$10,000			\$2,250	\$160,000		\$422,250	N	N	N		N		
AMEY, MARK DOUGLAS	ASSOCIATE CHIEF INFORMATION OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$361,746	\$354,515	\$36,175						\$390,690	N	N	N		N		
ANANTHASWAMY, SATISH	MANAGING DIRECTOR - FIXED INCOME INVESTMENTS	UCOP	Salary Range	Below the Maximum Salary Range	\$313,952	\$308,618	\$197,651						\$506,269	N	N	N		N		
ANDERSON, MICHAEL R	SENIOR VICE PRESIDENT-CHILDREN'S SERVICES AND PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH	UCSF	MRZ	At the 90th Percentile	\$946,000	\$931,923	\$90,839				\$138,750		\$1,161,512	Y	N	N	5%	N	\$11,967	
ANDRIOLA, THOMAS	VICE PRESIDENT AND CHIEF INFORMATION OFFICER	UCOP	MRZ	Below the 75th Percentile	\$377,046	\$370,640							\$370,640	Y	N	N	5%	N		
ANTRUM, SHEILA E	SENIOR VICE PRESIDENT-ADULT SERVICES AND CHIEF OPERATING OFFICER, UCSF HEALTH	UCSF	MRZ	At the 50th Percentile	\$697,000	\$655,532	\$122,396				\$1,495		\$779,423	Y	N	N	5%	N		
ARDESHIR, SAHAND	INVESTMENT OFFICER	UCOP	Salary Range	Below the Midpoint Salary Range	\$245,000	\$218,199	\$118,595						\$336,794	N	N	N		N		
ARNETT, JENNIFER P.	ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPMENT	UCSF	Salary Range	Below the Maximum Salary Range	\$416,000	\$406,667							\$406,667	N	N	N		N		
ARRINGTON, JONATHON DUANE	CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$329,674	\$323,242	\$47,895				\$786	\$15,500	\$387,423	N	N	N		N		
ARRIVAS, PEGGY MCNAMARA	ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER	UCOP	MRZ	Below the 90th Percentile	\$336,861	\$331,138							\$331,138	Y	N	N	5%	N		
AZAR, RICHARD F	EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$279,205	\$273,759	\$39,616				\$19,262		\$332,637	N	N	N		N		
BACHHER, JAGDEEP SINGH	CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$652,454	\$652,454	\$940,637			\$8,916			\$1,602,007	Y	N	N	5%	N		\$1,800,000
BAGGETT, MARGARITA M	CHIEF CLINICAL AND SUPPORT SERVICES OFFICER	UCSD	MRZ	Below the 25th Percentile	\$390,080	\$382,200	\$108,553						\$490,753	Y	N	N	5%	N		
BALDWIN, BEAU D	OFFENSIVE COORDINATOR - MEN'S FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$218,750					\$385,000		\$603,750	N	N	N		N		
BALLA, ROSEMARIE A	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCB	MRZ	Below the 75th Percentile	\$359,000	\$316,728			\$10,287			\$8,125	\$335,140	Y	N	N		N		
BECK, CAITLIN A.	CHIEF ADMINISTRATIVE OFFICER, MATTEL CHILDREN'S HOSPITAL UCLA & WOMEN'S HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$275,992	\$270,608	\$40,096						\$310,704	N	N	N		N		
BECK, MICHAEL JOHN	ADMINISTRATIVE VICE CHANCELLOR	UCLA	MRZ	Below the 90th Percentile	\$370,800	\$364,500					\$36,000		\$400,500	Y	N	N	5%	N		\$1,015,000



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BEIL, JOHN EDWARD	DIRECTOR - PRIVATE EQUITY	UCOP	Salary Range	Below the Maximum Salary Range	\$250,000	\$216,573	\$121,693		\$10,204				\$348,470	N	N	N		N		
BENGFORT, JOSEPH	SENIOR VICE PRESIDENT-INFORMATION TECHNOLOGY, CAMPUS/UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$477,693	\$466,648	\$85,333						\$551,981	N	N	N		N		
BENNAN, JAMES	VICE PRESIDENT AND CHIEF OPERATING OFFICER-ADULT SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$355,942	\$293,783	\$57,832				\$6,838		\$358,453	N	N	N		N		
BERG, GERALDINE B	PRACTICE MANAGEMENT BOARD, BUSINESS DEVELOPMENT MANAGER	UCD	Salary Range	Below the Maximum Salary Range	\$274,773	\$268,609	\$47,337						\$315,946	N	N	N		N		
BERGQUIST, DAVID ERIK	CHIEF CAMPUS COUNSEL	UCR	MRZ	Below the 50th Percentile	\$250,787	\$246,526							\$246,526	Y	N	N	5%	N		
BLAIR, JEFFREY A.	CHIEF LABORATORY COUNSEL	LBNL	MRZ	Below the 75th Percentile	\$326,952	\$319,012							\$319,012	Y	N	N	5%	N		
BLOCK, GENE D.	CHANCELLOR	UCLA	MRZ	Below the 50th Percentile	\$468,211	\$460,256				\$8,916			\$469,172	Y	Y	N		N		
BLUMENTHAL, GEORGE R.	CHANCELLOR	UCSC	MRZ	Below the 25th Percentile	\$406,495	\$399,588				\$8,916			\$408,504	Y	Y	N		N		
BOOKSTABER, RICHARD M.	CHIEF RISK OFFICER AND SENIOR MANAGING DIRECTOR	UCOP	Salary Range	Below the Maximum Salary Range	\$319,815	\$313,506	\$139,563						\$453,069	N	N	N		N		
BOUBELIK, JANE ESTHER	CHIEF LEGAL COUNSEL, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$319,542	\$333,989	\$10,000				\$3,869		\$347,858	N	N	N		N		
BRADLEY, THOMAS M.	DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$10,000			\$5,400	\$260,000		\$525,400	N	N	N		N		
BRANDT, SCOTT A.	VICE CHANCELLOR - RESEARCH	UCSC	MRZ	Below the 50th Percentile	\$321,660	\$317,981							\$317,981	Y	N	N		N		\$571,500
BRANT, KEITH EDWARD	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCSC	MRZ	Below the 25th Percentile	\$313,612	\$308,284				\$8,916		\$7,000	\$324,200	Y	N	N	5%	N		
BRASE, WENDELL C	ASSOCIATE CHANCELLOR -SUSTAINABILITY	UCI	Salary Range	Below the Maximum Salary Range	\$349,372	\$343,628							\$343,628	N	N	N		N		\$300,000
BRAY-HANIN, LAUREL R	VICE PRESIDENT AND CHIEF OPERATING OFFICER-CANCER SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$304,055	\$271,537	\$36,409		\$15,571		\$7,006		\$330,523	N	N	N		N		
BRENNER, DAVID ALLEN	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE	UCSD	MRZ	Below the 50th Percentile	\$603,982	\$593,720		\$220,000					\$813,720	Y	N	N		N		\$2,660,000
BROSTROM, NATHAN ERIC	EXECUTIVE VICE PRESIDENT - CHIEF FINANCIAL OFFICER	UCOP	MRZ	Below the 60th Percentile	\$424,360	\$424,360				\$8,916			\$433,276	Y	N	N	5%	N		
BROWN, MICHAEL TALIFERRO	PROVOST AND EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS	UCOP	MRZ	Below the 25th Percentile	\$379,000	\$229,405							\$229,405	Y	N	N		N	\$8,339	
BROWN, PAMELA HOPE	VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING	UCOP	MRZ	Below the 75th Percentile	\$294,582	\$289,416							\$289,416	Y	N	N	5%	N		
BROWN, SANDRA A	VICE CHANCELLOR - RESEARCH	UCSD	MRZ	Below the 50th Percentile	\$338,806	\$332,307							\$332,307	Y	N	N		N		
BUCHMAN, BRAD	CHIEF MEDICAL OFFICER - UC STUDENT HEALTH AND COUNSELING	UCOP	MRZ	Below the 25th Percentile	\$391,875	\$382,031							\$382,031	Y	N	N	5%	N		



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BUDIL, KIMBERLY SUSAN	VICE PRESIDENT - NATIONAL LABORATORIES	UCOP	MRZ	Below the 75th Percentile	\$376,619	\$376,620				\$8,916			\$385,536	Y	N	N	5%	N		
BUSTAMANTE, ALEXANDER ALI	SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER	UCOP	MRZ	Below the 60th Percentile	\$350,000	\$84,772							\$84,772	Y	N	N		N	\$9,645	
CAMPBELL, JOHN DUNCAN	MEDICAL GROUP EXECUTIVE DIRECTOR	UCSD	MRZ	Below the 90th Percentile	\$309,087	\$302,838	\$49,820						\$352,658	Y	N	N	5%	N		
CARLSON, SUSAN L.	VICE PROVOST - ACADEMIC PERSONNEL	UCOP	MRZ	Below the 60th Percentile	\$291,508	\$286,395							\$286,395	Y	N	N		N		
CARRICO, KATHRYN A	ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT	UCLA	Salary Range	Below the Maximum Salary Range	\$361,420	\$353,951							\$353,951	N	N	N		N		
CARTER, CAMERON S	INTERIM VICE CHANCELLOR - RESEARCH	UCD	MRZ	Below the 90th Percentile	\$455,551	\$448,188							\$448,188	N	N	N		N		
CHAN, SCOTT	SENIOR MANAGING DIRECTOR - PUBLIC EQUITY INVESTMENTS	UCOP	MRZ	Below the 60th Percentile	\$329,394	\$324,708	\$109,556						\$434,264	Y	N	N	5%	N		
CHIARAPPA, CYNTHIA L.	VICE PRESIDENT-MEDICAL CENTER ADMINISTRATION, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$302,676	\$297,128	\$65,613		\$35,137				\$397,878	N	N	N		N		
CHIU, JEFFREY S	VICE PRESIDENT-HUMAN RESOURCES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$261,209	\$255,809	\$53,714				\$7,019		\$316,542	N	N	N		N		
CHOI, LEI	DIRECTOR-LEAN PROMOTION OFFICE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$305,537	\$299,936	\$36,643				\$200		\$336,779	N	N	N		N		
CHRISMAN, MAYE C.	VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Midpoint Salary Range	\$376,459	\$370,894	\$78,118						\$449,012	N	N	N		N		
CHRIST, CAROL T	CHANCELLOR	UCB	MRZ	Below the 50th Percentile	\$531,939	\$263,619							\$263,619	Y	Y	N		N		
CIANCA, MARK A.	ASSOCIATE VICE PRESIDENT, OPERATIONAL SERVICES	UCOP	Salary Range	Below the Maximum Salary Range	\$337,704	\$330,127							\$330,127	N	N	N		N		
CLOSE, CORI RASHEL	HEAD COACH - WOMEN'S BASKETBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$260,318	\$30,000			\$5,400	\$169,064		\$464,782	N	N	N		N		
COHAN, GREGG	MEDICAL DIRECTOR OF UTILIZATION	UCI	Salary Range	Below the Maximum Salary Range	\$312,000	\$304,828	\$24,301						\$329,129	N	N	N		N		
COLEY, RON T	VICE CHANCELLOR - BUSINESS AND ADMINISTRATIVE SERVICES	UCR	MRZ	Below the 60th Percentile	\$327,064	\$321,507						\$18,437	\$339,944	Y	N	N	5%	N		
COLLINS, HEIDI MODEL	VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$325,185	\$319,218	\$68,140						\$387,358	N	N	N		N		
CONDRIN, MICHAEL P	DIRECTOR - CLINICAL OPERATIONS	UCD	Salary Range	Below the Midpoint Salary Range	\$258,782	\$255,100	\$55,754				\$4,949		\$315,803	N	N	N		N		
CONK, MARGARET T	CHIEF STRATEGY OFFICER	UCI	Salary Range	Below the Maximum Salary Range	\$379,575	\$371,059	\$60,525				\$18,543		\$450,127	N	N	N		N		
CONRAD, LARRY D	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCB	Salary Range	Below the Maximum Salary Range	\$337,890	\$337,890							\$337,890	N	N	N		N		
COOK, JOHN K	INTERIM CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 50th Percentile	\$331,472	\$299,068	\$36,514				\$8,259		\$343,841	N	N	N		N		



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COOPER, WILLIAM MAURICE	ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER	UCOP	MRZ	Below the 75th Percentile	\$353,279	\$347,277							\$347,277	Y	N	N		N		
CORTEZ, RONALD SOCORIO	VICE CHANCELLOR - ADMINISTRATIVE & BUSINESS SERVICES	UCI	MRZ	Below the 75th Percentile	\$339,900	\$268,125							\$268,125	Y	N	N	5%	N	\$15,759	\$594,100
COSTANTINIDIS, TERESA A	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCSF	MRZ	Below the 75th Percentile	\$337,185	\$331,456							\$331,456	Y	N	N	5%	N		
COWELL, M ELIZABETH	UNIVERSITY LIBRARIAN	UCSC	MRZ	Below the 50th Percentile	\$229,468	\$226,203							\$226,203	Y	N	N	5%	N		
CRISWELL, LINDSEY A	VICE CHANCELLOR-RESEARCH/PROFESSOR	UCSF	MRZ	Below the 25th Percentile	\$268,925	\$264,230			\$1,121				\$265,351	N	N	N		N		
CRONER, JULIE ELIZABETH	CHIEF ADMINISTRATIVE OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$292,090	\$290,805	\$48,626				\$8,419		\$347,850	N	N	N		N		
DAVIS, RONALD ANTHONY	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$404,116	\$396,230	\$97,849						\$494,079	N	N	N		N		
DE LA TORRE, ADELA	VICE CHANCELLOR - STUDENT AFFAIRS AND CAMPUS DIVERSITY	UCD	MRZ	Below the 90th Percentile	\$328,081	\$322,959							\$322,959	Y	N	N		N		\$359,300
DEARIE, TAMMY N	INTERIM UNIVERSITY LIBRARIAN	UCSD	MRZ	Below the 50th Percentile	\$202,923	\$176,339	\$9,500						\$185,839	N	N	N		N		
DECOSTA, SHELBY K.	SENIOR VICE PRESIDENT -STRATEGIC PLANNING/BUSINESS DEVELOPMENT, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$551,670	\$533,780	\$114,833					\$31,630	\$680,243	N	N	N		N		
DELANEY, MARGARET L.	VICE CHANCELLOR - PLANNING AND BUDGET	UCSC	MRZ	Below the 90th Percentile	\$291,212	\$286,264							\$286,264	Y	N	N		N		
DOBBS, DAVID O.	EXECUTIVE DIRECTOR-NETWORKED DATA WAREHOUSE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$336,001	\$329,056	\$70,393						\$399,449	N	N	N		N		
DONALDSON, LORI R	CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER	UCSD	MRZ	Below the 25th Percentile	\$373,856	\$366,298	\$112,274				\$2,500		\$481,072	Y	N	N	5%	N		
DRAGUN, DIANA WU	DEAN - UNIVERSITY EXTENSION	UCB	MRZ	Below the 50th Percentile	\$224,864	\$224,864							\$224,864	Y	N	N	5%	N		
DUBON, OSCAR D	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	MRZ	At the 50th Percentile	\$250,000	\$193,158			\$10,500		\$22,907		\$226,565	Y	N	N		N		
DUCKETT, DWAIN B.	VICE PRESIDENT - SYSTEMWIDE HUMAN RESOURCES	UCOP	MRZ	Below the 60th Percentile	\$337,652	\$331,916				\$8,916			\$340,832	Y	N	N	5%	N		\$989,100
DURAND, DAVID J	VICE PRESIDENT AND CHIEF MEDICAL OFFICER-BENIOFF CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$429,126	\$419,203	\$86,970				\$9,696		\$515,869	N	N	N		N		
EATON, ANDREA GUNN	CHIEF CAMPUS COUNSEL	UCI	MRZ	At the 60th Percentile	\$273,000									Y	N	N		N		
ECKBLAD, J STUART	VICE PRESIDENT-MAJOR CONSTRUCTION PROJECTS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$300,108	\$296,228	\$41,507				\$9,087		\$346,822	N	N	N		N		
ELAHI, FARANAK K	CHIEF FINANCIAL OFFICER, MEDICINE & CHIEF OPERATING OFFICER, AMBULATORY & COMMUNITY PRACTICES, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$410,000	\$367,141	\$67,305						\$434,446	N	N	N		N		
ELLIS, ARTHUR BARON	VICE PRESIDENT - RESEARCH AND GRADUATE STUDIES	UCOP	MRZ	Below the 25th Percentile	\$310,500	\$304,375							\$304,375	Y	N	N	5%	N		



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ENGEL, ELIZABETH ANN	ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER	UCOP	MRZ	Below the 90th Percentile	\$385,000	\$351,458	\$44,403						\$395,861	Y	N	N	5%	N		
FABER, MICHAEL J	ASSISTANT VICE CHANCELLOR-UNIVERSITY DEVELOPMENT	UCSF	Salary Range	Below the Maximum Salary Range	\$320,606	\$311,700							\$311,700	N	N	N		N		
FAHIM, ABRAHAM A.	DIRECTOR OF INTERNATIONAL SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$265,218	\$264,202	\$34,346				\$12,194		\$310,742	N	N	N		N		
FALCONE, ROGER	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$332,748	\$324,408							\$324,408	N	N	N		N		
FALLE, JOHN G.	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	MRZ	Below the 75th Percentile	\$313,916	\$308,832					\$3,000		\$311,832	Y	N	N	5%	N		
FAWLEY, REECE I	VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$426,082	\$383,472	\$78,275						\$461,747	N	N	N		N		
FEDEROFF, HOWARD J	FORMER VICE CHANCELLOR - HEALTH AFFAIRS AND CHIEF EXECUTIVE OFFICER - UC IRVINE HEALTH SYSTEM	UCI	MRZ	Below the 25th Percentile	\$824,000	\$810,000	\$173,333			\$8,916			\$992,249	Y	N	N		N		
FISCH, JEDD ARI	FOOTBALL OFFENSIVE COORDINATOR	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$225,379	\$10,000			\$4,868	\$567,970		\$808,217	N	N	N		N	\$10,487	
FISHER, MARC P	VICE CHANCELLOR - ADMINISTRATION	UCB	MRZ	Below the 75th Percentile	\$359,000	\$316,483							\$316,483	Y	N	N		N		
FLAHERTY, KIERAN	ASSOCIATE VICE PRESIDENT STATE GOVERNMENT RELATIONS	UCOP	MRZ	Below the 50th Percentile	\$250,000	\$232,291							\$232,291	Y	N	N	5%	N	\$12,098	\$360,000
FOLLETTE, MARGARET G.	CHIEF CONTRACTING OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$297,121	\$291,325	\$43,165						\$334,490	N	N	N		N		
FONG, EDMOND	MANAGING DIRECTOR - ABSOLUTE RETURNS	UCOP	Salary Range	Below the Maximum Salary Range	\$350,000	\$311,681	\$239,144		\$10,087				\$560,912	N	N	N		N		
FORD, JEAN ELIZABETH	ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES ADVANCEMENT	UCSD	Salary Range	Below the Maximum Salary Range	\$350,200	\$344,250	\$56,667						\$400,917	N	N	N		N		
FORD, JOHN B	VICE CHANCELLOR-UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS	UCSF	MRZ	Below the 75th Percentile	\$502,677	\$494,136	\$98,014			\$8,916			\$601,066	Y	N	N	5%	N		
FRALEY, HENRY FRANKLIN	RUNNING BACKS/ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$214,963	\$10,000			\$4,643	\$138,978		\$368,584	N	N	N		N	\$1,698	
FRENCH, BARBARA J.	VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS	UCSF	Salary Range	Below the Midpoint Salary Range	\$342,730	\$336,907							\$336,907	N	N	N		N		
FRIEDLANDER,JULIA MARY COMBS	DEPUTY GENERAL COUNSEL	UCOP	MRZ	Below the 60th Percentile	\$265,225	\$260,719							\$260,719	Y	N	N	5%	N		
FRIES, ROBERT S.	VICE PRESIDENT - CHILDREN'S SVCS FINANCE AND CHIEF FINANCIAL OFFICER , CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$534,403	\$525,262	\$114,869					\$38,080	\$678,211	N	N	N		N		
GANNOTTA, RICHARD J	CHIEF OPERATING OFFICER	UCI	MRZ	Below the 25th Percentile	\$600,000	\$430,435							\$430,435	Y	N	N	5%	N	\$19,786	
GARDNER, MAURE D	SENIOR DIRECTOR, EMPLOYEE/LABOR RELATIONS AND COMPENSATION, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$285,261	\$280,030	\$41,543		\$713		\$930		\$323,216	N	N	N		N		
GEOCARIS, DIANE FIELDS	FORMER CHIEF CAMPUS COUNSEL	UCI	MRZ	Below the 75th Percentile	\$127,115	\$237,874					\$51,469		\$289,343	Y	N	N	5%	N		



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GIBBS, GEOFFREY TAYLOR	DEPUTY GENERAL COUNSEL	UCOP	MRZ	Below the 75th Percentile	\$273,712	\$269,062							\$269,062	Y	N	N	5%	N		
GIL, GLORIA BROWNING	MANAGING DIRECTOR - REAL ESTATE	UCOP	Salary Range	Below the Maximum Salary Range	\$350,000	\$325,950	\$164,935						\$490,885	N	N	N		N		\$726,200
GILLESPIE, KIMBERLY H	CHIEF COUNSEL - UCSD HEALTH	UCSD	Salary Range	Below the Maximum Salary Range	\$324,450	\$318,938							\$318,938	N	N	N		N		
GILLMAN, HOWARD AARON	CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$514,537	\$505,795				\$8,916			\$514,711	Y	Y	N		N		
GONZALEZ, JUAN C	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	MRZ	Below the 75th Percentile	\$285,212	\$280,366						\$16,250	\$296,616	Y	N	N	5%	N		\$525,000
GORDEN JR., MONROE	INTERIM VICE CHANCELLOR - STUDENT AFFAIRS	UCLA	MRZ	Below the 75th Percentile	\$281,190	\$276,413							\$276,413	N	N	N		N		
GOTTLIEB, LINDSAY	HEAD COACH - WOMEN'S BASKETBALL	UCB	Salary Range	No Independent Survey Data Available	\$360,000	\$347,500	\$60,000			\$5,400	\$290,000		\$702,900	N	N	N		N		
GRIMLEY, KAREN ANN	CHIEF NURSING EXECUTIVE, UCLA HEALTH	UCLA	MRZ	Below the 90th Percentile	\$391,375	\$383,739	\$92,186						\$475,925	Y	N	N	5%	N		
GROSENHEIDER, ALAN ARTHUR	ACTING UNIVERSITY LIBRARIAN	UCSB	MRZ	Below the 50th Percentile	\$200,315	\$182,815							\$182,815	N	N	N		N		
GUERRERO, DANIEL GENE	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No Independent Survey Data Available	\$893,123	\$878,946	\$91,250						\$970,196	N	N	N		N		\$850,000
GUIMARAES, ARTHUR RIBEIRO	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 50th Percentile	\$362,057	\$352,963	\$230,588					\$7,500	\$591,051	Y	N	N	5%	N		\$1,330,000
GULBRANSON, CHRISTINE	SENIOR VICE PRESIDENT - RESEARCH INNOVATION AND ENTREPRENEURSHIP	UCOP	MRZ	Below the 50th Percentile	\$345,000	\$335,870				\$8,916			\$344,786	Y	N	N	5%	N		
GULLATT, VELVIA YVETTE	VICE PROVOST - DIVERSITY AND ENGAGEMENT	UCOP	MRZ	Below the 60th Percentile	\$259,904	\$255,345							\$255,345	Y	N	N	5%	N		
GUNTHER, ELISABETH R	CHIEF CAMPUS COUNSEL	UCM	MRZ	Below the 50th Percentile	\$245,858	\$239,209						\$7,725	\$246,934	Y	N	N	5%	N		\$243,000
HAJEK, CHARLES	CHIEF FINANCIAL OFFICER, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$294,263	\$288,859	\$29,070						\$317,929	N	N	N		N		
HANSEN SHINNERL, CLARE T	ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES	UCSF	Salary Range	Below the Maximum Salary Range	\$321,084	\$315,629							\$315,629	N	N	N		N		
HARRINGTON, CHRISTOPHER	INTERIM ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	MRZ	Below the 25th Percentile	\$205,205	\$203,303					\$1,500		\$204,803	N	N	N		N		
HAWGOOD, SAMUEL	CHANCELLOR	UCSF	MRZ	Below the 75th Percentile	\$819,545	\$805,621				\$8,916			\$814,537	Y	Y	N		N		
HAYASHIDA, PETER A.	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	MRZ	Below the 25th Percentile	\$354,000	\$321,113				\$8,916			\$330,029	Y	N	N	5%	N		\$409,500
HAYNE, CAY JOSE	DIRECTOR- REAL ESTATE	UCOP	Salary Range	Below the Midpoint Salary Range	\$223,660	\$219,860	\$101,901						\$321,761	N	N	N		N		
HERVEY, BRIAN T	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCI	MRZ	Below the 50th Percentile	\$394,490	\$387,788				\$8,916			\$396,704	Y	N	N	5%	N		\$529,200



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HEXTER, RALPH J	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	MRZ	Below the 50th Percentile	\$416,876	\$407,523				\$8,916			\$416,439	Y	N	N		N		\$607,500
HOLMES, CLAIRE ANNE	INTERIM SENIOR VICE PRESIDENT - PUBLIC AFFAIRS	UCOP	MRZ	Below the 60th Percentile	\$320,000	\$321,922	\$18,610						\$340,532	N	N	N		N		
HOLMES-SULLIVAN, ROBIN HELENE	VICE PRESIDENT - STUDENT AFFAIRS	UCOP	MRZ	Below the 50th Percentile	\$299,570	\$293,988							\$293,988	Y	N	N	5%	N		
HOOPER, JULIE MORGAN	VICE CHANCELLOR - UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCB	MRZ	Below the 50th Percentile	\$391,400	\$391,400				\$8,916		\$18,670	\$418,986	Y	N	N	5%	N		
HORSE GRANT, DESERT	SENIOR DIRECTOR, RESEARCH & INNOVATION, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$402,693	\$380,266	\$58,503						\$438,769	N	N	N		N	\$5,139	
HUBBARD, SUSAN S.	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$378,144	\$368,964							\$368,964	Y	N	N	5%	N		
HUDSON, PAMELA LOU	CHIEF INFORMATION OFFICER - BAY HEALTH/INTERIM CHIEF OPERATING OFFICER, UCSF BENIOFF CHILDREN'S HOSPITALS, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$415,992	\$406,432	\$74,333		\$19,200				\$499,965	N	N	N		N		
HUMISTON, GLENDA LEE	VICE PRESIDENT, AGRICULTURE AND NATURAL RESOURCES	UCOP	MRZ	Below the 60th Percentile	\$287,000	\$285,873							\$285,873	Y	N	N	5%	N		
INCANDELA, JOSEPH ROBERT	VICE CHANCELLOR - RESEARCH	UCSB	MRZ	Below the 50th Percentile	\$350,000	\$337,500							\$337,500	Y	N	N		N		
INTINARELLI, GINA M	VICE PRESIDENT-POPULATION HEALTH AND ACCOUNTABLE CARE ORGANIZATION, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$288,790	\$263,713	\$54,988						\$318,701	N	N	N		N		
JENNY, PAUL E	SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION	UCSF	MRZ	Below the 90th Percentile	\$379,040	\$372,600							\$372,600	Y	N	N	5%	N		
JENSEN, NANCY WEIGEL	CHIEF COMMUNICATIONS & MARKETING OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$309,000	\$309,000	\$75,211					\$15,000	\$399,211	N	N	N		N		
JENUSAITIS, MATTHEW	CHIEF OF STAFF	UCSD	Salary Range	Below the Maximum Salary Range	\$292,090	\$287,435	\$44,174				\$1,450		\$333,059	N	N	N		N		
JEW, RITA K.	DIRECTOR-PHARMACY, MISSION BAY, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$286,996	\$279,011	\$29,934					\$2,558	\$311,503	N	N	N		N		
JONES, WYKING L	HEAD COACH - MEN'S BASKETBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$212,481	\$40,000			\$2,025	\$619,343		\$873,849	N	N	N		N		
KAMERMAN, JANET L	CHIEF HUMAN RESOURCES OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$350,220	\$343,793	\$56,668						\$400,461	N	N	N		N		
KANG, DEREK HOUGHS	CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES	UCLA	Salary Range	Below the Maximum Salary Range	\$402,693	\$394,836							\$394,836	N	N	N		N		
KANG, JERRY	VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION	UCLA	MRZ	Below the 75th Percentile	\$288,565	\$297,978					\$73,800	\$12,000	\$383,778	Y	N	N		N		
KARAGOZIAN, ANN R	FORMER INTERIM VICE CHANCELLOR FOR RESEARCH	UCLA	MRZ	Below the 25th Percentile	\$217,900	\$274,337					\$72,636		\$346,973	N	N	N		N		
KEISTER, SHAUN B.	VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS	UCD	MRZ	Below the 50th Percentile	\$400,916	\$393,445				\$8,916			\$402,361	Y	N	N	5%	N		
KELLEN, VINCE	CHIEF INFORMATION OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$372,600	\$365,250	\$5,000					\$16,667	\$386,917	N	N	N		N		



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KEMBY, KAREN	VICE PRESIDENT-STRATEGY/CANCER ENTERPRISE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$273,403	\$267,093	\$34,038				\$12,570		\$313,701	N	N	N		N		
KHARGONEKAR, PRAMOD P.	VICE CHANCELLOR - RESEARCH	UCI	MRZ	Below the 60th Percentile	\$368,740	\$362,475							\$362,475	Y	N	N		N		
KHOSLA, PRADEEP K	CHANCELLOR	UCSD	MRZ	Below the 50th Percentile	\$462,684	\$454,823				\$8,916			\$463,739	Y	Y	N		N		
KING, TALMADGE E.	DEAN-SCHOOL OF MEDICINE/VICE CHANCELLOR-MEDICAL AFFAIRS	UCSF	MRZ	Below the 50th Percentile	\$664,906	\$653,609		\$340,448					\$994,057	Y	N	N		N		\$625,000
KIRK, JAMES D.	CHIEF MEDICAL OFFICER	UCD	MRZ	Below the 75th Percentile	\$546,814	\$504,831	\$109,313						\$614,144	Y	N	N	5%	N		
KLAWUNN, MARGARET M.	VICE CHANCELLOR - STUDENT AFFAIRS	UCSB	MRZ	Below the 75th Percentile	\$281,128	\$276,352							\$276,352	Y	N	N		N		\$500,550
KOSHLAND, CATHERINE P	VICE CHANCELLOR - UNDERGRADUATE EDUCATION	UCB	MRZ	Below the 90th Percentile	\$278,409	\$278,409							\$278,409	Y	N	N		N		
KOVALCHICK, ANN ELIZABETH	ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCM	MRZ	Below the 25th Percentile	\$227,292	\$222,809						\$7,000	\$229,809	Y	N	N	5%	N		\$314,900
KRAUS, DAVID V.	CHIEF CONTRACTING OFFICER - MEDICAL CENTER	UCSD	Salary Range	Below the Maximum Salary Range	\$365,985	\$359,268	\$64,252		\$45,117				\$468,637	N	N	N		N		
KREMER, BRENDAN REED	CHIEF ADMINISTRATIVE OFFICER - SURGICAL, ANESTHESIA, MUSC, NEURO, IMAGING SVCS	UCSD	Salary Range	Above the Maximum Salary Range	\$370,704	\$338,093	\$57,869		\$19,680		\$1,830		\$417,472	N	N	N		N		
KUBIAK, GLENN D.	CHIEF OPERATING OFFICER	LBNL	MRZ	Below the 75th Percentile	\$401,700	\$391,950							\$391,950	Y	N	N	5%	N		
KUNZ, SAMUEL	ASSET ALLOC AND INV STRAT MGR 3	UCOP	Salary Range	Below the Midpoint Salary Range	\$303,471	\$296,610	\$117,995					\$5,500	\$420,105	N	N	N		N		
KWAN, LUCIA	DIRECTOR - REVENUE CYCLE SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$280,022	\$274,882	\$33,581				\$15,020		\$323,483	N	N	N		N		
LAKE, GWENDOLINE E	CONTROLLER, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$299,492	\$293,644	\$43,510				\$14,924		\$352,078	N	N	N		N		
LARET, MARK R	PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 75th Percentile	\$1,072,782	\$1,053,104	\$277,745			\$8,916			\$1,339,765	Y	N	N	5%	N		
LARIVE, CYNTHIA K.	PROVOST & EXECUTIVE VICE CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$360,325	\$295,575							\$295,575	Y	N	N		N		\$484,300
LATHAM, SARAH CHRISTINA	VICE CHANCELLOR - BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	MRZ	Below the 60th Percentile	\$298,335	\$290,841							\$290,841	Y	N	N	5%	N		\$662,350
LAVERNIA, ENRIQUE JOSE	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$397,838	\$391,078				\$8,916			\$399,994	Y	N	N		N		
LAZARUS, WILLIAM C.	CHIEF TECHNOLOGY OFFICER, UCLA HEALTH SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$342,058	\$334,194	\$49,335		\$10,000				\$393,529	N	N	N		N		
LEINEN, MARGARET S	VICE CHANCELLOR - MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	MRZ	Below the 60th Percentile	\$351,623	\$344,879							\$344,879	Y	N	N		N		
LELAND, DOROTHY JANE	CHANCELLOR	UCM	MRZ	Below the 25th Percentile	\$406,495	\$399,588				\$8,916			\$408,504	Y	Y	N		N		



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LES, JAMES A.	HEAD COACH - MEN'S BASKETBALL	UCD	Salary Range	No Independent Survey Data Available	\$320,000	\$314,167	\$47,500			\$2,250	\$22,250		\$386,167	N	N	N		N		
LEVINE, MICHAEL S	INTERIM VICE CHANCELLOR-ACADEMIC PERSONNEL	UCLA	MRZ	Below the 90th Percentile	\$329,600	\$324,000							\$324,000	N	N	N		N		
LI, HAIPENG	UNIVERSITY LIBRARIAN	UCM	MRZ	Below the 50th Percentile	\$212,796	\$208,598						\$7,000	\$215,598	Y	N	N	5%	N		
USKA, EUGENIE L	DIRECTOR, BUDGET & FINANCIAL PLANNING, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$287,980	\$282,360	\$41,837				\$5,524		\$329,721	N	N	N		N		
LLOYD, CHERYL A.	CHIEF RISK OFFICER	UCOP	MRZ	Below the 75th Percentile	\$257,040	\$252,673							\$252,673	Y	N	N	5%	N		
LODGE-LEMON, BERNADETTE	REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$345,628	\$338,884	\$50,212				\$29,133		\$418,229	N	N	N		N		
LOHSE, JOHN ALLEN	INTERIM SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER	UCOP	MRZ	Below the 50th Percentile	\$290,000	\$290,000							\$290,000	N	N	N		N		
LOUIE, GEORGE	CHIEF MEDICAL OFFICER	UCOP	MRZ	Below the 25th Percentile	\$346,800	\$342,833	\$85,000						\$427,833	Y	N	N	5%	N	\$15,000	
LOWENSTEIN, DANIEL H.	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	MRZ	Below the 50th Percentile	\$365,908	\$359,691				\$8,916			\$368,607	Y	N	N	5%	N		
LUBIN, BERTRAM H	EXECUTIVE ADVISOR FOR CHILDREN'S HEALTH AND ASSOCIATE DEAN OF CHILDREN'S HEALTH, UCSF HEALTH	UCSF	Salary Range	Contract Appointment	\$462,596	\$464,706	\$99,375			\$343	\$48,984		\$613,408	Y	N	N		N		
LUDEWIG, ROBIN EPSTEIN	SENIOR DIRECTOR, TALENT ACQUISITION & WORKFORCE PLANNING, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$286,646	\$280,717	\$41,543		\$713				\$322,973	N	N	N		N		
MACKIE-MASON, JEFFREY	UNIVERSITY LIBRARIAN AND CHIEF DIGITAL SCHOLARSHIP OFFICER	UCB	MRZ	Below the 90th Percentile	\$311,060	\$311,060							\$311,060	Y	N	N		N		\$1,330,000
MAHANAY, TIMOTHY M	VICE PRESIDENT-FACILITIES & SUPPORT SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$332,451	\$326,352	\$59,980						\$386,332	N	N	N		N		
MAHBOUBA, MOHAMMED H MAHDI	CHIEF DATA OFFICER, UCLA HEALTH SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$342,492	\$334,620	\$49,398						\$384,018	N	N	N		N		
MAMMONE, TINA	VICE PRESIDENT-CHIEF NURSING OFFICER, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$395,000	\$287,554						\$59,250	\$346,804	N	N	N		N	\$21,932	
MANDEVILLE-GAMBLE, STEVEN L	UNIVERSITY LIBRARIAN	UCR	MRZ	Below the 50th Percentile	\$250,000	\$228,416							\$228,416	Y	N	N	5%	N		
MARSH, TOBY K.	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER	UCD	MRZ	Below the 90th Percentile	\$358,440	\$352,077	\$72,790						\$424,867	Y	N	N	5%	N		
MARSHALL, DAVID B	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Below the 50th Percentile	\$349,673	\$343,732				\$8,916			\$352,648	Y	N	N		N		
MARTIN, DEMETRICE AARON	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$10,000			\$5,400	\$225,833		\$491,233	N	N	N		N		
MARTIN, GEORGE STEVEN	INTERIM VICE CHANCELLOR - RESEARCH	UCB	MRZ	Below the 50th Percentile	\$150,500	\$45,258							\$45,258	N	N	N		N		
MATTHEWS, GARY CLIFFORD	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	MRZ	Below the 75th Percentile	\$348,907	\$342,979							\$342,979	Y	N	N	5%	N		



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MAURICE, TIMOTHY R	CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH	UCD	MRZ	Below the 50th Percentile	\$465,961	\$458,044	\$99,903						\$557,947	Y	N	N	5%	N		\$651,000
MAXON, MARY E.	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$345,492	\$291,021							\$291,021	Y	N	N		N		
MAY, GARY S.	CHANCELLOR	UCD	MRZ	Below the 50th Percentile	\$495,000	\$165,000				\$2,972			\$167,972	Y	Y	N		N	\$11,048	
MAYSENT, PATRICIA SPEES	CHIEF EXECUTIVE OFFICER	UCSD	MRZ	Below the 50th Percentile	\$880,770	\$820,202	\$319,233			\$8,916			\$1,148,351	Y	N	N	5%	N		
MAZZIOTTA, JOHN	VICE CHANCELLOR - HEALTH SCIENCES AND CEO - UCLA HEALTH	UCLA	MRZ	Below the 50th Percentile	\$642,720	\$630,360		\$690,000					\$1,320,360	Y	N	N		N		
MCCALLEN, DAVID B.	ASSOCIATE VICE PRESIDENT- NATIONAL LABORATORIES	UCOP	MRZ	Below the 60th Percentile	\$341,750	\$335,944							\$335,944	Y	N	N	5%	N		
MCCLURE, ANGUS ROBERT	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$70,000			\$5,400	\$80,833		\$406,233	N	N	N		N		
MCNEIL, PAUL M.	DEAN - UC DAVIS EXTENSION	UCD	MRZ	Below the 75th Percentile	\$265,974	\$262,190					\$492		\$262,682	Y	N	N	5%	N		
MENDEZ, VERONICA	INTERIM VICE CHANCELLOR FOR BUDGET AND PLANNING	UCM	MRZ	Below the 75th Percentile	\$245,417	\$237,937			\$1,818			\$7,793	\$247,548	N	N	N		N		
MICHAELSEN, JOEL C.	INTERIM VICE CHANCELLOR - ADMINISTRATIVE SERVICES	UCSB	MRZ	Below the 50th Percentile	\$120,026	\$109,461							\$109,461	N	N	N		N		
MORGAN, DAVID R.	VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$328,526	\$322,504	\$56,882						\$379,386	N	N	N		N		
MUNOZ III, SANTIAGO	CHIEF STRATEGY OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$404,741	\$396,843	\$111,326		\$74,872		\$4,683		\$587,724	N	N	N		N		
MURALIDHARAN, VIJAYALAKSHMI	VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 50th Percentile	\$345,469	\$339,409					\$3,906	\$19,531	\$362,846	Y	N	N	5%	N		\$810,000
MURPHY, LISA CAROLE	CHIEF ADMINISTRATIVE OFFICER - MEDICINE, CVC, PRIMARY SVCS	UCSD	Salary Range	Below the Maximum Salary Range	\$292,090	\$286,998	\$42,238				\$547		\$329,783	N	N	N		N		
NAIBERG, AMIR HANOCH	ASSOCIATE VICE CHANCELLOR, TECHNOLOGY DEVELOPMENT GROUP	UCLA	Salary Range	Below the Maximum Salary Range	\$391,400	\$384,218						\$34,902	\$419,120	N	N	N		N		
NAPOLITANO, JANET ANN	PRESIDENT OF THE UNIVERSITY	UCOP	MRZ	Below the 25th Percentile	\$570,000	\$570,000				\$8,916			\$578,916	Y	Y	N	5%	N		
NATHAN, BENJAMIN	CHIEF INFORMATION OFFICER, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$341,406	\$333,559	\$49,241					\$14,500	\$397,300	N	N	N		N		
NATION, CATHRYN L.	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	MRZ	Below the 50th Percentile	\$269,655	\$263,605							\$263,605	Y	N	N	5%	N		
NAVA, RACHAEL OLSON	EXECUTIVE VICE PRESIDENT - CHIEF OPERATING OFFICER	UCOP	MRZ	Below the 60th Percentile	\$370,000	\$366,167				\$8,916			\$375,083	Y	N	N	5%	N		
NAVARRO, J RENEE	VICE CHANCELLOR-DIVERSITY AND OUTREACH	UCSF	MRZ	Below the 75th Percentile	\$306,926	\$301,711							\$301,711	Y	N	N	5%	N		
NEATON, JEFFREY B.	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$337,344	\$209,253			\$18,488		\$58,961		\$286,702	Y	N	N		N		\$666,750



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NELSON, LOUISE COLLEEN	VICE CHANCELLOR - LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL	UCLA	MRZ	Below the 90th Percentile	\$303,850	\$298,687					\$50,000		\$348,687	Y	N	N	5%	N	\$14,234	
NESBITT, THOMAS S.	INTERIM VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE	UCD	MRZ	Below the 50th Percentile	\$597,667	\$445,131		\$84,991	\$8,333		\$1,500		\$539,955	N	N	N		N		
NIES, CHARLES T	VICE CHANCELLOR FOR STUDENT AFFAIRS	UCM	MRZ	Below the 50th Percentile	\$262,913	\$259,026							\$259,026	Y	N	N	3%	N		\$517,500
NOSOWSKY, RACHEL	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	MRZ	Below the 90th Percentile	\$303,606	\$298,478							\$298,478	Y	N	N	5%	N		
NOVELERO, MARIA LOURDES	ASSOCIATE CHAIR-ADMINISTRATION, DEPARTMENT OF MEDICINE, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Maximum Salary Range	\$284,915	\$270,129	\$40,604		\$9,626				\$320,359	N	N	N		N		
ODATO, DAVID	SENIOR VICE PRESIDENT-HUMAN RESOURCES, CAMPUS/UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$434,870	\$422,770	\$91,408				\$1,712		\$515,890	N	N	N		N		
OLSEN, STEVEN A.	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCLA	MRZ	Below the 90th Percentile	\$374,400	\$366,000							\$366,000	Y	N	N	5%	N		\$692,650
O'NEILL, GEOFFREY A.	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	MRZ	Below the 50th Percentile	\$207,935	\$203,833							\$203,833	Y	N	N	5%	N		
OUILLET, PIERRE-YVES	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCSD	MRZ	Below the 90th Percentile	\$423,940	\$415,808							\$415,808	Y	N	N	5%	N		\$701,000
PAARDEKOOPE, JANNA M	SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Midpoint Salary Range	\$345,629	\$339,283	\$45,526						\$384,809	N	N	N		N		
PANION, MICHAEL CHARLES	ASSOCIATE CHAIR-FINANCE/ADMINISTRATION, DEPARTMENT OF SURGERY, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Maximum Salary Range	\$283,943	\$278,760	\$35,483						\$314,243	N	N	N		N		
PARHAM, THOMAS A.	VICE CHANCELLOR - STUDENT AFFAIRS	UCI	MRZ	Below the 75th Percentile	\$288,400	\$283,500							\$283,500	Y	N	N	5%	N		
PARK, DANIEL W	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	MRZ	Below the 75th Percentile	\$292,074	\$286,472					\$1,700		\$288,172	Y	N	N	5%	N		
PARKER, LAURA LAVADO	ASSOCIATE VICE CHANCELLOR, DEVELOPMENT	UCLA	Salary Range	Below the Maximum Salary Range	\$321,963	\$313,850							\$313,850	N	N	N		N		
PASTERNAK, JOE	HEAD COACH - MEN'S BASKETBALL	UCSB	Salary Range	No Independent Survey Data Available	\$345,400	\$222,417				\$3,150	\$15,000		\$240,567	N	N	N		N		
PATTISON, KEVIN VAUGHN	VICE PRESIDENT-SUPPLY CHAIN/SUPPORT SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$273,027	\$266,718	\$55,336						\$322,054	N	N	N		N		
PATTON, HAROLD GUY	CHIEF NURSING OFFICER	UCI	MRZ	Below the 60th Percentile	\$315,000	\$303,750	\$34,325						\$338,075	Y	N	N	5%	N	\$11,628	
PAZZANI, MICHAEL J.	VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT	UCR	MRZ	Below the 50th Percentile	\$351,944	\$344,906			\$31,041				\$375,947	Y	N	N		N		\$660,000
PENALOZA, LORENA CATALINA	CHIEF CAMPUS COUNSEL	UCSC	MRZ	Below the 50th Percentile	\$237,500	\$178,125							\$178,125	Y	N	N	5%	N	\$2,827	
PETERSON, THOMAS WILLIAM	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCM	MRZ	Below the 25th Percentile	\$319,464	\$315,810				\$8,916			\$324,726	Y	N	N		N		
PETITT, BECKY R	VICE CHANCELLOR - EQUITY, DIVERSITY, AND INCLUSION	UCSD	MRZ	Below the 75th Percentile	\$266,255	\$261,148						\$15,625	\$276,773	Y	N	N	5%	N		



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PHILLIPS, DAVID LOUIS	ASSOCIATE VICE PRESIDENT - ENERGY AND SUSTAINABILITY	UCOP	MRZ	Below the 60th Percentile	\$229,835	\$224,061							\$224,061	Y	N	N	5%	N		
PODESTA, CHARLES H	CHIEF INFORMATION OFFICER	UCI	MRZ	Below the 90th Percentile	\$421,785	\$410,069	\$66,628					\$20,000	\$496,697	Y	N	N	5%	N		
POLLACK, ELLEN S.	CHIEF NURSING INFORMATICS OFFICER, UCLA HEALTH SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$315,196	\$307,954	\$45,461				\$12,084		\$365,499	N	N	N		N		
POWELL, BRIAN KEITH	INTERIM VICE CHANCELLOR FOR BUSINESS AND ADMINISTRATIVE SERVICES	UCM	MRZ	Below the 25th Percentile	\$245,417	\$229,634			\$6,370			\$6,409	\$242,413	N	N	N		N		
POWERS-SCHELLING, WENDY	ASSOCIATE VICE PRESIDENT - ACADEMIC PROGRAMS AND STRATEGIC INITIATIVES	UCOP	MRZ	Below the 90th Percentile	\$249,683	\$245,784							\$245,784	Y	N	N	5%	N		\$675,000
RAMESH, RAMAMOORTHY	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$386,172	\$376,792							\$376,792	Y	N	N		N		
REESE, MICHAEL	FORMER VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES	UCM	MRZ	Below the 60th Percentile	\$288,783	\$207,404					\$56,540		\$263,944	Y	N	N	5%	N		
REID, COLLEEN E.	CONTROLLER-BENIOFF CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$267,807	\$266,781	\$52,446				\$6,901		\$326,128	N	N	N		N		
RICE, ANN MADDEN	CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER	UCD	MRZ	Below the 90th Percentile	\$904,788	\$889,410	\$234,247			\$8,916			\$1,132,573	Y	N	N	5%	N		
RIDLEY, LORI LOU	EXECUTIVE DIRECTOR-CLINICAL SYSTEMS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$290,942	\$286,988	\$36,939				\$7,811		\$331,738	N	N	N		N		
RIKE, MIRIAM M	VICE PRESIDENT-CANCER SERVICES FINANCE, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$283,968	\$277,399	\$60,280						\$337,679	N	N	N		N		
RIMICCI, JANET LYNNE	EXECUTIVE DIRECTOR-QUALITY MANAGEMENT, UCLA HEALTH SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$294,588	\$287,820	\$42,489		\$7,056				\$337,365	N	N	N		N		
ROBINSON, CHARLES F	GENERAL COUNSEL AND VICE PRESIDENT - LEGAL AFFAIRS	UCOP	MRZ	Below the 60th Percentile	\$454,574	\$454,574				\$8,916			\$463,490	Y	N	N	5%	N		
ROBINSON, DAVID M.	INTERIM CHIEF CAMPUS COUNSEL	UCB	MRZ	Below the 60th Percentile	\$272,472	\$224,489							\$224,489	N	N	N		N		
ROGERS, LYNDA	DEAN - UNIVERSITY EXTENSION	UCSC	MRZ	Below the 25th Percentile	\$192,209	\$188,944							\$188,944	Y	N	N	5%	N		
ROSS, CHERYL ANN	ASSISTANT VICE CHANCELLOR/CONTROLLER	UCSD	Salary Range	Above the Maximum Salary Range	\$314,440	\$297,880	\$5,000		\$13,225		\$5,156		\$321,261	N	N	N		N		
ROTH, JEFFREY BURTON	ASSOCIATE VICE CHANCELLOR-ACADEMIC PLANNING & BUDGET	UCLA	Salary Range	Below the Maximum Salary Range	\$306,940	\$301,725	\$10,000					\$17,800	\$329,525	N	N	N		N		\$1,233,000
SANDOVAL, JAMES W.	VICE CHANCELLOR - STUDENT AFFAIRS	UCR	MRZ	Below the 50th Percentile	\$248,792	\$248,792							\$248,792	Y	N	N	5%	N		
SAVAGE, JOHN JOSEPH	HEAD COACH - BASEBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000					\$571,775		\$871,775	N	N	N		N		
SCHERER, WILLIAM BERNARD	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$10,000			\$5,400	\$127,437		\$392,837	N	N	N		N		
SCHNEIDER, PETER	CHIEF HEALTH SCIENCES COUNSEL	UCI	Salary Range	Below the Maximum Salary Range	\$317,869	\$312,293							\$312,293	N	N	N		N		



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Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimbursed Moving Costs	University-Provided Home Mortgage
SCHNETZLER, GRETA	CHIEF CAMPUS COUNSEL	UCSF	MRZ	Below the 75th Percentile	\$291,123	\$286,177							\$286,177	Y	N	N	5%	N		
SCHROEDER, DAVID W	SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$304,933	\$298,918	\$145,019						\$443,937	N	N	N		N		
SCIOSCIA, ANGELA LYNN	CHIEF MEDICAL OFFICER	UCSD	MRZ	Below the 50th Percentile	\$464,851	\$456,331	\$75,220						\$531,551	Y	N	N	5%	N		
SCURR, KIMBERLY	VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, SAN FRANCISCO, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$351,139	\$343,023	\$57,664				\$20,081		\$420,768	N	N	N		N		
SELICK, HAROLD E	VICE CHANCELLOR-BUSINESS DEVELOPMENT, INNOVATION, AND PARTNERSHIPS	UCSF	MRZ	Below the 75th Percentile	\$420,000	\$266,665							\$266,665	Y	N	N	5%	N		
SERRANO ADAMS, VICTORIA	DIRECTOR-PHARMACY, PARNASSUS/MT. ZION, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$281,358	\$276,203	\$32,111				\$5,697	\$2,692	\$316,703	N	N	N		N		
SHAFFER, CHRISTOPHER J	UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELLOR-ACADEMIC INFORMATION MANAGEMENT	UCSF	MRZ	Below the 75th Percentile	\$275,000	\$91,667							\$91,667	Y	N	N	5%	N	\$31,818	
SHARP-ATEN, SARAH A.	INTERIM DEAN - UNIVERSITY EXTENSION	UCR	MRZ	Below the 25th Percentile	\$185,321	\$162,420							\$162,420	N	N	N		N		
SHAW, ANNE	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	MRZ	Below the 50th Percentile	\$238,703	\$238,703				\$8,916			\$247,619	Y	N	N	5%	N		
SIAL, AJAY	CHIEF FINANCIAL OFFICER - UCI HEALTH SYSTEM	UCI	MRZ	Below the 60th Percentile	\$574,750	\$560,312	\$94,875						\$655,187	Y	N	N	5%	N		
SIMMONS, BLAKE	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$323,508	\$310,933							\$310,933	N	N	N		N		
SIMMONS, BRADLEY W	CHIEF OPERATING OFFICER, MEDICAL CENTER	UCD	MRZ	Below the 25th Percentile	\$592,250	\$580,120	\$123,146						\$703,266	Y	N	N	5%	N		
SIMMONS, ELIZABETH H	EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS	UCSD	MRZ	Below the 50th Percentile	\$385,000	\$79,445							\$79,445	Y	N	N		N	\$5,487	
SIMON, HORST D.	DEPUTY LABORATORY DIRECTOR	LBNL	MRZ	Above the 90th Percentile	\$445,524	\$437,476							\$437,476	Y	N	N	5%	N		\$1,057,750
SKINNER, CLIFFORD A	VICE PRESIDENT-REVENUE CYCLE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$303,491	\$296,473	\$57,131				\$13,970		\$367,574	N	N	N		N		
SMITH, BRADLEY R.	INTERIM VICE CHANCELLOR - INFORMATION TECHNOLOGY	UCSC	MRZ	Below the 25th Percentile	\$205,000	\$181,608			\$1,712				\$183,320	N	N	N		N		
SMITH, MACKENZIE	UNIVERSITY LIBRARIAN	UCD	MRZ	Below the 75th Percentile	\$272,281	\$266,246							\$266,246	Y	N	N	5%	N		
SMITH, MARCIA LEE	ASSOCIATE VICE CHANCELLOR, OFFICE OF RESEARCH ADMINISTRATION	UCLA	Salary Range	Below the Maximum Salary Range	\$319,729	\$313,771							\$313,771	N	N	N		N		
SMITH, SUSAN D.	SENIOR VICE PRESIDENT AND CHIEF-FACULTY PRACTICES OFFICER, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$577,833	\$556,167	\$100,045						\$656,212	N	N	N		N		
SMITH, THOMAS	ACTING VICE CHANCELLOR OF STUDENT AFFAIRS	UCR	MRZ	Below the 60th Percentile	\$271,390	\$242,383							\$242,383	N	N	N		N		
SMUTZ, WAYNE DAVID	DEAN-CONTINUING EDUCATION AND UCLA EXTENSION	UCLA	MRZ	Above the 90th Percentile	\$337,653	\$331,916							\$331,916	Y	N	N	5%	N		\$1,012,500



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SPISSO, JOHNESE MARIA	PRESIDENT, UCLA HEALTH AND CEO, UCLA HOSPITAL SYSTEM	UCLA	MRZ	Below the 60th Percentile	\$1,028,608	\$984,163	\$299,594			\$8,916			\$1,292,673	Y	N	N	5%	N		
STATON, PAUL A	SENIOR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 90th Percentile	\$662,862	\$649,927	\$160,499				\$64,200		\$874,626	Y	N	N	5%	N		
STEEL, VIRGINIA	UNIVERSITY LIBRARIAN	UCLA	MRZ	Below the 75th Percentile	\$275,299	\$270,622							\$270,622	Y	N	N	5%	N		\$1,330,000
STERMAN, STEVEN L.	SENIOR MANAGING DIRECTOR - FIXED INCOME INVESTMENTS	UCOP	MRZ	Below the 60th Percentile	\$350,200	\$344,250	\$208,775						\$553,025	Y	N	N	5%	N		\$800,000
STOBO, JOHN DAVID	EXECUTIVE VICE PRESIDENT - HEALTH SCIENCES AND SERVICES	UCOP	MRZ	Below the 50th Percentile	\$633,782	\$633,782	\$190,135			\$8,916			\$832,833	Y	N	N	5%	N		\$1,330,000
STRICKLAND, BARRIE E	SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER, UCSF HEALTH	UCSF	MRZ	At the 90th Percentile	\$736,000	\$725,213	\$141,000						\$866,213	Y	N	N	5%	N		
SUTTON, STEPHEN	INTERIM VICE CHANCELLOR - STUDENT AFFAIRS	UCB	MRZ	Below the 50th Percentile	\$249,084	\$247,197					\$4,000		\$251,197	N	N	N		N		
SWEENEY, MICHAEL F.	INTERIM CHIEF CAMPUS COUNSEL	UCD	MRZ	Below the 60th Percentile	\$274,734	\$246,670							\$246,670	N	N	N		N		
SWETT, MICHAEL ALLEN	SENIOR PORTFOLIO MANAGER - FIXED INCOME	UCOP	Salary Range	Below the Maximum Salary Range	\$249,444	\$245,206	\$105,113					\$10,313	\$360,632	N	N	N		N		
SYMONS, TIMOTHY JAMES	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$323,268	\$317,978							\$317,978	Y	N	N	5%	N		
TAKEUCHI, SUSAN JAN	CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$372,209	\$364,946	\$90,123						\$455,069	N	N	N		N		
TANJI, LORELEI A.	UNIVERSITY LIBRARIAN	UCI	MRZ	Below the 60th Percentile	\$243,159	\$239,028							\$239,028	Y	N	N	5%	N		
TRAINA, SAMUEL JUSTIN	VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT	UCM	MRZ	Below the 25th Percentile	\$267,407	\$262,132							\$262,132	Y	N	N		N		\$276,000
TRAN, TU M.	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	MRZ	Below the 50th Percentile	\$241,211	\$236,191							\$236,191	Y	N	N	5%	N		
TROMP, MARLENE A.	CAMPUS PROVOST/ EXECUTIVE VICE CHANCELLOR	UCSC	MRZ	Below the 50th Percentile	\$350,000	\$175,000				\$4,458	\$50,000		\$229,458	Y	N	N		N	\$40,219	
TUIJASOSOPO, MARQUES T	QUARTERBACKS COACH - MEN'S FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$200,000	\$171,212					\$160,606		\$331,818	N	N	N		N		
TURNER, RUSSELL DEVLIN	HEAD COACH - MEN'S BASKETBALL	UCI	Salary Range	No Independent Survey Data Available	\$325,000	\$325,000	\$125,000				\$85,000		\$535,000	N	N	N		N		
TURTELTAUB, RHEA P	VICE CHANCELLOR-EXTERNAL AFFAIRS	UCLA	MRZ	Below the 50th Percentile	\$448,050	\$440,438				\$8,916			\$449,354	Y	N	N	5%	N		
VAN GELDEREN, EDUARD	SENIOR MANAGING DIRECTOR - PUBLIC EQUITY INVESTMENTS	UCOP	MRZ	Below the 75th Percentile	\$393,000	\$154,393							\$154,393	Y	N	N	5%	N	\$8,400	\$1,400,000
WAKIMOTO, ROGER M	VICE CHANCELLOR FOR RESEARCH	UCLA	MRZ	Below the 50th Percentile	\$355,000	\$161,362							\$161,362	Y	N	N		N	\$22,952	\$1,400,000
WALLACE, TAMMY LEHR	VICE PRESIDENT-FINANCE, PHYSICIAN ORGANIZATIONS, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$295,953	\$290,181	\$58,958						\$349,139	N	N	N		N		



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Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimbursed Moving Costs	University-Provided Home Mortgage
WALSHOK, MARY LINDENSTEIN	ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION	UCSD	MRZ	Below the 25th Percentile	\$213,697	\$209,598							\$209,598	Y	N	N	5%	N		
WANDRES, DANIEL	CHIEF PHARMACY OFFICER/VICE PRESIDENT-CLINICAL SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$357,090	\$338,342	\$72,467		\$18,942		\$4,594		\$434,345	N	N	N		N		
WATKINS, ELIZABETH	VICE CHANCELLOR-STUDENT ACADEMIC AFFAIRS/DEAN-GRADUATE DIVISION	UCSF	MRZ	Below the 75th Percentile	\$314,081	\$311,700							\$311,700	N	N	N		N		
WATKINS, PAUL H.	CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	MRZ	Below the 90th Percentile	\$404,741	\$396,843	\$94,080						\$490,923	Y	N	N	5%	N		
WAUGH, SCOTT L	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	MRZ	Below the 60th Percentile	\$439,740	\$427,525				\$8,916			\$436,441	Y	N	N	5%	N		
WILCOX, JUSTIN D	HEAD COACH - MEN'S FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$219,698	\$75,000				\$1,198,490		\$1,493,188	N	N	N		N		
WILCOX, KIM ARTHUR	CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$406,495	\$399,588				\$8,916			\$408,504	Y	Y	N		N		
WILHELM, KATHERINE ALYN	DIRECTOR - TALENT AND ORGANIZATIONAL DEVELOPMENT	UCSD	Salary Range	Below the Maximum Salary Range	\$242,688	\$212,093	\$22,752				\$109,088		\$343,933	N	N	Y		N		
WILLIAMS, HAROLD MICHAEL	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		
WILLIAMS, KIM P	CHIEF FINANCIAL OFFICER	LBNL	MRZ	Below the 60th Percentile	\$314,376	\$306,736							\$306,736	Y	N	N	5%	N		
WILSON, WILLIAM C	CHIEF MEDICAL OFFICER	UCI	MRZ	Below the 50th Percentile	\$470,000	\$273,271		\$243,401					\$516,672	Y	N	N		N		
WITHERELL, MICHAEL STEWART	LABORATORY DIRECTOR	LBNL	MRZ	Below the 50th Percentile	\$453,200	\$442,192				\$8,916			\$451,108	Y	N	N		N		\$1,128,000
WONG, ANNIE M.	DIRECTOR - HEALTH SYSTEM CONTRACTS	UCD	Salary Range	Below the Midpoint Salary Range	\$265,542	\$261,764	\$57,210				\$12,026		\$331,000	N	N	N		N		
WONG, JANE Y.	VICE PRESIDENT-INFORMATION TECHNOLOGY/ASSOCIATE CHIEF INFORMATION OFFICER, CAMPUS/UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$311,342	\$295,367			\$16,712		\$16,700		\$328,779	N	N	N		N		
WOODALL, ALLISON M.	DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS	UCOP	MRZ	Below the 75th Percentile	\$280,435	\$275,670							\$275,670	Y	N	N	5%	N		
WU, MARGARET L	DEPUTY GENERAL COUNSEL - LITIGATION AND CAPITAL STRATEGIES	UCOP	MRZ	At the 60th Percentile	\$273,000	\$249,346			\$5,818				\$255,164	Y	N	N		N		
YAMAMOTO, KEITH	VICE CHANCELLOR-SCIENCE POLICY AND STRATEGY/PROFESSOR	UCSF	MRZ	Below the 75th Percentile	\$413,615	\$405,965			\$20,298				\$426,263	N	N	N		N		
YANG, HENRY T.	CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$413,051	\$406,033				\$8,916			\$414,949	Y	Y	N	5%	N		
YELICK, KATHERINE A.	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$380,820	\$351,140							\$351,140	Y	N	N		N		
ZHANG, XIAOCHUAN	DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS	UCOP	Salary Range	Below the Maximum Salary Range	\$247,459	\$243,254	\$108,557						\$351,811	N	N	N		N		

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Compensation Element	Amount	Staff Comments
ADLER,JOSHUA S UCSF		
EXECUTIVE VICE PRESIDENT - PHYSICIAN SERVICES AND VICE DEAN-CLINICAL AFFAIRS, UCSF HEALTH		
Annual Base as of Dec 31	\$648,900	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$637,000	
Clinical Enterprise Management Recognition Program	\$132,825	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
ALCOCER,DAVID UCOP		
ASSOCIATE VICE PRESIDENT - BUDGET ANALYSIS AND PLANNING		
Annual Base as of Dec 31	\$220,000	Effective 7/1/17, appointed as Associate Vice President - Budget Analysis and Planning; approved by the President on 7/5/17.
Actual Base Salary Received	\$202,306	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
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	
Coach - Incentive	\$50,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Other Cash Compensation/Payments	\$2,300,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$38,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics contract.

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Compensation Element	Amount	Staff Comments
Other Benefit	\$30,504	Per contract, data reflects the imputed income for courtesy vehicles.
Other Benefit	\$11,328	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$6,000	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
Other Benefit	\$3,074	Per contract, travel for spouse of Head Coach, which is consistent with policy and the Athletics Department practice.
ALIVISATOS, ARMAND P UCB		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$481,000	Effective 7/1/17, appointed as Executive Vice Chancellor and Provost; approved by the President on 6/22/17.
Actual Base Salary Received	\$451,565	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
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	Employee was active as of 12/31/17, but separated prior to the individual certification process.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$2,250	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$150,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics contract.
Other Benefit	\$4,410	Per contract, data reflects the imputed income for courtesy vehicle.
Other Benefit	\$2,500	Personal apparel allowance provided by Sponsor--Under Armour, Inc.

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Compensation Element	Amount	Staff Comments
AMEY, MARK DOUGLAS UCSD		
ASSOCIATE CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$361,746	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$354,515	
Incentive	\$36,175	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
ANANTHASWAMY, SATISH UCOP		
MANAGING DIRECTOR - FIXED INCOME INVESTMENTS		
Annual Base as of Dec 31	\$313,952	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$308,618	
Office of the Chief Investment Officer Annual Incentive Plan	\$197,651	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 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).
ANDERSON, MICHAEL R UCSF		
SENIOR VICE PRESIDENT-CHILDREN'S SERVICES AND PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH		
Annual Base as of Dec 31	\$946,000	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$931,923	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$90,839	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$138,750	Per policy, a hiring bonus was approved by the Health Sciences Committee on 10/18/16.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses - Initial Househunting	\$700	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Health Science Committee on 10/18/16.
Moving Expenses - Moving Services	\$10,847	Per policy, actual and reasonable moving and relocation expenses paid directly to vendor; approved by the Health Science Committee on 10/18/16.
Temporary Housing	\$420	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Health Science Committee on 10/18/16.
ANDRIOLA, THOMAS UCOP		
VICE PRESIDENT AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$377,046	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$370,640	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
ANTRUM, SHEILA E UCSF		
SENIOR VICE PRESIDENT-ADULT SERVICES AND CHIEF OPERATING OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$697,000	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective 8/1/17, a salary adjustment for the assumption of additional Executive Vice President-Chief Operating Officer duties; approved on 9/1/17.
Actual Base Salary Received	\$655,532	

**ADDENDUM TO
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INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$122,396	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$1,495	Data reflects payment for paid time off in excess of accumulation limits.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
ARDESHIR, SAHAND UCOP		
INVESTMENT OFFICER		
Annual Base as of Dec 31	\$245,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective 9/1/17, a promotional increase was received for a promotion to Investments Director.
Actual Base Salary Received	\$218,199	
Office of the Chief Investment Officer Annual Incentive Plan	\$118,595	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 35 percent and 70 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).
ARNETT, JENNIFER P. UCSF		
ASSOCIATE VICE CHANCELLOR - UNIVERSITY DEVELOPMENT		
Annual Base as of Dec 31	\$416,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$406,667	

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Compensation Element	Amount	Staff Comments
ARRINGTON, JONATHON DUANE UCLA		
CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP, UCLA HEALTH		
Annual Base as of Dec 31	\$329,674	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$323,242	
Incentive	\$47,895	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$786	Data reflects payment for paid time off in excess of accumulation limits.
Relocation Allowance	\$15,500	Relocation allowance of \$77,500 to be paid in installments over four years. Data reflects amount paid in 2017; approved under local authority on 2/9/15.
ARRIVAS, PEGGY MCNAMARA UCOP		
ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER		
Annual Base as of Dec 31	\$336,861	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$331,138	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
AZAR, RICHARD F UCLA		
EXECUTIVE DIRECTOR - GENERAL SERVICES, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$279,205	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$273,759	
Incentive	\$39,616	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.

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Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$19,262	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	
Actual Base Salary Received	\$652,454	
Office of the Chief Investment Officer Annual Incentive Plan	\$940,637	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 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, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,800,000	Per policy, eligible to participate in the UC Home Loan Program.
BAGGETT,MARGARITA M UCSD		
CHIEF CLINICAL AND SUPPORT SERVICES OFFICER		
Annual Base as of Dec 31	\$390,080	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$382,200	
Clinical Enterprise Management Recognition Program	\$108,553	Data reflected is the actual award amount for 2015-16 (\$48,191) and 2016-17 (\$60,362) 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
BALDWIN, BEAU D UCB		
OFFENSIVE COORDINATOR - MEN'S FOOTBALL		
Annual Base as of Dec 31	\$250,000	Effective 1/17/17, hired as Football Offensive Coordinator. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$218,750	
Other Cash Compensation/Payments	\$280,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$80,000	Retention bonus approved as part of negotiated athletics contract.
Other One-Time Payment	\$25,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$1,445	W-2 reportable value of Under Armour apparel received; per contract
BALLA, ROSEMARIE A UCB		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$359,000	Effective 6/1/17, appointed as Vice Chancellor - Chief Financial Officer; approved by the President on 5/25/17.
Actual Base Salary Received	\$316,728	Earnings for 2017 include salary from previous position as Associate Vice Chancellor and salary as Vice Chancellor, effective 6/1/17.
Stipend	\$10,287	Stipend received for additional duties prior to appointment into SMG role; approved under local authority.
Relocation Allowance	\$8,125	Relocation allowance of \$65,000 to be paid in installments over four years. Data reflects amount paid in 2017 in connection with prior MSP appointment when first hired in March 2014.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
BECK, CAITLIN A. UCLA		
CHIEF ADMINISTRATIVE OFFICER, MATTEL CHILDREN'S HOSPITAL UCLA & WOMEN'S HEALTH		
Annual Base as of Dec 31	\$275,992	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$270,608	

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Compensation Element	Amount	Staff Comments
Incentive	\$40,096	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
BECK,MICHAEL JOHN UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$370,800	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$364,500	
Other One-Time Payment	\$36,000	Per policy, a hiring bonus was approved to be paid in two annual installments. Data reflects the second installment; approved by the Regents 11/20/15.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,015,000	Per policy, eligible to participate in the UC Home Loan Program.
BEIL,JOHN EDWARD UCOP		
DIRECTOR - PRIVATE EQUITY		
Annual Base as of Dec 31	\$250,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective 9/1/17, a promotional increase was received for a promotion to Private Equity Director.
Actual Base Salary Received	\$216,573	
Office of the Chief Investment Officer Annual Incentive Plan	\$121,693	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 35 percent and 70 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).
Stipend	\$10,204	Stipend received for additional duties leading the Private Equity function; approved under local authority.

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Compensation Element	Amount	Staff Comments
BENGFORT,JOSEPH UCSF		
SENIOR VICE PRESIDENT - INFORMATION TECHNOLOGY, CAMPUS/UCSF HEALTH		
Annual Base as of Dec 31	\$477,693	Effective 6/18/17, an equity increase and a merit based increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$466,648	
Clinical Enterprise Management Recognition Program	\$85,333	Data reflected is the actual award amount for 2016-17 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 objectives.
BENNAN,JAMES UCSF		
VICE PRESIDENT AND CHIEF OPERATING OFFICER - ADULT SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$355,942	Effective 6/18/17, an equity increase and a merit based increase were received consistent with the 2017 Systemwide Merit Program. Effective 11/5/17, a promotional increase was received for a promotion to Vice President/Chief Operating Officer - Adult Services, UCSF Health.
Actual Base Salary Received	\$293,783	
Clinical Enterprise Management Recognition Program	\$57,832	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$6,838	Data reflects payment for paid time off in excess of accumulation limits.
BERG,GERALDINE B UCD		
PRACTICE MANAGEMENT BOARD, BUSINESS DEVELOPMENT MANAGER		
Annual Base as of Dec 31	\$274,773	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$268,609	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$47,337	Data reflected is the actual award amount for 2016-17 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 20 percent of annual salary. Actual award amount is based on performance against pre-established objectives.
BERGQUIST, DAVID ERIK UCR CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$250,787	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$246,526	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
BLAIR, JEFFREY A LBNL CHIEF LABORATORY COUNSEL		
Annual Base as of Dec 31	\$326,952	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$319,012	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
BLOCK, GENE D. UCLA CHANCELLOR		
Annual Base as of Dec 31	\$468,211	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$460,256	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
University Housing		Per policy, University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.

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Compensation Element	Amount	Staff Comments
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
BLUMENTHAL, GEORGE R UCSC		
CHANCELLOR		
Annual Base as of Dec 31	\$406,495	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$399,588	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
University Housing		Per policy, University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
House Maintenance (tel, util, etc.)	\$14,188	For residential maintenance expenses related to repairs and pest services, per policy. Ongoing monthly storage charges related to pest issues to continue at \$290/month.
BOOKSTABER, RICHARD M. UCOP		
CHIEF RISK OFFICER AND SENIOR MANAGING DIRECTOR		
Annual Base as of Dec 31	\$319,815	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$313,506	
Office of the Chief Investment Officer Annual Incentive Plan	\$139,563	Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief
BOUBELIK, JANE ESTHER UCLA		
CHIEF LEGAL COUNSEL, UCLA HEALTH		
Annual Base as of Dec 31	\$319,542	Received equity increase, effective 5/7/17, and an additional adjustment to off-set discontinued CEMRP participation for Legal Staff. Effective 6/18/17, a merit based increase consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$333,989	
Recognition Award	\$10,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2017 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
Other Cash Compensation/Payments	\$3,869	Data reflects payment for paid time off in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
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	Employee was active as of 12/31/17, but separated prior to the individual certification process.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$5,400	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$250,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics contract.
Other Benefit	\$2,500	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
Other Benefit	\$1,949	W-2 reportable value of UCLA sporting event tickets.
BRANDT, SCOTT A UCSC		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$321,660	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$317,981	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
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 due to underlying faculty appointment.
BRANT, KEITH EDWARD UCSC		
VICE CHANCELLOR - UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$313,612	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$308,284	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).

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Compensation Element	Amount	Staff Comments
Relocation Allowance	\$7,000	Relocation allowance of \$70,000 to be paid over four years. Data reflects amount paid in 2017; approved by the President on 2/21/14.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
BRASE,WENDELL C UCI		
ASSOCIATE CHANCELLOR - SUSTAINABILITY		
Annual Base as of Dec 31	\$349,372	Effective 2/1/17, appointed as Associate Chancellor - Sustainability; approved under local authority. Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$343,628	
Home Loan Program	\$300,000	Continued participation in the UC Home Loan Program due to previous appointment as SMG.
BRAY-HANIN,LAUREL R UCSF		
VICE PRESIDENT AND CHIEF OPERATING OFFICER - CANCER SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$304,055	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective 7/2/17, a market-based salary adjustment was received.
Actual Base Salary Received	\$271,537	
Incentive	\$36,409	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Stipend	\$15,571	Stipend received for an increased scope of responsibilities while in higher-level interim role; approved under local authority.
Other Cash Compensation/Payments	\$7,006	Data reflects payment for paid time off in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
BRENNER, DAVID ALLEN UCSD		
VICE CHANCELLOR - HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$603,982	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$593,720	
Health Sciences Compensation Plan	\$220,000	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
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 due to underlying faculty appointment.
BROSTROM, NATHAN ERIC UCOP		
EXECUTIVE VICE PRESIDENT - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$424,360	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$424,360	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
BROWN, MICHAEL TALIFERRO UCOP		
PROVOST AND EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$379,000	Effective 9/5/17, appointed as Provost and Executive Vice President - Academic Affairs; approved by the Regents on 7/13/17.
Actual Base Salary Received	\$229,405	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$8,339	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 7/13/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.

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Compensation Element	Amount	Staff Comments
BROWN,PAMELA HOPE UCOP		
VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING		
Annual Base as of Dec 31	\$294,582	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$289,416	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
BROWN,SANDRA A UCSD		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$338,806	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$332,307	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
BUCHMAN,BRAD UCOP		
MEDICAL DIRECTOR - STUDENT HEALTH AND COUNSELING		
Annual Base as of Dec 31	\$391,875	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$382,031	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
BUDIL,KIMBERLY SUSAN UCOP		
VICE PRESIDENT - NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$376,619	
Actual Base Salary Received	\$376,620	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
BUSTAMANTE,ALEXANDER ALI UCOP		
SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER		
Annual Base as of Dec 31	\$350,000	Effective 9/5/17, appointed as Senior Vice President and Chief Compliance & Audit Officer; approved by the Regents on 7/13/17.
Actual Base Salary Received	\$84,772	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$1,053	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 7/13/17.
Moving Expenses - Moving Services	\$8,592	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 7/13/17.
CAMPBELL,JOHN DUNCAN UCSD		
MEDICAL GROUP EXECUTIVE DIRECTOR		
Annual Base as of Dec 31	\$309,087	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$302,838	
Clinical Enterprise Management Recognition Program	\$49,820	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
CARLSON,SUSAN L. UCOP		
VICE PROVOST - ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$291,508	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$286,395	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
CARRICO,KATHRYN A UCLA		
ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT		
Annual Base as of Dec 31	\$361,420	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$353,951	
CARTER,CAMERON S UCD		
INTERIM VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$455,551	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$448,188	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
CHAN,SCOTT UCOP		
SENIOR MANAGING DIRECTOR - PUBLIC EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$329,394	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$324,708	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$109,556	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 60 percent and 120 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 Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
CHIARAPPA,CYNTHIA L. UCSF		
VICE PRESIDENT - MEDICAL CENTER ADMINISTRATION, UCSF HEALTH		
Annual Base as of Dec 31	\$302,676	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$297,128	
Clinical Enterprise Management Recognition Program	\$65,613	Data reflected is the actual award amount for 2016-17 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 objectives.
Stipend	\$35,137	Stipend received for additional responsibilities due to organizational restructuring; approved under local authority.
CHIU,JEFFREY S UCSF		
VICE PRESIDENT-HUMAN RESOURCES, UCSF HEALTH		
Annual Base as of Dec 31	\$261,209	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$255,809	
Clinical Enterprise Management Recognition Program	\$53,714	Data reflected is the actual award amount for 2016-17 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 objectives.

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Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$7,019	Data reflects payment for paid time off in excess of accumulation limits.
CHOI, LEI UCSF		
DIRECTOR - LEAN PROMOTION OFFICE, UCSF HEALTH		
Annual Base as of Dec 31	\$305,537	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$299,936	
Incentive	\$36,643	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$200	Per policy, bilingual certification payment approved under local authority as ancillary pay.
CHRISMAN, MAYE C. UCSF		
VICE DEAN - FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$376,459	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$370,894	
Clinical Enterprise Management Recognition Program	\$74,607	Data reflected is the actual award amount for 2016-17 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 objectives.
Incentive	\$3,511	Data reflected is a retroactive payment made in 2017 for the 2015-16 award amount, as approved by the Administrative Oversight Committee. Per policy, was 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 objectives. Participation in CEMRP2 was linked to former role as Associate Chair, which ended 9/30/15.

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Compensation Element	Amount	Staff Comments
CHRIST,CAROL T UCB		
CHANCELLOR		
Annual Base as of Dec 31	\$531,939	Effective 7/1/17, Ms. Christ was appointed as Chancellor, UC Berkeley; approved by the Regents on 3/16/17.
Actual Base Salary Received	\$263,619	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
University Housing		Per policy, University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
CIANCA,MARK UCOP		
ASSOCIATE VICE PRESIDENT, OPERATIONAL SERVICES		
Annual Base as of Dec 31	\$337,704	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$330,127	
CLOSE,CORI RASHEL UCLA		
HEAD COACH - WOMEN'S BASKETBALL		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$260,318	
Coach - Incentive	\$30,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$5,400	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$157,064	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$2,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics contract.
Other One-Time Payment	\$10,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$5,000	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
Other Benefit	\$4,506	W-2 reportable value of UCLA sporting event tickets.

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Compensation Element	Amount	Staff Comments
COHAN,GREGG UCI		
MEDICAL DIRECTOR OF UTILIZATION		
Annual Base as of Dec 31	\$312,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$304,828	
Incentive	\$24,301	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
COLEY,RON T UCR		
VICE CHANCELLOR - BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$327,064	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$321,507	
Relocation Allowance	\$18,437	Relocation allowance of \$73,750 to be paid in installments over four years. Data reflects amount paid in 2017; approved by the President on 6/20/14.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
COLLINS,HEIDI MODEL UCSF		
VICE PRESIDENT - CLINICAL SYSTEMS, UCSF HEALTH		
Annual Base as of Dec 31	\$325,185	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$319,218	
Clinical Enterprise Management Recognition Program	\$68,140	Data reflected is the actual award amount for 2016-17 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 objectives.

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Compensation Element	Amount	Staff Comments
CONDRIN, MICHAEL P UCD		
DIRECTOR - CLINICAL OPERATIONS		
Annual Base as of Dec 31	\$258,782	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$255,100	
Clinical Enterprise Management Recognition Program	\$55,754	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$4,949	Data reflects payment for paid time off in excess of accumulation limits.
CONK, MARGARET T UCI		
CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$379,575	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$371,059	
Clinical Enterprise Management Recognition Program	\$60,525	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$18,543	Data reflects payment for paid time off in excess of accumulation limits.
CONRAD, LARRY D UCB		
ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$337,890	
Actual Base Salary Received	\$337,890	

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Compensation Element	Amount	Staff Comments
COOK,JOHN K UCD		
INTERIM CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$331,472	Effective 8/1/17, appointed as Interim Chief Information Officer; approved by President Napolitano on 8/9/17.
Actual Base Salary Received	\$299,068	
Incentive	\$36,514	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$8,259	Data reflects payment for paid time off in excess of accumulation limits.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
COOPER,WILLIAM MAURICE UCOP		
ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER		
Annual Base as of Dec 31	\$353,279	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$347,277	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per approval of his appointment and compensation; a 5 percent contribution was incorporated into his base salary at the time of appointment; approved by former University President Yudof on 1/13/13.
CORTEZ,RONALD SOCCORIO UCI		
VICE CHANCELLOR - ADMINISTRATIVE & BUSINESS SERVICES		
Annual Base as of Dec 31	\$339,900	Effective 2/13/17, appointed as Vice Chancellor - Administrative and Business Services; approved by the President on 12/21/16. Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$268,125	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
Home Loan Program	\$594,100	Per policy, eligible to participate in the UC Home Loan Program.
Moving Expenses - Moving Services	\$3,787	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 12/21/16.
Moving Expenses - Other	\$11,972	Per policy, taxable moving expenses associated with move of primary household items; approved by the President on 12/21/16.
COSTANTINIDIS, TERESA A UCSF		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$337,185	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$331,456	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
COWELL, M ELIZABETH UCSC		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$229,468	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$226,203	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
CRISWELL, LINDSEY A UCSF		
VICE CHANCELLOR - RESEARCH/PROFESSOR		
Annual Base as of Dec 31	\$268,925	Effective 10/1/17, appointed to an SMG appointment without salary as Vice Chancellor, Research at 30 percent effort; approved by the President on 10/31/17. Ms. Criswell's primary appointment is Professor of Medicine in Residence at 70 percent effort.
Actual Base Salary Received	\$264,230	
Stipend	\$1,121	Ms. Criswell holds a dual-appointment role as Professor and Vice Chancellor, Research. Ongoing stipend received for administrative duties related to the Vice Chancellor, Research role; approved by the President on 10/31/17.

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, ineligible due to academic appointment and without salary SMG appointment.
Senior Management Supplement		Per policy, ineligible due to underlying faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.
CRONER,JULIE ELIZABETH UCSD		
CHIEF ADMINISTRATIVE OFFICER		
Annual Base as of Dec 31	\$292,090	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$290,805	
Clinical Enterprise Management Recognition Program	\$48,626	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$8,419	Per guidelines of the 2017 merit-based salary program for policy covered (non- represented) staff, a one-time lump sum payment was received, equivalent to the amount she would receive if her current salary was not above the maximum of the salary range.
DAVIS,RONALD ANTHONY UCLA		
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$404,116	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$396,230	
Clinical Enterprise Management Recognition Program	\$97,849	Data reflected is the actual award amount for 2016-17 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 objectives.

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Compensation Element	Amount	Staff Comments
DE LA TORRE,ADELA UCD		
VICE CHANCELLOR - STUDENT AFFAIRS AND CAMPUS DIVERSITY		
Annual Base as of Dec 31	\$328,081	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$322,959	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
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 due to underlying faculty appointment.
DEARIE,TAMMY N UCSD		
INTERIM UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$202,923	Effective 7/1/17, appointed as Interim University Librarian; approved by the President on 6/16/17.
Actual Base Salary Received	\$176,339	
Recognition Award	\$9,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2017 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
DECOSTA,SHELBY K. UCSF		
SENIOR VICE PRESIDENT - STRATEGIC PLANNING/BUSINESS DEVELOPMENT, UCSF HEALTH		
Annual Base as of Dec 31	\$551,670	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$533,780	
Clinical Enterprise Management Recognition Program	\$114,833	Data reflected is the actual award amount for 2016-17 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 objectives.
Relocation Allowance	\$31,630	Relocation allowance of \$107,500 to be paid in installments of declining percentage (40%, 30%, 20%, 10%) over four years. Data reflects amount paid in 2017; approved under local authority.

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Compensation Element	Amount	Staff Comments
DELANEY,MARGARET L UCSC		
VICE CHANCELLOR - PLANNING AND BUDGET		
Annual Base as of Dec 31	\$291,212	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$286,264	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
DOBBS,DAVID O. UCSF		
EXECUTIVE DIRECTOR - NETWORKED DATA WAREHOUSE, UCSF HEALTH		
Annual Base as of Dec 31	\$336,001	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$329,056	
Clinical Enterprise Management Recognition Program	\$70,393	Data reflected is the actual award amount for 2016-17 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 objectives.
DONALDSON,LORI R UCSD		
CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER		
Annual Base as of Dec 31	\$373,856	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$366,298	
Clinical Enterprise Management Recognition Program	\$112,274	Data reflected is the actual award amount for 2015-16 (\$52,014) and 2016-17 (\$60,260) 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 objectives.
Other Cash Compensation/Payments	\$2,500	Data reflects payment as University Extension instructor.
Executive Disability		Per policy, eligible; five-year vesting requirement met.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
DRAGUN, DIANA WU UCB		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$224,864	
Actual Base Salary Received	\$224,864	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
DUBON, OSCAR D UCB		
VICE CHANCELLOR - EQUITY AND INCLUSION		
Annual Base as of Dec 31	\$250,000	Effective 7/1/17, appointed as Vice Chancellor for Equity and Inclusion; approved by the President on 6/12/17.
Actual Base Salary Received	\$193,158	
Stipend	\$10,500	Stipend received for additional duties as Associate Dean; paid prior to SMG appointment; approved under local authority.
Other Cash Compensation/Payments	\$17,078	Summer salary for service in academic department; paid prior to SMG appointment.
Other Cash Compensation/Payments	\$5,229	Summer research payments; paid prior to SMG appointment.
Other Cash Compensation/Payments	\$600	Summer compensation for service as Associate Dean; paid prior to SMG appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
DUCKETT, DWAIN B. UCOP		
VICE PRESIDENT - SYSTEMWIDE HUMAN RESOURCES		
Annual Base as of Dec 31	\$337,652	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$331,916	
Executive Auto Allowance	\$8,916	Per policy, eligible; 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.

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
DURAND, DAVID J UCSF		
VICE PRESIDENT AND CHIEF MEDICAL OFFICER - BENIOFF CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH		
Annual Base as of Dec 31	\$429,126	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$419,203	
Clinical Enterprise Management Recognition Program	\$86,970	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$9,696	Data reflects payment for paid time off in excess of accumulation limits.
EATON, ANDREA UCI		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$273,000	Effective 12/4/17, appointed as Chief Campus Counsel; approved by the President on 10/27/17.
Actual Base Salary Received	\$0	Due to Ms. Eaton's 12/4/17 start date, she received first payment of salary in Jan 2018. No base salary received in 2017.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
ECKBLAD, J STUART UCSF		
VICE PRESIDENT - MAJOR CONSTRUCTION PROJECTS, UCSF HEALTH		
Annual Base as of Dec 31	\$300,108	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$296,228	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$41,507	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$5,742	Per guidelines of 2017 merit-based salary program for policy covered (non-represented) staff, one-time lump sum payment was received, equivalent to the amount he would received, equivalent to the amount he would receive if his current salary was not above the maximum of the salary range.
Other Cash Compensation/Payments	\$3,345	Data reflects payment for paid time off in excess of accumulation limits.
ELAHI, FARANAK K UCLA		
CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CHIEF OPERATING OFFICER, AMBULATORY & COMMUNITY PRACTICES, UCLA HEALTH		
Annual Base as of Dec 31	\$410,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective 7/1/17, a salary adjustment was received in recognition of expanded duties.
Actual Base Salary Received	\$367,141	
Clinical Enterprise Management Recognition Program	\$67,305	Data reflected is the actual award amount for 2016-17 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 objectives.
ELLIS, ARTHUR BARON UCOP		
VICE PRESIDENT - RESEARCH AND GRADUATE STUDIES		
Annual Base as of Dec 31	\$310,500	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$304,375	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
ENGEL, ELIZABETH ANN UCOP		
ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$385,000	
Actual Base Salary Received	\$351,458	
Clinical Enterprise Management Recognition Program	\$44,403	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
FABER, MICHAEL J UCSF		
ASSISTANT VICE CHANCELLOR-UNIVERSITY DEVELOPMENT		
Annual Base as of Dec 31	\$320,606	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$311,700	
FAHIM, ABRAHAM A. UCSF		
DIRECTOR OF INTERNATIONAL SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$265,218	
Actual Base Salary Received	\$264,202	
Incentive	\$34,346	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$12,194	Data reflects payment for paid time off in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
FALCONE, ROGER LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$332,748	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$324,408	Employee was active as of 12/31/17, but separated prior to the individual certification process.
FALLE, JOHN G. UCOP		
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$313,916	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$308,832	
Other Cash Compensation/Payments	\$3,000	In 2017, monthly payments were received to offset the higher cost of medical premiums in Washington DC due to the discontinuation of a HMO option.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
FAWLEY, REECE I UCSF		
VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE, UCSF HEALTH		
Annual Base as of Dec 31	\$426,082	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program. Effective 10/22/17, a retention equity increase was received.
Actual Base Salary Received	\$383,472	
Clinical Enterprise Management Recognition Program	\$78,275	Data reflected is the actual award amount for 2016-17 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 objectives.

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Compensation Element	Amount	Staff Comments
FEDEROFF, HOWARD J UCI		
FORMER VICE CHANCELLOR - HEALTH AFFAIRS AND CHIEF EXECUTIVE OFFICER - UC IRVINE HEALTH SYSTEM		
Annual Base as of Dec 31	\$824,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$810,000	
Clinical Enterprise Management Recognition Program	\$173,333	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
FISCH, JEDD ARI UCLA		
FOOTBALL OFFENSIVE COORDINATOR		
Annual Base as of Dec 31	\$250,000	Effective 1/6/17, appointed as Assistant Coach for Football. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$225,379	Employee was active as of 12/31/17, but separated prior to the individual certification process.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$4,868	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$219,970	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$188,000	Contingent retention bonus approved 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 One-Time Payment	\$150,000	One-time signing bonus approved as part of negotiated contract.
Moving Expenses - Initial Househunting	\$4,343	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Temporary Housing	\$6,144	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

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Compensation Element	Amount	Staff Comments
Other Benefit	\$2,500	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
Other Benefit	\$1,949	W-2 reportable value of UCLA sporting event tickets.
FISHER,MARC P UCB		
VICE CHANCELLOR - ADMINISTRATION		
Annual Base as of Dec 31	\$359,000	Effective 9/18/17, appointed as Vice Chancellor - Administration; approved by the President on 8/17/17.
Actual Base Salary Received	\$316,483	Earnings for 2017 include salary from previous position as Vice Chancellor for Administrative Services at UC Santa Barbara and salary as Vice Chancellor - Administration at UC Berkeley, effective 9/18/17.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, Mr. Fisher was no longer eligible after transfer from an SMG position at UC Santa Barbara to a new SMG position at UC Berkeley as Vice Chancellor - Administration, effective 9/18/17.
FLAHERTY,KIERAN UCOP		
ASSOCIATE VICE PRESIDENT - STATE GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$250,000	Effective April 2017, appointed as Associate Vice President, State Government Relations; approved by the President on 4/25/17.
Actual Base Salary Received	\$232,291	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses - Moving Services	\$12,098	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/25/17.
Home Loan Program	\$360,000	Per policy, eligible to participate in the UC Home Loan Program.
FOLLETTE,MARGARET G. UCLA		
CHIEF CONTRACTING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$297,121	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$291,325	

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Compensation Element	Amount	Staff Comments
Incentive	\$43,165	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
FONG, EDMOND UCOP		
MANAGING DIRECTOR - ABSOLUTE RETURNS		
Annual Base as of Dec 31	\$350,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Following merit, an equity adjustment was received, effective 9/1/17.
Actual Base Salary Received	\$311,681	
Office of the Chief Investment Officer Annual Incentive Plan	\$239,144	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 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).
Stipend	\$10,087	Stipend received for assuming additional responsibilities related to Private Equity; approved by the President on 5/26/17.
FORD, JEAN ELIZABETH UCSD		
ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES ADVANCEMENT		
Annual Base as of Dec 31	\$350,200	Effective 7/1/17, a merit based increase was received consistent with 2017 Systemwide Merit Program.
Actual Base Salary Received	\$344,250	
Clinical Enterprise Management Recognition Program	\$56,667	Data reflected is the actual award amount for 2016-17 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 objectives.
FORD, JOHN B UCSF		

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Compensation Element	Amount	Staff Comments
VICE CHANCELLOR-UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS		
Annual Base as of Dec 31	\$502,677	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$494,136	
Clinical Enterprise Management Recognition Program	\$98,014	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
FRALEY,HENRY FRANKLIN JR UCLA		
RUNNING BACKS/ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Effective 1/22/17, appointed as Assistant Coach for Football. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$214,963	Employee was active as of 12/31/17, but separated prior to the individual certification process.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$4,643	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$128,978	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics contract.
Moving Expenses - Initial Househunting	\$1,698	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$1,500	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
FRENCH,BARBARA J. UCSF		
VICE CHANCELLOR - STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS		

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Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$342,730	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$336,907	
Executive Life		Per policy, ineligible due to MSP appointment and without salary SMG appointment.
Executive Disability		Per policy, ineligible; the Vice Chancellor - Strategic Communications/University Relations is an MSP position.
Senior Management Supplement		Per policy, ineligible; the Vice Chancellor - Strategic Communications/University Relations is an MSP position.
FRIEDLANDER,JULIA MARY COMBS UCOP		
DEPUTY GENERAL COUNSEL		
Annual Base as of Dec 31	\$265,225	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$260,719	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
FRIES,ROBERT S. UCSF		
VICE PRESIDENT - CHILDREN'S SVCS FINANCE AND CHIEF FINANCIAL OFFICER, CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH		
Annual Base as of Dec 31	\$534,403	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$525,262	
Clinical Enterprise Management Recognition Program	\$114,869	Data reflected is the actual award amount for 2016-17 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 objectives.
Relocation Allowance	\$38,080	Relocation allowance of \$128,750 to be paid in installments of declining percentage (40%, 30%, 20%, 10%) over four years. Data reflects amount paid in 2017; approved under local authority.
GANNOTTA, RICHARD J UCI		

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Compensation Element	Amount	Staff Comments
CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$600,000	Effective 3/14/17, appointed as Chief Operating Officer; approved by the President on 1/24/17.
Actual Base Salary Received	\$430,435	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses - Moving Services	\$18,867	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/24/17.
Moving Expenses - Other	\$919	Per policy, taxable moving expenses associated with move of primary household items; approved by the President on 1/24/17.
GARDNER, MAURE D UCLA		
SENIOR DIRECTOR, EMPLOYEE/LABOR RELATIONS AND COMPENSATION, UCLA HEALTH		
Annual Base as of Dec 31	\$285,261	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$280,030	
Incentive	\$41,543	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Stipend	\$713	Stipend received for temporary expanded responsibilities; approved under local authority.
Other Cash Compensation/Payments	\$930	Data reflects payment for paid time off in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
GEOCARIS, DIANE FIELDS UCI		
FORMER CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$127,115	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective 8/31/17, Ms. Geocarlis retired as Chief Campus Counsel, but was rehired on 10/2/17 to serve as Interim Chief Campus Counsel until a new one was appointed.
Actual Base Salary Received	\$237,874	
Other Cash Compensation/Payments	\$51,469	Data reflects terminal vacation payout after Ms. Geocarlis retired from UC Irvine on 8/31/17.
Executive Disability		Per policy, eligible and five-year vesting requirement met. Ms. Geocarlis was no longer eligible for the benefit after she retired on 8/31/17.
Senior Management Supplement		Per policy, eligible while serving in SMG role until she retired on 8/31/17. Her eligibility was approved prior to change in policy dated 5/25/17.
GIBBS, GEOFFREY TAYLOR UCOP		
DEPUTY GENERAL COUNSEL		
Annual Base as of Dec 31	\$273,712	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$269,062	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
GIL, GLORIA BROWNING UCOP		
MANAGING DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$350,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Following merit, an equity adjustment was received, effective 9/1/17.
Actual Base Salary Received	\$325,950	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$164,935	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 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).
Home Loan Program	\$726,200	Per policy, eligible to participate in the UC Home Loan Program.
GILLESPIE, KIMBERLY H UCSD		
CHIEF COUNSEL - UCSD HEALTH		
Annual Base as of Dec 31	\$324,450	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$318,938	
GILLMAN, HOWARD AARON UCI		
CHANCELLOR		
Annual Base as of Dec 31	\$514,537	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$505,795	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
University Housing		Per policy, University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
GONZALEZ, JUAN C UCSD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$285,212	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$280,366	Employee was active as of 12/31/17, but separated prior to the individual certification process.

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Compensation Element	Amount	Staff Comments
Relocation Allowance	\$16,250	Relocation allowance of \$65,000 to be paid in installments over four years. Data reflects amount paid in 2017; approved by the President on 7/2/14.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$525,000	Per policy, eligible to participate in the UC Home Loan Program.
GORDEN, MONROE JR. UCLA		
INTERIM VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$281,190	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$276,413	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
GOTTLIEB, LINDSAY UCB		
HEAD COACH - WOMEN'S BASKETBALL		
Annual Base as of Dec 31	\$360,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$347,500	
Coach - Incentive	\$60,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$5,400	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$225,000	Talent Fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$65,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$3,505	W-2 reportable value of Under Armour apparel received; per contract
Other Benefit	\$1,840	W-2 reportable value of Cal sporting event tickets.

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Compensation Element	Amount	Staff Comments
GRIMLEY,KAREN ANN UCLA		
CHIEF NURSING EXECUTIVE, UCLA HEALTH		
Annual Base as of Dec 31	\$391,375	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$383,739	
Clinical Enterprise Management Recognition Program	\$92,186	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
GROSENHEIDER,ALAN ARTHUR UCSB		
ACTING UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$200,315	Effective 7/1/17, appointed as Acting University Librarian; approved by the President on 7/5/17.
Actual Base Salary Received	\$182,815	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
GUERRERO,DANIEL GENE UCLA		
DIRECTOR, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$893,123	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$878,946	
Coach - Incentive	\$91,250	Annual performance-based incentive opportunity as part of negotiated contract.
Home Loan Program	\$850,000	Per policy, eligible to participate in the UC Home Loan Program.
Other Benefit	\$25,168	Per contract, data reflects the imputed income for courtesy vehicles.
Other Benefit	\$15,286	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$3,500	Per approved contract, eligible for an annual physical exam not to exceed \$3,500 as approved by the Regents in May 2008.
Other Benefit	\$2,500	Personal apparel allowance provided by Sponsor--Under Armour, Inc.

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INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
GUIMARAES,ARTHUR RIBEIRO UCOP		
ASSOCIATE CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$362,057	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$352,963	
Office of the Chief Investment Officer Annual Incentive Plan	\$230,588	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 60 percent and 120 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	\$7,500	Relocation allowance of \$75,000 to be paid in installments of declining percentage (40%, 30%, 20%, 10%) over four years. Data reflects amount paid in 2017; approved by the President on 10/13/14.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
GULBRANSON,CHRISTINE UCOP		
SENIOR VICE PRESIDENT - RESEARCH INNOVATION AND ENTREPRENEURSHIP		
Annual Base as of Dec 31	\$345,000	Effective May 2017, a pre-approved salary increase was received upon satisfactory performance, per approval of appointment.
Actual Base Salary Received	\$335,870	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
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INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
GULLATT,VELVIA YVETTE UCOP		
VICE PROVOST - DIVERSITY AND ENGAGEMENT		
Annual Base as of Dec 31	\$259,904	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$255,345	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
GUNTHER,ELISABETH R UCM		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$245,858	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$239,209	
Relocation Allowance	\$7,725	Relocation allowance of \$23,175 to be paid in installments over three years. Data reflects amount paid in 2017; approved by the President on 4/6/15.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$243,000	Per policy, eligible to participate in the UC Home Loan Program.
HAJEK,CHARLES UCLA		
CHIEF FINANCIAL OFFICER, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$294,263	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$288,859	
Incentive	\$29,070	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.

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Compensation Element	Amount	Staff Comments
HANSEN SHINNERL, CLARE T UCSF		
ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES		
Annual Base as of Dec 31	\$321,084	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$315,629	
HARRINGTON, CHRISTOPHER UCOP		
INTERIM ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$205,205	Effective 6/14/17, appointed as Interim Associate Vice President - Federal Government Relations; approved by the President on 6/19/17.
Actual Base Salary Received	\$203,303	
Other Cash Compensation/Payments	\$1,500	In 2017, monthly payments were received to offset the higher cost of medical premiums in Washington DC due to the discontinuation of a HMO option.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
HAWGOOD, SAMUEL UCSF		
CHANCELLOR		
Annual Base as of Dec 31	\$819,545	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$805,621	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
University Housing		Per policy, University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
HAYASHIDA, PETER A. UCR		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Annual Base as of Dec 31	\$354,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective 10/1/17, a market-based salary adjustment was received; approved by the President on 10/25/17.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$321,113	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$409,500	Per policy, eligible to participate in the UC Home Loan Program.
HAYNE,CAY JOSE UCOP		
DIRECTOR- REAL ESTATE		
Annual Base as of Dec 31	\$223,660	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$219,860	
Office of the Chief Investment Officer Annual Incentive Plan	\$101,901	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 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).
HERVEY,BRIAN T UCI		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Annual Base as of Dec 31	\$394,490	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$387,788	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$529,200	Per policy, eligible to participate in the UC Home Loan Program.

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Compensation Element	Amount	Staff Comments
HEXTER,RALPH J UCD		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$416,876	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$407,523	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying 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, accrual of sabbatical credits due to underlying faculty appointment.
HOLMES,CLAIRE ANNE UCOP		
INTERIM SENIOR VICE PRESIDENT - PUBLIC AFFAIRS		
Annual Base as of Dec 31	\$320,000	Effective 3/27/17, appointed as Interim Senior Vice President - Public Affairs; approved by the President and the Regents on 3/9/17.
Actual Base Salary Received	\$321,922	Earnings for 2017 include salary from previous position as Associate Vice Chancellor for Strategic Communications and Marketing at UC Davis Medical Center and salary as Interim Senior Vice President - Public Affairs, effective 3/27/17.
Clinical Enterprise Management Recognition Program	\$18,610	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. Per policy, Ms. Holmes was eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) while serving at UC Davis Medical Center, 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 objectives.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
HOLMES-SULLIVAN,ROBIN HELENE UCOP		
VICE PRESIDENT - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$299,570	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$293,988	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
HOOPER,JULIE MORGAN UCB		
VICE CHANCELLOR - UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$391,400	
Actual Base Salary Received	\$391,400	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Relocation Allowance	\$18,670	Relocation allowance of \$74,679 to be paid in installments over four years. Data reflects amount paid in 201 in connection with prior MSP appointment when first hired in July 2014.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
HORSE GRANT,DESERT UCLA		
SENIOR DIRECTOR, RESEARCH & INNOVATION, UCLA HEALTH		
Annual Base as of Dec 31	\$402,693	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$380,266	
Incentive	\$58,503	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Moving Expenses - Moving Services	\$5,139	Per policy, reimbursement of actual and reasonable expenses associated with moving and relocation expenses; approved under local authority.

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Compensation Element	Amount	Staff Comments
HUBBARD,SUSAN S LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$378,144	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$368,964	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
HUDSON,PAMELA LOU UCSF		
CHIEF INFORMATION OFFICER - BAY HEALTH AND INTERIM CHIEF OPERATING OFFICER, UCSF BENIOFF CHILDREN'S HOSPITALS, UCSF HEALTH		
Annual Base as of Dec 31	\$415,992	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$406,432	
Clinical Enterprise Management Recognition Program	\$74,333	Data reflected is the actual award amount for 2016-17 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 objectives.
Stipend	\$19,200	Stipend received for assuming additional duties as Interim Chief Operating Officer, UCSF Benioff Children's Hospital; approved under local authority.
HUMISTON,GLENDA LEE UCOP		
VICE PRESIDENT, AGRICULTURE AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$287,000	Effective August 2017, a pre-approved salary increase was received upon satisfactory performance, per approval of appointment.
Actual Base Salary Received	\$285,873	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
INCANDELA,JOSEPH ROBERT UCSB		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$350,000	Effective 5/1/17, appointed as Vice Chancellor - Research; approved by the President on 4/27/17.
Actual Base Salary Received	\$337,500	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
INTINARELLI,GINA M UCSF		
VICE PRESIDENT-POPULATION HEALTH AND ACCOUNTABLE CARE ORGANIZATION, UCSF HEALTH		
Annual Base as of Dec 31	\$288,790	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective 12/3/17, an equity increase was received.
Actual Base Salary Received	\$263,713	
Clinical Enterprise Management Recognition Program	\$54,988	Data reflected is the actual award amount for 2016-17 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 objectives.
JENNY,PAUL E UCSF		
SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION		
Annual Base as of Dec 31	\$379,040	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$372,600	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
JENSEN, NANCY WEIGEL UCLA		
CHIEF COMMUNICATIONS & MARKETING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$309,000	
Actual Base Salary Received	\$309,000	
Clinical Enterprise Management Recognition Program	\$75,211	Data reflected is the actual award amount for 2016-17 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 objectives.
Relocation Allowance	\$15,000	Relocation allowance of \$75,000 to be paid in installments over four years. Data reflects amount paid in 2017; approved under local authority on 6/9/15.
JENUSAITIS, MATTHEW UCSD		
CHIEF OF STAFF		
Annual Base as of Dec 31	\$292,090	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$287,435	
Clinical Enterprise Management Recognition Program	\$44,174	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$1,450	Per guidelines of the 2017 merit-based salary program for policy covered (non-represented) staff, a one-time lump sum payment was received, equivalent to the amount he would receive if his current salary was not above the maximum of the salary range.
JEW, RITA K. UCSF		
DIRECTOR-PHARMACY, MISSION BAY, UCSF HEALTH		
Annual Base as of Dec 31	\$286,996	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$279,011	

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Compensation Element	Amount	Staff Comments
Incentive	\$29,934	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Relocation Allowance	\$2,558	Relocation allowance of \$35,000 to be paid in installments of declining percentage (40%, 30%, 20%, 10%) over four years. Data reflects amount paid in 2017; approved under local authority.
JONES,WYKING L UCB		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$250,000	Effective 3/24/17, hired as Head Coach for Men's Basketball. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$212,481	
Coach - Incentive	\$40,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$2,025	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$544,343	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other One-Time Payment	\$75,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$3,296	W-2 reportable imputed value of UC provided vehicle for personal use, per contract.
Other Benefit	\$3,273	W-2 reportable value of Cal sporting event tickets.
Other Benefit	\$1,610	W-2 reportable value of Under Armour merchandise received; per contract.
KAMERMAN,JANET L UCSD		
CHIEF HUMAN RESOURCES OFFICER		
Annual Base as of Dec 31	\$350,220	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$343,793	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$56,668	Data reflected is the actual award amount for 2016-17 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 objectives.
KANG,DEREK HOUGHS UCLA		
CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES		
Annual Base as of Dec 31	\$402,693	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$394,836	
KANG,JERRY UCLA		
VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION		
Annual Base as of Dec 31	\$288,565	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$297,978	Earnings for 2017 include salary received as Vice Chancellor at 70 percent time (\$288,565) and salary received as Law Professor at 30 percent time (\$336,400).
Other Cash Compensation/Payments	\$73,800	Summer salary as faculty member (30% appointment).
Housing Allowance	\$12,000	Per offer letter for academic appointment, a Faculty Housing Allowance was received, payable from July 2015 thru June 2019; approved by the Executive Vice Chancellor and Provost.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
KARAGOZIAN,ANN R UCLA		
FORMER INTERIM VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$217,900	Effective 6/30/17, appointment as Interim Vice Chancellor for Research ended; Ms. Karagozian returned to her faculty role as Professor.
Actual Base Salary Received	\$274,337	Earnings for 2017 include salary from role as Interim Vice Chancellor for Research and salary for the faculty position she reverted back to, effective 7/1/17.
Other Cash Compensation/Payments	\$72,636	Summer salary as faculty member.

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
KEISTER,SHAUN B. UCD		
VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$400,916	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$393,445	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
KELLEN,VINCE UCSD		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$372,600	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$365,250	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2017 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
Relocation Allowance	\$16,667	Relocation allowance of \$50,000 to be paid in installments over three years. Data reflects amount paid in 2017; approved under local authority.
KEMBY,KAREN UCSF		
VICE PRESIDENT-STRATEGY/CANCER ENTERPRISE, UCSF HEALTH		
Annual Base as of Dec 31	\$273,403	Effective 6/18/17, a merit based increase and equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$267,093	

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Compensation Element	Amount	Staff Comments
Incentive	\$34,038	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$12,570	Data reflects payment for paid time off in excess of accumulation limits.
KHARGONEKAR, PRAMOD P. UCI		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$368,740	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$362,475	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
KHOSLA, PRADEEP K UCSD		
CHANCELLOR		
Annual Base as of Dec 31	\$462,684	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$454,823	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
University Housing		Per policy, University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
KING JR, TALMADGE E. UCSF		
DEAN - SCHOOL OF MEDICINE/VICE CHANCELLOR - MEDICAL AFFAIRS		
Annual Base as of Dec 31	\$664,906	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$653,609	
Health Sciences Compensation Plan	\$340,448	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP).

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Home Loan Program	\$625,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
KIRK,JAMES D UCD		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$546,814	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective 11/1/17, a market-based salary adjustment was received; approved by the President on 12/18/17.
Actual Base Salary Received	\$504,831	
Clinical Enterprise Management Recognition Program	\$109,313	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
KLAWUNN,MARGARET M. UCSB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$281,128	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$276,352	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Home Loan Program	\$500,550	Per policy, eligible to participate in the UC Home Loan Program.
KOSHLAND,CATHERINE P UCB		
VICE CHANCELLOR - UNDERGRADUATE EDUCATION		
Annual Base as of Dec 31	\$278,409	
Actual Base Salary Received	\$278,409	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
KOVALCHICK, ANN ELIZABETH UCM		
ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$227,292	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$222,809	
Relocation Allowance	\$7,000	Relocation allowance of \$28,000 to be paid in installments over four years. Data reflects amount paid in 2017; approved by the President 1/28/14.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$314,900	Per policy, eligible to participate in the UC Home Loan Program.
KRAUS, DAVID V. UCSD		
CHIEF CONTRACTING OFFICER - MEDICAL CENTER		
Annual Base as of Dec 31	\$365,985	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$359,268	
Clinical Enterprise Management Recognition Program	\$64,252	Data reflected is the actual award amount for 2016-17 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 objectives.
Stipend	\$45,117	Stipend received for assuming lead responsibilities on several higher level, enterprise-wide initiatives during the 2016-17 and 2017-18 fiscal years; approved under local authority.
KREMER, BRENDAN REED UCSD		
CHIEF ADMINISTRATIVE OFFICER - SURGICAL, ANESTHESIA, MUSC, NEURO, IMAGING SVCS		
Annual Base as of Dec 31	\$370,704	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$338,093	
Clinical Enterprise Management Recognition Program	\$57,869	Data reflected is the actual award amount for 2016-17 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 objectives.
Stipend	\$19,680	Stipend received for additional duties as the executive point of contact and accountability related to the successful opening of Jacobs Medical Center and the Outpatient Pavilion, as well as assuming additional hospital operational responsibilities prior to appointment as Chief Administrative Officer-Operations on 4/23/17; approved under local authority.
Other Cash Compensation/Payments	\$1,830	Per guidelines of the 2017 merit-based salary program for policy covered (non- represented) staff, a one-time lump sum payment was received, equivalent to the amount he would receive if his current salary was not above the maximum of the salary range.
KUBIAK, GLENN D. LBNL		
CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$401,700	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$391,950	Employee was active as of 12/31/17, but separated prior to the individual certification process.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
KUNZ, SAMUEL UCOP		
MANAGING DIRECTOR - ASSET ALLOCATION AND INVESTMENT STRATEGY		
Annual Base as of Dec 31	\$303,417	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$296,610	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$117,995	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 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	\$5,500	Relocation allowance of \$55,000 to be paid in installments over four years. Data reflects amount paid in 2017; approved by the President on 11/3/14.
KWAN,LUCIA UCSF		
DIRECTOR - REVENUE CYCLE SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$280,022	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$274,882	
Incentive	\$33,581	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$15,020	Data reflects payment for paid time off in excess of accumulation limits.
LAKE,GWENDOLINE E UCLA		
CONTROLLER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$299,492	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$293,644	
Incentive	\$43,510	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$14,924	Data reflects payment for paid time off in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
LARET, MARK R UCSF		
PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$1,072,782	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$1,053,104	
Clinical Enterprise Management Recognition Program	\$277,745	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
LARIVE, CYNTHIA K. UCR		
PROVOST & EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$360,325	Effective 2/21/17, appointed as Interim Executive Vice Chancellor and Provost. Effective 11/1/17, appointed into a career position as Executive Vice Chancellor and Provost; approved by the President on 10/24/17.
Actual Base Salary Received	\$295,575	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
Home Loan Program	\$484,300	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
LATHAM, SARAH CHRISTINA UCSC		
VICE CHANCELLOR - BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$298,335	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$290,841	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
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	\$397,838	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$391,078	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
LAZARUS, WILLIAM C. UCLA		
CHIEF TECHNOLOGY OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$342,058	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$334,194	
Incentive	\$49,335	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Stipend	\$10,000	One-time stipend payment received for serving as team lead in the UC Health Leverage Scale for Value Initiative; approved by UC Vice President & CIO on 5/5/17.
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	\$351,623	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$344,879	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
LELAND,DOROTHY JANE UCM		
CHANCELLOR		
Annual Base as of Dec 31	\$406,495	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$399,588	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
University Housing		Per policy, University-provided housing while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
LES,JAMES A. UCD		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$320,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$314,167	
Coach - Incentive	\$47,500	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$2,250	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$2,250	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics contract.
Other One-Time Payment	\$20,000	One-time signing bonus approved as part of negotiated contract.
LEVINE,MICHAEL S UCLA		
INTERIM VICE CHANCELLOR - ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$329,600	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$324,000	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
LI,HAIPENG UCM		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$212,796	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$208,598	
Relocation Allowance	\$7,000	Relocation allowance of \$21,000 to be paid in installments over three years. Data reflects amount paid in 2017; approved by the President on 4/6/15.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
LISKA,EUGENIE L UCLA		
DIRECTOR, BUDGET & FINANCIAL PLANNING, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$287,980	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$282,360	
Incentive	\$41,837	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$5,524	Data reflects payment for paid time off in excess of accumulation limits.
LLOYD,CHERYL A UCOP		
CHIEF RISK OFFICER		
Annual Base as of Dec 31	\$257,040	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$252,673	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
LODGE-LEMON,BERNADETTE UCLA		
REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$345,628	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$338,884	
Incentive	\$50,212	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$29,133	Data reflects payment for paid time off in excess of accumulation limits.
LOHSE,JOHN ALLEN UCOP		
INTERIM SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER		
Annual Base as of Dec 31	\$290,000	
Actual Base Salary Received	\$290,000	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
LOUIE,GEORGE UCOP		
CHIEF MEDICAL OFFICER, SELF-FUNDED HEALTH PLANS		
Annual Base as of Dec 31	\$346,800	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$342,833	
Clinical Enterprise Management Recognition Program	\$85,000	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$15,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 3/28/16.
LOWENSTEIN, DANIEL H. UCSF		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$365,908	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$359,691	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
LUBIN, BERTRAM H UCSF		
EXECUTIVE ADVISOR FOR CHILDREN'S HEALTH AND ASSOCIATE DEAN OF CHILDREN'S HEALTH, UCSF HEALTH		
Annual Base as of Dec 31	\$462,596	Previous contract appointment as CEO - Children's Hospital Oakland ended on 12/31/16. Effective 1/1/17, appointed to a MSP contract role as Executive Advisor/Associate Dean of Children's Health. Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$464,706	
Clinical Enterprise Management Recognition Program	\$99,375	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Auto Allowance	\$343	Data reflects payment of executive auto allowance for December 2016 (paid in Jan 2017) as an approved exception to policy for former contract appointment as CEO - Children's Hospital Oakland.
Other Cash Compensation/Payments	\$41,468	Data reflects payments for paid time off in excess of accumulation limits and vacation balance in excess of the maximum allowance for the PTO program upon transition to a MSP contract role.

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Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$7,516	Upon change in contract, Mr. Lubin transitioned from the vacation balance program to the Paid Time Off (PTO) program. Data reflects payment for vacation and PTO in excess of accumulation limits.
Executive Life		Inclusion in the executive life insurance plan was approved as an exception to policy per the UCSF and Children's Hospital Oakland affiliation; approved by the Regents' Committee on Compensation on 12/20/13.
LUDEWIG,ROBIN EPSTEIN UCLA		
SENIOR DIRECTOR, TALENT ACQUISITION & WORKFORCE PLANNING, UCLA HEALTH		
Annual Base as of Dec 31	\$286,646	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$280,717	
Incentive	\$41,543	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Stipend	\$713	Stipend received for temporary expanded responsibilities; approved under local authority.
MACKIE-MASON,JEFFREY UCB		
UNIVERSITY LIBRARIAN AND CHIEF DIGITAL SCHOLARSHIP OFFICER		
Annual Base as of Dec 31	\$311,060	
Actual Base Salary Received	\$311,060	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.

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Compensation Element	Amount	Staff Comments
MAHANEY,TIMOTHY M UCSF		
VICE PRESIDENT-FACILITIES & SUPPORT SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$332,451	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$326,352	
Clinical Enterprise Management Recognition Program	\$59,980	Data reflected is the actual award amount for 2016-17 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 objectives.
MAHBOUBA,MOHAMMED H MAHDI UCLA		
CHIEF DATA OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$342,492	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$334,620	
Incentive	\$49,398	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
MAMMONE,TINA UCSF		
VICE PRESIDENT-CHIEF NURSING OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$395,000	Effective 3/27/17, appointed as Vice President-Chief Nursing Officer, UCSF Health; approved under local authority.
Actual Base Salary Received	\$287,554	
Relocation Allowance	\$59,250	Relocation allowance of \$59,250 to be paid in one lump sum payment. Data reflects the amount received in 2017; approved under local authority.
Moving Expenses - Moving Services	\$21,932	Per policy, moving services were paid directly to vendor; approved under local authority.

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Compensation Element	Amount	Staff Comments
MANDEVILLE-GAMBLE, STEVEN L. UCR		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$250,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program. Effective, 11/1/17, a market-based salary adjustment was received; approved by the President on 11/21/17.
Actual Base Salary Received	\$228,416	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
MARSH, TOBY K UCD		
CHIEF NURSING AND PATIENT CARE SERVICES OFFICER		
Annual Base as of Dec 31	\$358,440	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$352,077	
Clinical Enterprise Management Recognition Program	\$72,790	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
MARSHALL, DAVID B UCSB		
EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$349,673	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$343,732	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.

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Compensation Element	Amount	Staff Comments
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	Employee was active as of 12/31/17, but separated prior to the individual certification process.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$5,400	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$165,833	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$50,000	Contingent retention bonus approved 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	\$1,949	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$1,500	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
MARTIN, GEORGE STEVEN UCB		
INTERIM VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$150,500	Effective 8/14/17, appointed as a rehired retiree to serve as Interim Vice Chancellor - Research; approved by the President on 9/11/17.
Actual Base Salary Received	\$45,258	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
MATTHEWS, GARY CLIFFORD UCSD		
VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING		
Annual Base as of Dec 31	\$348,907	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$342,979	
Executive Disability		Per policy, eligible; five-year vesting requirement met.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
MAURICE,TIMOTHY R UCD		
CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH		
Annual Base as of Dec 31	\$465,961	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$458,044	
Clinical Enterprise Management Recognition Program	\$99,903	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$651,000	Per policy, eligible to participate in the UC Home Loan Program.
MAXON,MARY E. LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$345,492	Effective 7/1/17, appointed as Associate Laboratory Director; approved by the President on 6/16/17. Effective 10/1/17, an equity increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$291,021	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
MAY,GARY S UCD		
CHANCELLOR		
Annual Base as of Dec 31	\$495,000	Effective 8/1/17, appointed as Chancellor; approved by the Regents on 2/23/17.
Actual Base Salary Received	\$165,000	

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Compensation Element	Amount	Staff Comments
Executive Auto Allowance	\$2,972	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month). Data reflects four months of auto allowance in 2017, beginning on his date of hire on 8/1/17.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
University Housing		Per policy, University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
Moving Expenses - Initial Househunting	\$842	Per policy, eligible for two house hunting trips with spouse and up to two return trips to his former residence, subject to limitations under policy; approved by the President on 2/23/17.
Moving Expenses - Shipment of Household Goods	\$10,206	Per policy, reimbursement of actual and reasonable moving and relocation expenses approved by the President and the Regents on 2/23/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
MAYSENT,PATRICIA SPEES UCSD		
CHIEF EXECUTIVE OFFICER		
Annual Base as of Dec 31	\$880,770	Effective 8/1/17, a market-based equity adjustment was received following a merit increase consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$820,202	
Clinical Enterprise Management Recognition Program	\$319,233	Data reflected is the actual award amount for 2015-16 (\$162,233) and 2016-17 (\$157,000) 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 objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
MAZZIOTTA,JOHN UCLA		
VICE CHANCELLOR - HEALTH SCIENCES AND CEO - UCLA HEALTH		
Annual Base as of Dec 31	\$642,720	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$630,360	
Health Sciences Compensation Plan	\$366,667	Per policy, was eligible to participate in Health Sciences Compensation Plan due to March 2015 appointment as Vice Chancellor - Health Sciences and CEO - UCLA Health. . Corrective payment made in 2017 for cumulative missed "Z" payments for Plan Years 2014-15 (prorated), 2015-16, 2016-17 (partial for 2016).
Health Sciences Compensation Plan (2017)	\$323,333	Per policy, eligible to participate in the Health Sciences Compensation Plan (2017).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
MCCALLEN, DAVID B. UCOP		
ASSOCIATE VICE PRESIDENT- NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$341,750	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$335,944	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
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	\$250,000	Employee was active as of 12/31/17, but separated prior to the individual certification process.
Coach - Incentive	\$60,000	Contingent retention bonus approved as part of negotiated athletics contract.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$5,400	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$70,833	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics contract.

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Compensation Element	Amount	Staff Comments
Other Benefit	\$1,949	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$1,500	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
MCNEIL, PAUL M. UCD		
DEAN - UC DAVIS EXTENSION		
Annual Base as of Dec 31	\$265,974	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$262,190	
Other One-Time Payment	\$492	Due to a taxable income correction from 2015, UC Davis reimbursed Mr. McNeil for the preparation of his amended 2015 return plus applicable taxes in December 2017.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
MENDEZ, VERONICA UCM		
INTERIM VICE CHANCELLOR FOR BUDGET AND PLANNING		
Annual Base as of Dec 31	\$245,417	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$237,937	
Stipend	\$1,818	Stipend received for temporary duties prior to appointment into SMG role; approved by local authority.
Relocation Allowance	\$7,793	Relocation allowance of \$45,000 to be paid in installments of declining percentage (40%, 30%, 20%, 10%) over four years. Data reflects the amount paid in 2017 in connection with prior MSP appointment when first hired in March 2014.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
MICHAELSEN, JOEL C UCSB		
INTERIM VICE CHANCELLOR - ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$120,026	Services; approved by the President on 8/23/17.
Actual Base Salary Received	\$109,461	
Executive Disability		Per policy, ineligible to participate due to interim appointment.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible due to interim appointment.
MORGAN, DAVID R. UCSF		
VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH		
Annual Base as of Dec 31	\$328,526	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$322,504	
Clinical Enterprise Management Recognition Program	\$56,882	Data reflected is the actual award amount for 2016-17 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 objectives.
MUNOZ, SANTIAGO III UCLA		
CHIEF STRATEGY OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$404,741	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$396,843	
Clinical Enterprise Management Recognition Program	\$111,326	Data reflected is the actual award amount for 2016-17 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 objectives.
Stipend	\$74,872	Stipend received for additional responsibilities related to role in the UC Health Initiative, approved by President Napolitano on 8/4/16.
Other Cash Compensation/Payments	\$4,683	Data reflects payment for paid time off in excess of accumulation limits.
MURALIDHARAN, VIJAYALAKSHMI UCD		
VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$345,469	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$339,409	

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Compensation Element	Amount	Staff Comments
Other One-Time Payment	\$3,906	Per policy, a hiring bonus was approved to be paid in four annual installments. Data reflects the fourth installment; approved by the President on 7/2/14.
Relocation Allowance	\$19,531	Relocation allowance of \$78,125 to be paid in installments over four years. Data reflects amount paid in 2017; approved by the President on 7/2/14.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$810,000	Per policy, eligible to participate in the UC Home Loan Program.
MURPHY,LISA CAROLE UCSD		
CHIEF ADMINISTRATIVE OFFICER - MEDICINE, CVC, PRIMARY SVCS		
Annual Base as of Dec 31	\$292,090	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$286,998	
Clinical Enterprise Management Recognition Program	\$42,238	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$547	Per guidelines of the 2017 merit-based salary program for policy covered (non- represented) staff, a one-time lump sum payment was received, equivalent to the amount she would receive if her current salary was not above the maximum of the salary range.
NAIBERG,AMIR HANOCH UCLA		
ASSOCIATE VICE CHANCELLOR, TECHNOLOGY DEVELOPMENT GROUP		
Annual Base as of Dec 31	\$391,400	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$384,218	
Relocation Allowance	\$34,902	Relocation allowance of \$95,000 to be paid in installments over four years. Data reflects amount paid in 2017; approved by local authority on 5/16/16.

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Compensation Element	Amount	Staff Comments
NAPOLITANO, JANET ANN UCOP		
PRESIDENT OF THE UNIVERSITY		
Annual Base as of Dec 31	\$570,000	President Janet Napolitano's annual base salary has remained without increase since her appointment in 2013.
Actual Base Salary Received	\$570,000	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
University Housing		Per policy, University-provided housing while serving as University President. Leased housing (\$11,500 per month) is necessary because of significant repairs and renovations required at Blake House.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses-Long Term Storage of Household Goods	\$11,298	President Janet Napolitano requires the use of a storage unit to store business and personal effects.
House Maintenance (tel, util, etc.)	\$39,605	For residential operating and maintenance expenses, per policy.
Other Benefit	\$5,640	Imputed income for the 12-month period ending 10/31/17 for use of staff time spent for personal purposes.
NATHAN, BENJAMIN UCLA		
CHIEF INFORMATION OFFICER, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$341,406	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$333,559	
Incentive	\$49,241	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Relocation Allowance	\$14,500	Relocation allowance of \$72,500 to be paid in installments over four years. Data reflects amount paid in 2017; approved by local authority on 1/13/15.

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Compensation Element	Amount	Staff Comments
NATION,CATHRYN L UCOP		
ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES		
Annual Base as of Dec 31	\$269,655	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$263,605	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
NAVA,RACHAEL OLSON UCOP		
EXECUTIVE VICE PRESIDENT - CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$370,000	Effective February 2017, a pre-approved salary increase was received upon satisfactory performance, per approval of appointment.
Actual Base Salary Received	\$366,167	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
NAVARRO,J. RENEE UCSF		
VICE CHANCELLOR-DIVERSITY AND OUTREACH		
Annual Base as of Dec 31	\$306,926	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$301,711	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
NEATON,JEFFREY B LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$337,344	Effective 9/1/17, appointed as Associate Laboratory Director; approved by the President on 4/26/17.
Actual Base Salary Received	\$209,253	Earnings for 2017 include salary from UC Berkeley for underlying faculty appointment while serving as Molecular Foundry Scientific Faculty Division Director at LBNL and salary as Associate Lab Director, effective 9/1/17.
Stipend	\$18,488	Stipend for duties as Division Director prior to appointment into SMG role; approved under local authority.
Other Cash Compensation/Payments	\$58,961	Summer salary as faculty member.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Home Loan Program	\$666,750	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
NELSON,LOUISE COLLEEN UCLA		
VICE CHANCELLOR - LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$303,850	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$298,687	
Other One-Time Payment	\$50,000	Per policy, a hiring bonus was approved by the President on 9/21/16.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$14,234	Per policy, reimbursement of actual and reasonable moving and relocation expenses approved by the President on 9/21/16.
NESBITT,THOMAS S UCD		
INTERIM VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$597,667	Effective 5/1/17, appointed as Interim Vice Chancellor - Human Health Sciences; approved by the President on 4/25/17. Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$445,131	

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Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$84,991	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP) prior to interim SMG appointment.
Stipend	\$8,333	Stipend received prior to interim SMG appointment in recognition of additional administrative responsibilities as Department Chair/Associate Dean.
Other Cash Compensation/Payments	\$1,500	Prior to interim SMG position, honorarium received for a talk given for Department of Internal Medicine with Dean Heather Young on - Reinventing Primary Care.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
Other Benefit	\$1,616	Imputed income; MedComp Insurance for Dr. Nesbitt as a School of Medicine faculty member for 2017.
NIES, CHARLES UCM		
VICE CHANCELLOR FOR STUDENT AFFAIRS		
Annual Base as of Dec 31	\$262,913	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$259,026	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$517,500	Per policy, eligible to participate in the UC Home Loan Program.
NOSOWSKY, RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES		
Annual Base as of Dec 31	\$303,606	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$298,478	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
NOVELERO, MARIA LOURDES UCSF		
ASSOCIATE CHAIR - ADMINISTRATION, DEPARTMENT OF MEDICINE, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$284,915	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$270,129	
Incentive	\$35,604	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Recognition Award	\$5,000	Received the 2017 Holly Smith Award for staff; approved under local authority. Award eligibility is based on sustained performance in the UCSF School of Medicine.
Stipend	\$9,626	Stipend received for assuming temporary additional duties as Interim Associate Chair - Administration, Department of Medicine; approved under local authority.
O'NEILL, GEOFFREY A UCOP		
ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT		
Annual Base as of Dec 31	\$207,935	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$203,833	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
ODATO, DAVID UCSF		
SENIOR VICE PRESIDENT-HUMAN RESOURCES, CAMPUS/UCSF HEALTH		
Annual Base as of Dec 31	\$434,870	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$422,770	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$91,408	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$1,712	Data reflects payment for paid time off in excess of accumulation limits.
OLSEN, STEVEN A. UCLA		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$374,400	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$366,000	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
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	\$423,940	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$415,808	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$701,000	Per policy, eligible to participate in the UC Home Loan Program.
PAARDEKOOPER, JANNA M UCLA		
SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$345,629	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$339,283	

**ADDENDUM TO
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INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Incentive	\$45,526	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
PANION, MICHAEL CHARLES UCSF		
ASSOCIATE CHAIR-FINANCE/ADMINISTRATION, DEPARTMENT OF SURGERY, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$283,943	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$278,760	
Incentive	\$35,483	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
PARHAM, THOMAS A. UCI		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$288,400	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$283,500	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
PARK, DANIEL W UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$292,074	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$286,472	
Other Cash Compensation/Payments	\$1,700	Data reflects payment as University Extension instructor.
Executive Disability		Per policy, eligible; five-year vesting requirement met.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
PARKER, LAURA LAVADO UCLA		
ASSOCIATE VICE CHANCELLOR, DEVELOPMENT		
Annual Base as of Dec 31	\$321,963	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$313,850	
PASTERNAK, JOE UCSB		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$345,400	Effective 4/6/17, appointed as Head Coach for Men's Basketball. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$222,417	
Coach Auto Allowance	\$3,150	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$6,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics contract.
Other One-Time Payment	\$9,000	One-time signing bonus approved as part of negotiated contract.
PATTISON, KEVIN VAUGHN UCSF		
VICE PRESIDENT-SUPPLY CHAIN/SUPPORT SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$273,027	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$266,718	
Clinical Enterprise Management Recognition Program	\$55,336	Data reflected is the actual award amount for 2016-17 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 objectives.

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Compensation Element	Amount	Staff Comments
PATTON,HAROLD GUY UCI		
CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$315,000	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$303,750	
Clinical Enterprise Management Recognition Program	\$34,325	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses - Moving Services	\$4,201	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 10/2/16.
Moving Expenses - Other	\$7,427	Per policy, taxable moving expenses associated with move of primary household items; approved by the President on 10/2/16 .
PAZZANI,MICHAEL J. UCR		
VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT		
Annual Base as of Dec 31	\$351,944	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$344,906	
Stipend	\$31,041	Stipend received for assuming temporary responsibility for two units (Architects and Engineers; Facilities Services), effective 12/1/16 to 11/30/17; approved by the President on 12/1/16. The stipend was extended from 12/1/17 to 6/31/18; approved by the President on 12/18/17.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying 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 due to underlying faculty appointment.

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Compensation Element	Amount	Staff Comments
PENALOZA, LORENA CATALINA UCSC		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$237,500	Effective 3/1/17, appointed as Chief Campus Counsel; approved by the President on 1/19/17.
Actual Base Salary Received	\$178,125	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses - Shipment of Household Goods	\$2,567	Per policy, reimbursement of actual and reasonable moving and relocation expenses approved by the President on 1/19/17.
Moving Expenses - Short Term Storage of Household Goods	\$260	Per policy, reimbursement of actual and reasonable moving and relocation expenses approved by the President on 1/19/17.
PETERSON, THOMAS WILLIAM UCM		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$319,464	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$315,810	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
PETITT, BECKY R UCSD		
VICE CHANCELLOR - EQUITY, DIVERSITY, AND INCLUSION		
Annual Base as of Dec 31	\$266,255	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$261,148	
Relocation Allowance	\$15,625	Relocation allowance of \$62,500 to be paid in installments over four years. Data reflects amount paid in 2017; approved by the President on 1/15/15.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
PHILLIPS, DAVID LOUIS UCOP		
ASSOCIATE VICE PRESIDENT - ENERGY AND SUSTAINABILITY		
Annual Base as of Dec 31	\$229,835	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$224,061	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
PODESTA, CHARLES H UCI		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$421,785	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$410,069	
Clinical Enterprise Management Recognition Program	\$66,628	Data reflected is the actual award amount for 2016-17 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 objectives.
Relocation Allowance	\$20,000	Relocation allowance of \$40,000 paid in two installments. Data reflects amount paid in 2017; approved by Regents on 7/24/14.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
POLLACK, ELLEN S. UCLA		
CHIEF NURSING INFORMATICS OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$315,196	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$307,954	

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Compensation Element	Amount	Staff Comments
Incentive	\$45,461	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$12,084	Data reflects payment for paid time off in excess of accumulation limits.
POWELL,BRIAN KEITH UCM		
INTERIM VICE CHANCELLOR FOR BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$245,417	Effective 7/1/17, appointed as Interim Vice Chancellor for Business and Administrative Services; approved by the President on 6/2/17. Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$229,634	
Stipend	\$6,370	Stipend received for additional temporary duties prior to appointment into SMG role; approved under local authority.
Relocation Allowance	\$6,409	Relocation allowance of \$30,000 to be paid in installments of declining percentage (40%, 30%, 20%, 10%) over four years. Data reflects amount paid in 2017 in connection with prior MSP appointment when first hired in May 2015.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
POWERS-SCHELLING,WENDY UCOP		
ASSOCIATE VICE PRESIDENT - ACADEMIC PROGRAMS AND STRATEGIC INITIATIVES		
Annual Base as of Dec 31	\$249,683	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$245,784	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$675,000	Per policy, eligible to participate in the UC Home Loan Program.

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Compensation Element	Amount	Staff Comments
RAMESH, RAMAMOORTHY LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$386,172	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$376,792	
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
REESE, MICHAEL UCM		
FORMER VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$288,783	In June 2017, Mr. Reese retired as Vice Chancellor, Business and Administrative Services. Effective 8/4/17, appointed as a rehired retiree to serve as Executive Advisor.
Actual Base Salary Received	\$207,404	
Other Cash Compensation/Payments	\$56,540	Data reflects terminal vacation payout after Mr. Reese retired from UC Merced on 6/30/17.
Executive Disability		Per policy, eligible and five-year vesting requirement met. Mr. Reese was no longer eligible for the benefit after he retired on 6/30/17.
Senior Management Supplement		Per policy, eligible while serving in SMG role until he retired on 6/30/17. His eligibility was approved prior to the change in policy dated 5/25/17.
REID, COLLEEN E. UCSF		
CONTROLLER-BENIOFF CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH		
Annual Base as of Dec 31	\$267,807	
Actual Base Salary Received	\$266,781	
Clinical Enterprise Management Recognition Program	\$52,446	Data reflected is the actual award amount for 2016-17 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 objectives.

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Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$6,702	Per guidelines of the 2017 merit-based salary program for policy covered (non- represented) staff, a one-time lump sum payment was received, equivalent to the amount she would receive if her current salary was not above the maximum of the salary range.
Other Cash Compensation/Payments	\$199	Data reflects payment for paid time off in excess of accumulation limits.
RICE,ANN MADDEN UCD		
CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER		
Annual Base as of Dec 31	\$904,788	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$889,410	
Clinical Enterprise Management Recognition Program	\$234,247	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
RIDLEY,LORI LOU UCSF		
EXECUTIVE DIRECTOR-CLINICAL SYSTEMS, UCSF HEALTH		
Annual Base as of Dec 31	\$290,942	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program .
Actual Base Salary Received	\$286,988	
Incentive	\$36,939	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$7,811	Data reflects payment for paid time off in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
RIKE,MIRIAM M UCSF		
VICE PRESIDENT-CANCER SERVICES FINANCE, UCSF HEALTH		
Annual Base as of Dec 31	\$283,968	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$277,399	
Clinical Enterprise Management Recognition Program	\$60,280	Data reflected is the actual award amount for 2016-17 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 objectives.
RIMICCI,JANET LYNNE UCLA		
EXECUTIVE DIRECTOR-QUALITY MANAGEMENT, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$294,588	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$287,820	
Stipend	\$7,056	Stipend received for assuming temporary expanded responsibilities; approved under local authority.
Incentive	\$42,489	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
ROBINSON,CHARLES F UCOP		
GENERAL COUNSEL AND VICE PRESIDENT - LEGAL AFFAIRS		
Annual Base as of Dec 31	\$454,574	
Actual Base Salary Received	\$454,574	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
ROBINSON, DAVID M. UCB		
INTERIM CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$272,472	Effective 8/28/17, appointed as Interim Chief Campus Counsel; approved by the President on 9/25/17.
Actual Base Salary Received	\$224,489	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
ROGERS, LYND A UCSC		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$192,209	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$188,944	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
ROSS, CHERYL ANN UCSD		
ASSISTANT VICE CHANCELLOR/CONTROLLER		
Annual Base as of Dec 31	\$314,440	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$297,880	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2017 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
Stipend	\$13,225	Stipend received for assuming additional lead responsibilities on operational and strategic matters for the Vice Chancellor Health Sciences Controllers office; approved under local authority.
Other Cash Compensation/Payments	\$5,156	Per guidelines of the 2017 merit-based salary program for policy covered (non-represented) staff, a one-time lump sum payment was received, equivalent to the amount she would receive if her current salary was not above the maximum of the salary range.

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Compensation Element	Amount	Staff Comments
ROTH,JEFFREY BURTON UCLA		
ASSOCIATE VICE CHANCELLOR-ACADEMIC PLANNING & BUDGET		
Annual Base as of Dec 31	\$306,940	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$301,725	
Recognition Award	\$10,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2017 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
Relocation Allowance	\$17,800	Relocation allowance of \$59,600 to be paid in installments over four years. Data reflects amount paid in 2017; approved by local authority on 10/23/15.
Home Loan Program	\$1,233,000	Per policy, eligible to participate in the UC Home Loan Program.
SANDOVAL,JAMES W. UCR		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$248,792	
Actual Base Salary Received	\$248,792	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
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	
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	\$150,000	Equipment Vendor provides additional talent fee for the Coach, as part of negotiated contract.
Other Cash Compensation/Payments	\$75,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$46,775	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics contract.
Other Benefit	\$9,313	Per contract, data reflects imputed income for courtesy vehicle.
Other Benefit	\$1,500	Personal apparel allowance provided by Sponsor--Under Armour, Inc.

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Compensation Element	Amount	Staff Comments
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	\$250,000	Employee was active as of 12/31/17, but separated prior to the individual certification process.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$5,400	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$85,417	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$32,020	Contingent retention bonus approved 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	\$1,500	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
SCHNEIDER, PETER UCI		
CHIEF HEALTH SCIENCES COUNSEL		
Annual Base as of Dec 31	\$317,869	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$312,293	
SCHNETZLER, GRETA UCSF		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$291,123	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$286,177	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
SCHROEDER, DAVID W UCOP		
SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$304,933	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$298,918	
Office of the Chief Investment Officer Annual Incentive Plan	\$145,019	The Administrative Oversight Committee approved the incentive payout award of \$145,019 (47.56 percent of base salary) for FY 2016-17. David Schroeder's target and maximum award opportunities (as a percent of base salary) are 45% and 90%. Annual incentives are paid over a three-year period (50% in the current plan year, 25% paid in the next year and 25% 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	\$464,851	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$456,331	
Clinical Enterprise Management Recognition Program	\$75,220	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
SCURR, KIMBERLY UCSF		
VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, SAN FRANCISCO, UCSF HEALTH		
Annual Base as of Dec 31	\$351,139	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$343,023	

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INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$57,664	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$20,081	Data reflects payment for paid time off in excess of accumulation limits.
SELICK, HAROLD E UCSF		
VICE CHANCELLOR-BUSINESS DEVELOPMENT, INNOVATION, AND PARTNERSHIPS		
Annual Base as of Dec 31	\$420,000	Effective 4/3/17, appointed as Vice Chancellor - Business Development, Innovation, and Partnerships; approved by the President on 3/21/17.
Actual Base Salary Received	\$266,665	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
SERRANO ADAMS, VICTORIA UCSF		
DIRECTOR-PHARMACY, PARNASSUS/MT. ZION, UCSF HEALTH		
Annual Base as of Dec 31	\$281,358	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$276,203	
Incentive	\$32,111	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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 objectives.
Other Cash Compensation/Payments	\$5,697	Data reflects payment for paid time off in excess of accumulation limits.
Relocation Allowance	\$2,692	Relocation allowance of \$35,000 to be paid in installments of declining percentage (40%, 30%, 20%, 10%) over four years. Data reflects the amount paid in 2017; approved under local authority.

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Compensation Element	Amount	Staff Comments
SHAFFER,CHRISTOPHER J UCSF		
UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELLOR-ACADEMIC INFORMATION MANAGEMENT		
Annual Base as of Dec 31	\$275,000	Effective 8/1/17, appointed as University Librarian/Assistant Vice Chancellor - Academic Information; approved by the President on 3/6/17.
Actual Base Salary Received	\$91,667	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses - Initial Househunting	\$2,107	Per policy, reimbursement of actual and reasonable moving and relocation expenses approved by the President on 3/6/17.
Moving Expenses - Moving Services	\$10,000	Per policy, actual and reasonable moving and relocation expenses paid directly to vendor; approved by the President on 3/6/17.
Moving Expenses - Secondary Househunting	\$541	Per policy, reimbursement of actual and reasonable moving and relocation expenses approved by the President on 3/6/17.
Temporary Housing	\$19,170	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 3/6/17.
SHARP-ATEN,SARAH UCR		
INTERIM DEAN-UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$185,321	Effective 8/1/17, appointed as Interim Dean - University Extension; approved by the President on 9/1/17.
Actual Base Salary Received	\$162,420	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
SHAW,ANNE UCOP		
SECRETARY AND CHIEF OF STAFF TO THE REGENTS		
Annual Base as of Dec 31	\$238,703	
Actual Base Salary Received	\$238,703	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
SIAL,AJAY UCI		
CHIEF FINANCIAL OFFICER - UCI HEALTH SYSTEM		
Annual Base as of Dec 31	\$574,750	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$560,312	
Clinical Enterprise Management Recognition Program	\$94,875	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
SIMMONS,BLAKE LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$323,508	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$310,933	
Other Benefit	\$845	Received taxable benefit through the Bright Horizons Back Up Care Program. Data reflects the amount subsidized by LBNL, which was the difference between the co-pay and the market rate.
SIMMONS,BRADLEY W UCD		
CHIEF OPERATING OFFICER, MEDICAL CENTER		
Annual Base as of Dec 31	\$592,250	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$580,120	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$123,146	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
SIMMONS, ELIZABETH H UCSD		
EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$385,000	Effective 9/18/17, appointed as Executive Vice Chancellor - Academic Affairs; approved by President Napolitano on 7/25/17.
Actual Base Salary Received	\$79,445	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
Moving Expenses - Initial Househunting	\$5,487	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 7/25/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
SIMON, HORST D LBNL		
DEPUTY LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$445,524	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$437,476	
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Home Loan Program	\$1,057,750	Per policy, eligible to participate in the UC Home Loan Program.

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Compensation Element	Amount	Staff Comments
SKINNER, CLIFFORD A UCSF		
VICE PRESIDENT-REVENUE CYCLE, UCSF HEALTH		
Annual Base as of Dec 31	\$303,491	Effective 6/18/17, a merit based increase and an equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$296,473	
Clinical Enterprise Management Recognition Program	\$57,131	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$13,970	Data reflects payment for paid time off in excess of accumulation limits.
SMITH, BRADLEY R UCSC		
INTERIM VICE CHANCELLOR - INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$205,000	Effective 6/30/17, appointed as Interim Vice Chancellor, Information Technology; approved by the President on 7/5/17.
Actual Base Salary Received	\$181,608	
Stipend	\$1,712	Stipend for duties prior to appointment into Interim SMG role; approved under local authority.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
SMITH, MACKENZIE UCD		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$272,281	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$266,246	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
SMITH,MARCIA LEE UCLA		
ASSOCIATE VICE CHANCELLOR, OFFICE OF RESEARCH ADMINISTRATION		
Annual Base as of Dec 31	\$319,729	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$313,771	
SMITH,SUSAN D. UCSF		
SENIOR VICE PRESIDENT AND CHIEF-FACULTY PRACTICES OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$577,833	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$556,167	
Clinical Enterprise Management Recognition Program	\$100,045	Data reflected is the actual award amount for 2016-17 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 objectives.
SMITH,THOMAS UCR		
ACTING VICE CHANCELLOR OF STUDENT AFFAIRS		
Annual Base as of Dec 31	\$271,390	Effective 11/15/17, appointed as Acting Vice Chancellor of Student Affairs; approved by the President on 12/18/17.
Actual Base Salary Received	\$242,383	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
SMUTZ,WAYNE DAVID UCLA		
DEAN-CONTINUING EDUCATION AND UCLA EXTENSION		
Annual Base as of Dec 31	\$337,653	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$331,916	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,012,500	Per policy, eligible to participate in the UC Home Loan Program.
SPISSO,JOHNESE MARIA UCLA		
PRESIDENT, UCLA HEALTH AND CEO, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$1,028,608	Effective 3/1/17, a market-based salary adjustment was received; approved by the Regents. Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$984,163	
Clinical Enterprise Management Recognition Program	\$299,594	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
STATON,PAUL A UCLA		
SENIOR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$662,862	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$649,927	
Clinical Enterprise Management Recognition Program	\$160,499	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$64,200	An annual retention-based payment was received, 2015 through 2017. Performance expectations must be met and must be actively employed at UCLA in order to receive payment. Approved 3/20/15.
Executive Disability		Per policy, eligible; five-year vesting requirement met.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
STEEL,VIRGINIA UCLA		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$275,299	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$270,622	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
STERMAN,STEVEN L. UCOP		
SENIOR MANAGING DIRECTOR - FIXED INCOME INVESTMENTS		
Annual Base as of Dec 31	\$350,200	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$344,250	
Office of the Chief Investment Officer Annual Incentive Plan	\$208,775	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 60 percent and 120 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 Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Home Loan Program	\$800,000	Per policy, eligible to participate in the UC Home Loan Program.

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Compensation Element	Amount	Staff Comments
STOBO,JOHN DAVID UCOP		
EXECUTIVE VICE PRESIDENT - HEALTH SCIENCES AND SERVICES		
Annual Base as of Dec 31	\$633,782	
Actual Base Salary Received	\$633,782	
Clinical Enterprise Management Recognition Program	\$190,135	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
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	\$736,000	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$725,213	
Clinical Enterprise Management Recognition Program	\$141,000	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
SUTTON,STEPHEN UCB		
INTERIM VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$249,084	Effective 1/1/17, appointed as Interim Vice Chancellor - Student Affairs; approved by the President on 9/26/16.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$247,197	
Other Cash Compensation/Payments	\$4,000	Data reflects payment as University Extension instructor.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
SWEENEY, MICHAEL F UCD		
INTERIM CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$274,734	Effective 6/1/17, appointed as Interim Chief Campus Counsel; approved by the President on 5/26/17. Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$246,670	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
SWETT, MICHAEL ALLEN UCOP		
SENIOR PORTFOLIO MANAGER - FIXED INCOME		
Annual Base as of Dec 31	\$249,444	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$245,206	
Office of the Chief Investment Officer Annual Incentive Plan	\$105,113	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 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	\$10,313	Relocation allowance of \$56,250 to be paid in installments of declining percentage (40%, 30%, 20%, 10%) over four years. Data reflects the amount paid in 2017; approved by the President on 9/29/14.

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Compensation Element	Amount	Staff Comments
SYMONS,TIMOTHY JAMES LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$323,268	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$317,978	
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
TAKEUCHI,SUSAN JAN UCLA		
CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$372,209	Program.
Actual Base Salary Received	\$364,946	
Clinical Enterprise Management Recognition Program	\$90,123	Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan
TANJI,LORELEI A. UCI		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$243,159	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$239,028	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
TRAINA,SAMUEL JUSTIN UCM		
VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT		
Annual Base as of Dec 31	\$267,407	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$262,132	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Home Loan Program	\$276,000	Per policy, eligible to participate in the UC Home Loan Program.

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Compensation Element	Amount	Staff Comments
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
TRAN, TU M. UCOP		
ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS, AGRICULTURE AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$241,211	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$236,191	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
TROMP, MARLENE A UCSC		
CAMPUS PROVOST/ EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$350,000	Effective 6/1/17, appointed as Campus Provost/Executive Vice Chancellor; approved by President Napolitano on 1/23/17.
Actual Base Salary Received	\$175,000	
Executive Auto Allowance	\$4,458	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month). Data reflects six months of auto allowance in 2017, beginning on her date of hire on 6/1/17.
Other One-Time Payment	\$50,000	Per policy, a hiring bonus was approved by the President on 1/23/17.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$263	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/23/17.
Moving Expenses - Initial Househunting	\$500	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/23/17.
Moving Expenses - Secondary Househunting	\$765	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/23/17.
Moving Expenses - Shipment of Household Goods	\$33,481	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/23/17.
Temporary Housing	\$5,210	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/23/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.

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Compensation Element	Amount	Staff Comments
TUIASOSOPO, MARQUES T UCB		
QUARTERBACKS COACH - MEN'S FOOTBALL		
Annual Base as of Dec 31	\$200,000	Effective 1/24/17, hired as Quarterbacks Coach - Men's Football. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$171,212	
Other Cash Compensation/Payments	\$85,606	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other One-Time Payment	\$75,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$1,680	W-2 reportable value of Cal sporting event tickets.
Other Benefit	\$1,457	W-2 reportable value of Under Armour merchandise received; per contract
TURNER, RUSSELL DEVLIN UCI		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$325,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$325,000	
Coach - Incentive	\$125,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Other Cash Compensation/Payments	\$85,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit		Provided with access to the Newport Beach Country Club where only bonafide 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.
TURTELTAUB, RHEA P UCLA		
VICE CHANCELLOR--EXTERNAL AFFAIRS		
Annual Base as of Dec 31	\$448,050	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$440,438	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
VAN GELDEREN, EDUARD UCOP		
SENIOR MANAGING DIRECTOR - PUBLIC EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$393,000	Effective 7/11/17, appointed as Senior Managing Director; approved by the Regents on 5/18/17.
Actual Base Salary Received	\$154,393	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$8,400	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 5/18/17.
Home Loan Program	\$1,400,000	Per policy, eligible to participate in the UC Home Loan Program.
WAKIMOTO, ROGER M UCLA		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$355,000	Effective 6/19/17, appointed as Vice Chancellor for Research; approved by the President on 4/26/17.
Actual Base Salary Received	\$161,362	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Moving Expenses - Initial Househunting	\$870	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/26/17.
Moving Expenses - Moving Services	\$13,987	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/26/17.
Moving Expenses - Shipment of Household Goods	\$1,095	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/26/17.
Temporary Housing	\$7,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/26/17.
Home Loan Program	\$1,400,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.

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Compensation Element	Amount	Staff Comments
WALLACE,TAMMY LEHR UCSF		
VICE PRESIDENT-FINANCE, PHYSICIAN ORGANIZATIONS, UCSF HEALTH		
Annual Base as of Dec 31	\$295,953	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$290,181	
Clinical Enterprise Management Recognition Program	\$58,958	Data reflected is the actual award amount (\$58,284) for 2016-17 as approved by the Administrative Oversight Committee and an adjustment (\$674) for the 2015-16 plan year when Ms. Wallace's transitioned from CEMRP2 to CEMRP. 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 objectives.
WALSHOK,MARY LINDENSTEIN UCSD		
ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$213,697	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$209,598	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
WANDRES,DANIEL UCSF		
CHIEF PHARMACY OFFICER/VICE PRESIDENT-CLINICAL SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$357,090	Effective 6/18/17, a merit based increase and equity increase were received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$338,342	
Clinical Enterprise Management Recognition Program	\$72,467	Data reflected is the actual award amount for 2016-17 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 objectives.

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Compensation Element	Amount	Staff Comments
Stipend	\$18,942	Stipend was extended in recognition of continued additional duties as Interim Vice President - Clinical Services, UCSF Health, effective 12/1/16 to 6/30/17; approved by the President on 1/31/17.
Other Cash Compensation/Payments	\$4,594	Data reflects payment for paid time off in excess of accumulation limits.
WATKINS, ELIZABETH UCSF		
VICE CHANCELLOR - STUDENT ACADEMIC AFFAIRS/DEAN - GRADUATE DIVISION		
Annual Base as of Dec 31	\$314,081	Effective 7/1/17, an academic salary increase was received consistent with the academic salary plan for fiscal year 2017-18.
Actual Base Salary Received	\$311,700	Ms. Watkins holds a dual appointment as Vice Chancellor - Student Academic Affairs, which is an SMG appointment without salary, and an academic appointment as Dean-Graduate Division.
Executive Disability		Per policy, ineligible due to academic appointment and without salary SMG appointment.
Senior Management Supplement		Per policy, ineligible due to academic appointment and without salary SMG appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
WATKINS, PAUL H. UCLA		
CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL		
Annual Base as of Dec 31	\$404,741	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$396,843	
Clinical Enterprise Management Recognition Program	\$94,080	Data reflected is the actual award amount for 2016-17 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 objectives.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
WAUGH,SCOTT L UCLA		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$439,740	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$427,525	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
WILCOX,JUSTIN D UCB		
HEAD COACH - MEN'S FOOTBALL		
Annual Base as of Dec 31	\$250,000	Effective 1/14/17, hired as Head Coach for Men's Football. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$219,698	
Coach - Incentive	\$75,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Other Cash Compensation/Payments	\$1,098,490	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other One-Time Payment	\$100,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$8,400	W-2 reportable value of Cal sporting event tickets.
Other Benefit	\$3,594	W-2 reportable imputed value of UC provided vehicle for personal use, per contract.
Other Benefit	\$2,322	W-2 reportable value of Under Armour merchandise received; per contract
WILCOX,KIM ARTHUR UCR		
CHANCELLOR		
Annual Base as of Dec 31	\$406,495	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$399,588	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.

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Compensation Element	Amount	Staff Comments
University Housing		Per policy, University-provided housing while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
WILHELM,KATHERINE ALYN UCSD		
DIRECTOR - TALENT AND ORGANIZATIONAL DEVELOPMENT		
Annual Base as of Dec 31	\$242,688	Effective 6/18/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$212,093	Employee was active as of 12/31/17, but separated prior to the individual certification process.
Incentive	\$22,752	Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight Committee. 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. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$28,192	Data reflects terminal vacation payout after separation from the University.
Other One-Time Payment	\$80,896	Severance agreement payout received; approved by the Chancellor on 10/12/17.
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	
Coach - Incentive	\$93,500	Annual performance-based incentive opportunity as part of negotiated contract.
Coach Auto Allowance	\$5,400	Per contract, eligible for a monthly car allowance of \$450 (\$5,400 maximum annually), in lieu of courtesy vehicle, if one is not available. Data reflects the actual amount received in 2017.
Other Cash Compensation/Payments	\$90,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$1,274	W-2 reportable value of Cal sporting event tickets.
WILLIAMS,KIM P LBNL		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$314,376	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$306,736	

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
WILSON, WILLIAM C UCI		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$470,000	Effective 8/1/17, appointed as Chief Medical Officer; approved by the President on 7/19/17.
Actual Base Salary Received	\$273,271	
Health Sciences Compensation Plan	\$243,401	Per policy, eligible to participate in Health Sciences Compensation Plan (HSCP) prior to SMG appointment.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
WITHERELL, MICHAEL STEWART LBNL		
LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$453,200	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$442,192	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
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 due to underlying faculty appointment.
WONG, ANNIE M UCD		
DIRECTOR - HEALTH SYSTEM CONTRACTS		
Annual Base as of Dec 31	\$265,542	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$261,764	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$57,210	Data reflected is the actual award amount for 2016-17 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 objectives.
Other Cash Compensation/Payments	\$12,026	Data reflects payment for paid time off in excess of accumulation limits.
WONG,JANE Y. UCSF		
VICE PRESIDENT-INFORMATION TECHNOLOGY/ASSOCIATE CHIEF INFORMATION OFFICER, CAMPUS/UCSF HEALTH		
Annual Base as of Dec 31	\$311,342	Effective 5/1/17, an equity increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$295,367	
Stipend	\$16,712	Stipend received due to the assumption of additional temporary responsibilities; approved under local authority.
Other Cash Compensation/Payments	\$16,700	Data reflects payment for paid time off in excess of accumulation limits.
WOODALL,ALLISON M. UCOP		
DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS		
Annual Base as of Dec 31	\$280,435	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$275,670	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible; appointment and compensation approved prior to change in policy dated 5/25/17.
WU,MARGARET L UCOP		
DEPUTY GENERAL COUNSEL - LITIGATION AND CAPITAL STRATEGIES		
Annual Base as of Dec 31	\$273,000	Effective 12/1/17, appointed as Deputy General Counsel, Litigation and Capital Strategies; approved by the President on 12/13/17.
Actual Base Salary Received	\$249,346	
Stipend	\$5,818	Stipend received for assuming litigation and capital strategies responsibilities prior to appointment as SMG; approved under local authority.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment and compensation approved on or after change in policy dated 5/25/17.
YAMAMOTO,KEITH UCSF		
VICE CHANCELLOR-SCIENCE POLICY AND STRATEGY/PROFESSOR		
Annual Base as of Dec 31	\$413,615	Effective 7/1/17, an academic advancement increase at Professor Above Scale and an academic salary increase consistent with the academic salary plan for fiscal year 2017-18.
Actual Base Salary Received	\$405,965	Mr. Yamamoto holds a dual appointment as Vice Chancellor - Science Policy and Strategy, which is an SMG appointment without salary, and an academic appointment as Professor.
Stipend	\$20,298	Mr. Yamamoto holds a dual-appointment role as Professor and Vice Chancellor - Science Policy and Strategy. Ongoing stipend received for administrative duties related to the Vice Chancellor, Science Policy and Strategy role; approved by the President on 11/13/15.
Executive Disability		Per policy, ineligible due to academic appointment and without salary SMG appointment.
Senior Management Supplement		Per policy, ineligible due to academic appointment and without salary SMG appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
YANG,HENRY T. UCSB		
CHANCELLOR		
Annual Base as of Dec 31	\$413,051	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$406,033	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
University Housing		Per policy, University-provided housing while serving as Chancellor.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, remained eligible after change in policy dated 6/30/96, which allowed Senior Managers to be eligible while holding a dual academic appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.

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Compensation Element	Amount	Staff Comments
YELICK,KATHERINE A LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$380,820	Effective 10/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$351,140	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to underlying tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
ZHANG,XIAOCHUAN UCOP		
DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS		
Annual Base as of Dec 31	\$247,459	Effective 7/1/17, a merit based increase was received consistent with the 2017 Systemwide Merit Program.
Actual Base Salary Received	\$243,254	
Office of the Chief Investment Officer Annual Incentive Plan	\$108,557	Data reflects the approved incentive award amount for 2016-17 as approved by the Administrative Oversight Committee for FY 2016-17. Per policy, eligible to participate in the Office of Chief Investment Officer Annual Incentive Plan (AIP), with target and maximum award opportunities (as a percent of base salary) of 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).