

**ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR
CALENDAR YEAR 2018: 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 2018 for the following employees who were active employees as of December 31, 2018: (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) at the end of calendar year 2018, 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 2018 was \$318,000.

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 payroll of \$16.0 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 2018. 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 2018: Deans and Certain Full-Time Faculty Administrators. This report is also posted on UC's compensation website (<http://compensation.universityofcalifornia.edu/reports.html>).
- **2018 Systemwide Merit Program**
Consistent with the 2018-2019 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 2018-19 salary program are noted in the report. The President of the University was eligible to receive an increase under the 2018-19 salary program, but chose not to participate.

- **UC Chancellors' compensation relative to market:** In 2018, UC Chancellors' average salaries were 32 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 2018, 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, using no state funds.
 - **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 326 employees included in this report, 136 received incentive or recognition award pay, which collectively totaled approximately \$10.8 million, or approximately 0.07 percent of UC's \$16.0 billion annual payroll. Of this \$10.8 million, \$7.0 million, or 64.6 percent, consisted of payments from the medical enterprise's Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans. Approximately \$2.9 million, or 26.9 percent of the total incentive and recognition 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 \$853,750, or 7.9 percent. Recognition award program payments of approximately \$64,995 made up the remainder.

REPORT FORMAT AND CONTENT

The report includes compensation information for 326 University employees who were employed in a position that met the reportable population criteria on December 31, 2018. The report does not include employees who separated from the University prior to December 31, 2018.

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, 2018 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 and athletic directors, (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. Thereafter, the President of the University reviewed the contents of the report.

(Attachments)



**ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Full Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
ABARBANEL, GAIL	DIRECTOR	UCLA	Salary Range	Above the Maximum Salary Range	\$253,421	\$252,450	\$35,479				\$43,442		\$331,371	N	N	N		N		
ADLER, JOSHUA S	EXECUTIVE VICE PRESIDENT-PHYSICIAN SERVICES/VICE DEAN-CLINICAL AFFAIRS, UCSF HEALTH	UCSF	MRZ	Below the 60th Percentile	\$681,345	\$661,331	\$121,610						\$782,941	Y	N	N	5%	N		
ALCOCER, DAVID	ASSOCIATE VICE PRESIDENT - BUDGET ANALYSIS AND PLANNING	UCOP	MRZ	Below the 50th Percentile	\$226,608	\$222,753							\$222,753	Y	N	N		N		
ALEXANDER, STACY HOLM	INTERIM VICE PRESIDENT-STRATEGY AND BUSINESS DEVELOPMENT FOR UCSF HEALTH'S WOMEN'S AND CHILDREN'S SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$278,330	\$271,474	\$37,311		\$19,072		\$13,878		\$341,735	N	N	N		N		
ALFORD, STEPHEN TODD	HEAD COACH - MEN'S BASKETBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$45,500				\$2,340,000		\$2,685,500	N	N	N		N		
ALIVISATOS, ARMAND P	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCB	MRZ	Below the 90th Percentile	\$495,430	\$487,012							\$487,012	Y	N	N		N		\$1,330,000
ALVAREZ, ROSIO	CHIEF INFORMATION OFFICER	LBNL	Salary Range	Below the Maximum Salary Range	\$359,508	\$337,558					\$20,000		\$357,558	N	N	N		N		
AMMIRO, THERESE M	INTERIM DEAN, UNIVERSITY EXTENSION	UCSC	MRZ	Below the 25th Percentile	\$169,950	\$143,601			\$3,400				\$147,001	N	N	N		N		
ANANTHASWAMY, SATISH	MANAGING DIRECTOR, SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$323,688	\$318,008	\$143,337						\$461,345	N	N	N		N		
ANDERSON, MICHAEL R	SENIOR VICE PRESIDENT-CHILDREN'S SERVICES/PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH	UCSF	MRZ	Below the 90th Percentile	\$974,380	\$955,432	\$153,640						\$1,109,072	Y	N	N	5%	N		
ANDRIOLA, THOMAS	VICE PRESIDENT AND CHIEF INFORMATION OFFICER	UCOP	MRZ	Below the 60th Percentile	\$388,368	\$381,764							\$381,764	Y	N	N	5%	N		
ANTELMAN, KRISTIN A	UNIVERSITY LIBRARIAN	UCSB	MRZ	Below the 90th Percentile	\$250,000	\$166,667							\$166,667	Y	N	N		N		\$672,000
ANTRUM, SHEILA E	SENIOR VICE PRESIDENT-ADULT SERVICES/CHIEF OPERATING OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 75th Percentile	\$724,880	\$707,141	\$130,625						\$837,766	Y	N	N	5%	N		
ARDESHIR, SAHAND	INVESTMENTS DIRECTOR	UCOP	Salary Range	Below the Midpoint Salary Range	\$245,000	\$188,854	\$103,435						\$292,289	N	N	N		N		
ARNETT, JENNIFER P	VICE CHANCELLOR-UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCSF	MRZ	Below the 75th Percentile	\$494,400	\$480,667				\$8,173			\$488,840	Y	N	N	5%	N		
ARRINGTON, JONATHON DUANE	CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$377,155	\$341,046	\$66,001				\$10,852	\$7,750	\$425,649	N	N	N		N		
ARRIVAS, PEGGY MCNAMARA	ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER	UCOP	MRZ	Below the 75th Percentile	\$346,968	\$341,072			\$8,498				\$349,570	Y	N	N	5%	N		
AZAR, RICHARD F	CHIEF OPERATING OFFICER, UCLA HEALTH SYSTEM	UCLA	MRZ	Below the 25th Percentile	\$615,000	\$548,315	\$83,025						\$631,340	Y	N	N		N		
AZZINARO, JERRY	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$425,000		\$675,000	N	N	N		N	\$24,645	
BACHHER, JAGDEEP SINGH	CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$672,036	\$660,613	\$466,547			\$8,916			\$1,136,076	Y	N	N	5%	N		\$1,800,000
BAGGETT, MARGARITA M	CHIEF CLINICAL AND SUPPORT SERVICES OFFICER	UCSD	MRZ	Below the 25th Percentile	\$403,339	\$394,682	\$70,504						\$465,186	Y	N	N	5%	N		

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BALDWIN, BEAU D	OFFENSIVE COORDINATOR/QBS - MEN'S FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$400,000		\$650,000	N	N	N		N		
BALLA, ROSEMARIE A	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCB	MRZ	Below the 90th Percentile	\$369,770	\$363,488						\$1,625	\$365,113	Y	N	N		N		
BECK, MICHAEL JOHN	ADMINISTRATIVE VICE CHANCELLOR	UCLA	MRZ	Below the 90th Percentile	\$381,924	\$375,435							\$375,435	Y	N	N	5%	N		\$1,015,000
BEIL, JOHN EDWARD	MANAGING DIRECTOR - PRIVATE EQUITY	UCOP	Salary Range	Below the Maximum Salary Range	\$320,000	\$258,420	\$134,059						\$392,479	N	N	N		N		
BENGFORT, JOSEPH	SENIOR VICE PRESIDENT-INFORMATION TECHNOLOGY, CAMPUS,UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$497,908	\$484,589	\$97,645						\$582,234	N	N	N		N		
BENNAN, JAMES	VICE PRESIDENT/CHIEF OPERATING OFFICER-ADULT SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$366,611	\$359,483	\$63,240				\$16,875		\$439,598	N	N	N		N		
BERGQUIST, DAVID ERIK	CHIEF CAMPUS COUNSEL	UCR	MRZ	Below the 50th Percentile	\$258,185	\$253,870							\$253,870	Y	N	N	5%	N		
BIBLE, DANA JOHN	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$217,392					\$173,913		\$391,305	N	N	N		N	\$8,831	
BLAIR, JEFFREY A	CHIEF LABORATORY COUNSEL	LBNL	MRZ	Below the 60th Percentile	\$340,032	\$329,132			\$9,809				\$338,941	Y	N	N	5%	N		
BLOCK, GENE D	CHANCELLOR	UCLA	MRZ	Below the 25th Percentile	\$482,257	\$474,063				\$8,916			\$482,979	Y	Y	N		N		
BLUMENTHAL, GEORGE R	CHANCELLOR	UCSC	MRZ	Below the 25th Percentile	\$418,690	\$411,576				\$8,916			\$420,492	Y	Y	N		N		
BOEHMER, JUDIE K	EXECUTIVE DIRECTOR, PATIENT CARE SERVICES	UCD	Salary Range	Below the Maximum Salary Range	\$278,811	\$271,905	\$43,265				\$9,244		\$324,414	N	N	N		N		
BOMOTTI, GERARD	VICE CHANCELLOR - PLANNING & BUDGET	UCR	MRZ	Below the 50th Percentile	\$295,000	\$245,833							\$245,833	Y	N	N		N	\$11,981	
BOOKSTABER, RICHARD M	MANAGING DIRECTOR - RISK MANAGEMENT	UCOP	Salary Range	Below the Maximum Salary Range	\$350,000	\$323,949	\$226,810						\$550,759	N	N	N		N		
BOUBELIK, JANE ESTHER	CHIEF LEGAL COUNSEL, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$329,131	\$320,894	\$10,000				\$11,075		\$341,969	N	N	N		N		
BRANDT, MICHAEL THOMAS	DEPUTY LABORATORY DIRECTOR FOR OPERATIONS	LBNL	MRZ	Below the 75th Percentile	\$384,792	\$277,160							\$277,160	Y	N	N		N	\$7,991	
BRANDT, SCOTT A	VICE CHANCELLOR - RESEARCH	UCSC	MRZ	Below the 50th Percentile	\$331,310	\$325,681							\$325,681	Y	N	N		N		\$571,500
BRANT, KEITH EDWARD	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCSC	MRZ	Below the 50th Percentile	\$323,020	\$317,532				\$8,916			\$326,448	Y	N	N	5%	N		
BRASE, WENDELL C	ASSOCIATE CHANCELLOR - SUSTAINABILITY	UCI	Salary Range	Below the Maximum Salary Range	\$356,360	\$352,284							\$352,284	N	N	N		N		\$300,000
BRAY-HANIN, LAUREL R	VICE PRESIDENT/CHIEF OPERATING OFFICER-CANCER SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$317,731	\$309,178	\$51,984				\$13,408		\$374,570	N	N	N		N		
BRENNER, DAVID ALLEN	VICE CHANCELLOR - HEALTH SCIENCES	UCSD	MRZ	Below the 50th Percentile	\$617,874	\$609,770		\$220,000					\$829,770	Y	N	N		N		\$2,660,000

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BROSTROM, NATHAN ERIC	EXECUTIVE VICE PRESIDENT - CHIEF FINANCIAL OFFICER	UCOP	MRZ	Below the 50th Percentile	\$437,100	\$429,668				\$8,916			\$438,584	Y	N	N	5%	N		
BROWN, MICHAEL TALIFERRO	PROVOST AND EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS	UCOP	MRZ	Below the 50th Percentile	\$390,372	\$383,738							\$383,738	Y	N	N		N	\$286	
BROWN, PAMELA HOPE	VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING	UCOP	MRZ	Below the 60th Percentile	\$309,312	\$300,720							\$300,720	Y	N	N	5%	N		
BROWN, SANDRA A	VICE CHANCELLOR - RESEARCH	UCSD	MRZ	Below the 50th Percentile	\$348,970	\$343,041							\$343,041	Y	N	N		N		
BUCHMAN, BRAD	MEDICAL DIRECTOR - STUDENT HEALTH & COUNSELING	UCOP	MRZ	Above the 90th Percentile	\$403,632	\$396,774							\$396,774	Y	N	N	5%	N		
BUDIL, KIMBERLY SUSAN	VICE PRESIDENT NATIONAL LABORATORIES	UCOP	MRZ	Below the 60th Percentile	\$387,924	\$381,330				\$8,916			\$390,246	Y	N	N	5%	N		
BURTIS, KENNETH C	ACTING PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	MRZ	Below the 25th Percentile	\$225,535	\$221,456			\$31,235				\$252,691	N	N	N		N		
BUSTAMANTE, ALEXANDER ALI	SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER	UCOP	MRZ	Below the 75th Percentile	\$360,504	\$354,377							\$354,377	Y	N	N		N	\$2,574	
CALANDRELLA, DREW	EXECUTIVE ADVISOR/FORMER INTERIM VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	Salary Range	Below the Maximum Salary Range	\$250,000	\$180,871							\$180,871	N	N	N		N	See Addendum	
CAMFIELD, GREGG EARL	INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST	UCM	MRZ	Below the 25th Percentile	\$309,600	\$267,439					\$23,685		\$291,124	N	N	N		N		
CAMPBELL, JOHN DUNCAN	CHIEF OPERATING OFFICER, UCSD HEALTH PHYSICIAN NETWORK	UCSD	MRZ	Below the 90th Percentile	\$319,589	\$312,731	\$57,925						\$370,656	Y	N	N	5%	N		
CANARI, CHARLOTTE S	EXECUTIVE DIRECTOR-GOVERNMENT REIMBURSEMENT SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$279,103	\$272,904	\$29,536				\$16,040		\$318,480	N	N	N		N		
CARLSON, SUSAN L	VICE PROVOST - ACADEMIC PERSONNEL	UCOP	MRZ	Below the 60th Percentile	\$303,180	\$296,372							\$296,372	Y	N	N		N		
CARRICO, KATHRYN A	ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT	UCLA	Salary Range	Below the Maximum Salary Range	\$372,262	\$365,937							\$365,937	N	N	N		N		
CATES, DOUGLAS ADDISON	CHIEF STRATEGY OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$350,220	\$343,402	\$61,454						\$404,856	N	N	N		N		
CATRON, SUSAN D	INTERIM DEAN - DIVISION OF CONTINUING AND PROFESSIONAL EDUCATION	UCD	MRZ	Below the 25th Percentile	\$225,000	\$190,380			\$6,300				\$196,680	N	N	N		N		
CHIARAPPA, CYNTHIA L	VICE PRESIDENT-MEDICAL CENTER ADMINISTRATION, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$312,365	\$305,971	\$53,653				\$3,173		\$362,797	N	N	N		N		
CHIU, JEFFREY S	VICE PRESIDENT-HUMAN RESOURCES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$301,331	\$279,850	\$51,902				\$16,163		\$347,915	N	N	N		N		
CHOI, LEI	DIRECTOR-LEAN PROMOTION OFFICE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$314,703	\$308,581	\$42,611						\$351,192	N	N	N		N		
CHRISMAN, MAYE C	VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Midpoint Salary Range	\$388,505	\$381,478	\$66,788						\$448,266	N	N	N		N		
CHRIST, CAROL T	CHANCELLOR	UCB	MRZ	Below the 50th Percentile	\$547,897	\$538,588							\$538,588	Y	Y	N		N		

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

Full Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
CIANCA, MARK A	ASSOCIATE VICE PRESIDENT - OPERATIONAL SERVICES	UCOP	Salary Range	Below the Maximum Salary Range	\$347,844	\$341,929							\$341,929	N	N	N		N		
CLOSE, CORI RASHEL	HEAD COACH, WOMEN'S BASKETBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$64,500			\$2,057	\$198,950		\$565,507	N	N	N		N		
COLLINS, HEIDI MODEL	VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$338,193	\$329,920	\$63,382						\$393,302	N	N	N		N		
CONRAD, LARRY D	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCB	Salary Range	Below the Maximum Salary Range	\$344,647	\$340,705							\$340,705	N	N	N		N		
COOK, JOHN K	INTERIM CHIEF INFORMATION OFFICER - UC DAVIS HEALTH	UCD	MRZ	Below the 25th Percentile	\$339,759	\$334,925	\$59,275						\$394,200	N	N	N		N		
COOPER, WILLIAM MAURICE	ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$363,888	\$357,700							\$357,700	Y	N	N		N		
CORTEZ, RONALD SOCORIO	CHIEF FINANCIAL OFFICER AND VICE CHANCELLOR - FINANCE, ADMINISTRATION, AND OPERATIONS	UCI	MRZ	Below the 50th Percentile	\$409,940	\$392,808							\$392,808	Y	N	N		N		\$594,100
COSTANTINIDIS, TERESA A	VICE CHANCELLOR/CHIEF FINANCIAL OFFICER	UCSF	MRZ	Below the 60th Percentile	\$347,301	\$341,400							\$341,400	Y	N	N	5%	N		
COWELL, M ELIZABETH	UNIVERSITY LIBRARIAN	UCSC	MRZ	Below the 90th Percentile	\$257,500	\$241,148							\$241,148	Y	N	N	5%	N		
CRISWELL, LINDSEY A	VICE CHANCELLOR-RESEARCH/PROFESSOR	UCSF	MRZ	Below the 25th Percentile	\$279,682	\$273,382		\$75,000	\$33,670				\$382,052	N	N	N		N		
CROCITTO, LAURA E	VICE PRESIDENT/CHIEF MEDICAL OFFICER-CANCER SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$570,000	\$371,266							\$371,266	N	N	N		N	\$12,735	
CRONER, JULIE ELIZABETH	CHIEF ADMINISTRATIVE OFFICER - ONCOLOGY AND RADIATION THERAPY SERVICES	UCSD	Salary Range	Below the Midpoint Salary Range	\$300,860	\$295,003	\$52,793						\$347,796	N	N	N		N		
DAVIS, RONALD ANTHONY	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$420,273	\$409,994	\$80,903				\$16,404		\$507,301	N	N	N		N		
DE JESUS, JOSENIOR	CHIEF PHARMACY DIRECTOR	UCLA	Salary Range	Below the Maximum Salary Range	\$334,748	\$328,235	\$34,125						\$362,360	N	N	N		N	\$3,954	
DEARIE, TAMMY N	ASSOCIATE UNIVERSITY LIBRARIAN-ENTERPRISE SERVICES/FORMER INTERIM UNIVERSITY LIBRARIAN	UCSD	MRZ	Below the 25th Percentile	\$167,046	\$179,419			\$10,688				\$190,107	N	N	N		N		
DECOSTA, SHELBY K	SENIOR VICE PRESIDENT -STRATEGIC PLANNING/BUSINESS DEVELOPMENT, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$592,096	\$563,496	\$110,284				\$21,719	\$20,880	\$716,379	N	N	N		N		
DELANEY, MARGARET L	VICE CHANCELLOR - PLANNING AND BUDGET	UCSC	MRZ	Below the 90th Percentile	\$299,948	\$294,852							\$294,852	Y	N	N		N		
DERUYTER, TIMOTHY J	FOOTBALL DEFENSIVE COORDINATOR/OUTSIDE LINEBACKERS	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$150,000		\$400,000	N	N	N		N		
DOBBS, DAVID O	EXECUTIVE DIRECTOR-NETWORKED DATA WAREHOUSE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$346,086	\$339,350	\$68,682						\$408,032	N	N	N		N		
DONALDSON, LORI R	CHIEF FINANCIAL OFFICER - UC SAN DIEGO HEALTH	UCSD	MRZ	Below the 50th Percentile	\$481,848	\$437,609	\$78,789				\$1,500		\$517,898	Y	N	N	5%	N		
DORMITORIO, EDGAR J	INTERIM VICE CHANCELLOR FOR STUDENT AFFAIRS	UCI	MRZ	Below the 25th Percentile	\$200,000	\$180,231	\$2,000		\$4,000				\$186,231	N	N	N		N		



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DOUGHERTY, JAMES MICHAEL	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000				\$5,400	\$80,833		\$336,233	N	N	N		N		
DUBON, OSCAR D	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	MRZ	Below the 75th Percentile	\$257,500	\$253,125							\$253,125	Y	N	N		N		
DUCKETT, DWAIN BRIAN	VICE PRESIDENT-SYSTEMWIDE HUMAN RESOURCES	UCOP	MRZ	Below the 75th Percentile	\$349,476	\$342,579				\$8,916			\$351,495	Y	N	N	5%	N		\$989,100
DURAND, DAVID J	VICE PRESIDENT/CHIEF MEDICAL OFFICER-BENIOFF CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$444,138	\$434,384	\$76,131				\$22,973		\$533,488	N	N	N		N		
EATON, ANDREA GUNN	CHIEF CAMPUS COUNSEL	UCI	MRZ	Below the 50th Percentile	\$281,190	\$275,330							\$275,330	Y	N	N		N		
ECKBLAD, J STUART	VICE PRESIDENT-MAJOR CAPITAL PROJECTS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$309,108	\$303,096	\$53,242				\$2,247		\$358,585	N	N	N		N		
ELAHI, FARANAK K	VICE PRESIDENT-CHIEF OPERATING OFFICER, MEDICINE & CHIEF OPERATING OFFICER, AMBULATORY & COMMUNITY PRACTICES, UCLA HEALTH	UCLA	Salary Range	Above the Maximum Salary Range	\$426,400	\$416,833	\$82,082						\$498,915	N	N	N		N		
ELLIS, ARTHUR BARON	VICE PRESIDENT - RESEARCH AND GRADUATE STUDIES	UCOP	MRZ	Below the 25th Percentile	\$319,824	\$314,385							\$314,385	Y	N	N	5%	N		
ENGEL, ELIZABETH ANN	ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER	UCOP	MRZ	Below the 50th Percentile	\$396,552	\$389,813	\$65,141						\$454,954	Y	N	N	5%	N		
EPSTEIN LUDEWIG, ROBIN	SENIOR DIRECTOR, TALENT ACQUISITION & WORKFORCE PLANNING, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$296,104	\$290,813	\$40,130						\$330,943	N	N	N		N		
FABER, MICHAEL J	ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPMENT	UCSF	Salary Range	Below the Maximum Salary Range	\$416,312	\$400,330							\$400,330	N	N	N		N		
FALLE, GARY	EXECUTIVE DIRECTOR - FEDERAL GOVERNMENT RELATIONS - UC NATIONAL LABS	UCOP	Salary Range	Below the Maximum Salary Range	\$339,504	\$331,501							\$331,501	N	N	N		N		
FAWLEY, REECE I	VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$443,115	\$432,278	\$83,048						\$515,326	N	N	N		N		
FISHER, MARC P	VICE CHANCELLOR - ADMINISTRATION	UCB	MRZ	Below the 90th Percentile	\$369,770	\$363,487							\$363,487	Y	N	N		N	\$31,956	
FLAHERTY, KIERAN	ASSOCIATE VICE PRESIDENT - STATE GOVERNMENT RELATIONS	UCOP	MRZ	Below the 75th Percentile	\$258,756	\$253,648							\$253,648	Y	N	N	5%	N		\$360,000
FONG, EDMOND	SENIOR MANAGING DIRECTOR - ABSOLUTE RETURNS	UCOP	Salary Range	Below the Maximum Salary Range	\$366,180	\$356,742	\$226,356						\$583,098	N	N	N		N		
FRENCH, BARBARA J	VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS	UCSF	Salary Range	Below the Midpoint Salary Range	\$353,012	\$347,014							\$347,014	N	N	N		N		
FRIES, ROBERT S	VICE PRESIDENT-CHILDREN'S SVCS FINANCE/CFO, CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$534,403	\$532,355	\$100,152					\$25,255	\$657,762	N	N	N		N		
FRYE, JUSTIN M	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$191,667					\$274,167		\$465,834	N	N	N		N	\$33,328	
GALINDO, EMILY C	INTERIM VICE CHANCELLOR - STUDENT AFFAIRS	UCD	MRZ	Below the 25th Percentile	\$253,405	\$235,807			\$3,520				\$239,327	N	N	N		N		
GANNOTTA, RICHARD J	CHIEF EXECUTIVE OFFICER	UCI	MRZ	Below the 50th Percentile	\$780,000	\$714,545	\$124,425						\$838,970	Y	N	N		N		



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GIBBS, GEOFFREY TAYLOR	DEPUTY GENERAL COUNSEL - BUSINESS, FINANCE AND INNOVATION	UCOP	MRZ	Below the 60th Percentile	\$282,120	\$277,215							\$277,215	Y	N	N	5%	N		
GIL, GLORIA BROWNING	SENIOR MANAGING DIRECTOR - REAL ESTATE	UCOP	Salary Range	Below the Maximum Salary Range	\$366,180	\$356,742	\$166,927						\$523,669	N	N	N		N		\$726,200
GILLESPIE, KIMBERLY H	CHIEF COUNSEL, UCSD HEALTH	UCSD	Salary Range	Below the Maximum Salary Range	\$334,184	\$328,506							\$328,506	N	N	N		N		
GILLMAN, HOWARD AARON	CHANCELLOR	UCI	MRZ	Below the 25th Percentile	\$529,973	\$520,969				\$8,916			\$529,885	Y	Y	N		N		
GOLDIN, ALAN L	INTERIM VICE CHANCELLOR FOR HEALTH AFFAIRS	UCI	MRZ	Below the 25th Percentile	\$400,000	\$361,975		\$19,926					\$381,901	N	N	N		N		
GOLDMAN, GREGG	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCLA	MRZ	Below the 90th Percentile	\$425,000	\$47,736							\$62,665	Y	N	N		N	\$15,018	
GORDEN JR., MONROE	VICE CHANCELLOR - STUDENT AFFAIRS	UCLA	MRZ	Below the 60th Percentile	\$321,672	\$304,527							\$304,527	Y	N	N		N		
GOTTlieb, LINDSAY	WOMEN'S BASKETBALL HEAD COACH	UCB	Salary Range	No Independent Survey Data Available	\$360,000	\$360,000	\$75,000			\$5,400	\$297,500		\$737,900	N	N	N		N		
GREATWOOD, STEVEN E	FOOTBALL OFFENSIVE LINE COACH	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$237,500					\$182,500		\$420,000	N	N	N		N		
GRIMLEY, KAREN ANN	CHIEF NURSING EXECUTIVE, UCLA HEALTH	UCLA	MRZ	Below the 90th Percentile	\$407,035	\$397,075	\$75,770						\$472,845	Y	N	N	5%	N		
GROSENHEIDER, ALAN ARTHUR	DEPUTY UNIVERSITY LIBRARIAN/FORMER ACTING UNIVERSITY LIBRARIAN	UCSB	MRZ	Below the 50th Percentile	\$198,177	\$199,374							\$199,374	N	N	N		N		
GUERRERO, DANIEL GENE	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No Independent Survey Data Available	\$937,779	\$922,894	\$83,750				\$734,000		\$1,740,644	N	N	N		N		\$850,000
GUIMARAES, ARTHUR RIBEIRO	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 50th Percentile	\$378,792	\$369,030	\$216,215						\$585,245	Y	N	N	5%	N		\$1,330,000
GULBRANSON, CHRISTINE	SENIOR VICE PRESIDENT - RESEARCH INNOVATION AND ENTREPRENEURSHIP	UCOP	MRZ	Below the 50th Percentile	\$355,356	\$349,315				\$8,916			\$358,231	Y	N	N	5%	N		
GULLATT, VELVIA YVETTE	VICE PROVOST - DIVERSITY AND ENGAGEMENT	UCOP	MRZ	Below the 25th Percentile	\$270,312	\$264,241							\$264,241	Y	N	N	5%	N		
GUNTHER, ELISABETH R	CHIEF CAMPUS COUNSEL	UCM	MRZ	Below the 50th Percentile	\$253,111	\$244,324			\$10,000				\$254,324	Y	N	N	5%	N		\$243,000
HAJEK, CHARLES	CHIEF FINANCIAL OFFICER, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$304,562	\$298,554	\$26,484						\$325,038	N	N	N		N		
HAMILL, NANCY G	CHIEF CAMPUS COUNSEL	UCSB	MRZ	Below the 60th Percentile	\$283,250	\$257,448							\$257,448	Y	N	N		N		
HANSEN SHINNERL, CLARE T	SENIOR ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES	UCSF	Salary Range	Below the Maximum Salary Range	\$330,717	\$325,098							\$325,098	N	N	N		N		
HARRINGTON, CHRISTOPHER	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	MRZ	Below the 50th Percentile	\$250,000	\$244,034							\$244,034	Y	N	N		N		
HAWGOOD, SAMUEL	CHANCELLOR	UCSF	MRZ	Below the 60th Percentile	\$844,131	\$829,789				\$8,916			\$838,705	Y	Y	N		N		

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HAYASHIDA, PETER A	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	MRZ	Below the 50th Percentile	\$365,505	\$358,794				\$8,916			\$367,710	Y	N	N	5%	N		\$409,500
HAYNE, CAY JOSE	MANAGING DIRECTOR - REAL ESTATE	UCOP	Salary Range	At Minimum of Salary Range	\$280,300	\$230,695	\$89,352						\$320,047	N	N	N		N		
HAYNES, BRIAN	VICE CHANCELLOR - STUDENT AFFAIRS	UCR	MRZ	Below the 60th Percentile	\$260,000	\$77,246							\$77,246	Y	N	N		N		
HERVEY, BRIAN T	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCI	MRZ	Below the 60th Percentile	\$406,325	\$399,421				\$8,916			\$408,337	Y	N	N	5%	N		\$529,200
HEXTER, RALPH J	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	MRZ	Below the 25th Percentile	\$429,382	\$422,087				\$8,916			\$431,003	Y	N	N		N		\$607,500
HICKEY, ERIN E	ASSISTANT VICE CHANCELLOR- CHILDREN'S HEALTH, UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS	UCSF	Salary Range	Below the Maximum Salary Range	\$353,000	\$321,090					\$4,253		\$325,343	N	N	N		N		
HOLMES, CLAIRE ANNE	SENIOR VICE PRESIDENT - EXTERNAL RELATIONS AND COMMUNICATIONS	UCOP	MRZ	Below the 75th Percentile	\$360,000	\$326,833							\$326,833	Y	N	N		N		
HOLMES-SULLIVAN, ROBIN HELENE	VICE PRESIDENT - STUDENT AFFAIRS	UCOP	MRZ	Below the 60th Percentile	\$308,568	\$303,319							\$303,319	Y	N	N	5%	N		
HOOPER, JULIE MORGAN	VICE CHANCELLOR OF UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCB	MRZ	Below the 75th Percentile	\$403,142	\$396,293				\$8,916			\$405,209	Y	N	N	5%	N		
HORSE-GRANT, DESERT	SENIOR DIRECTOR, RESEARCH & INNOVATION, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$416,786	\$407,629	\$56,377					\$39,000	\$503,006	N	N	N		N		
HUBBARD, SUSAN S	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$393,264	\$380,664							\$380,664	Y	N	N	5%	N		
HUDSON, PAMELA LOU	INTERIM CHIEF INTEGRATION OFFICER, UCSF BENIOFF CHILDREN'S HOSPITAL OAKLAND	UCSF	Salary Range	Below the Midpoint Salary Range	\$431,381	\$421,474	\$74,058		\$42,307				\$537,839	N	N	N		N		
HUEBNER, MINH-NGOC AGON	INTERIM CHIEF FINANCIAL OFFICER	LBNL	MRZ	Below the 50th Percentile	\$301,240	\$258,985	\$2,495						\$261,480	N	N	N		N		
HUIE, CRAIG	DIRECTOR - ABSOLUTE RETURN STRATEGIES	UCOP	Salary Range	Below the Maximum Salary Range	\$250,000	\$213,025	\$102,590						\$315,615	N	N	N		N		
HUMISTON, GLENDA LEE	VICE PRESIDENT - AGRICULTURE AND NATURAL RESOURCES	UCOP	MRZ	Below the 50th Percentile	\$295,620	\$290,592							\$290,592	Y	N	N	5%	N		
INCANDELA, JOSEPH ROBERT	VICE CHANCELLOR FOR RESEARCH	UCSB	MRZ	Below the 75th Percentile	\$360,500	\$354,375							\$354,375	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	\$309,353	\$296,876	\$61,342						\$358,218	N	N	N		N		
IYER, RAJU	SENIOR VICE PRESIDENT-FINANCE AND CHIEF FINANCIAL OFFICER	UCSF	MRZ	Below the 75th Percentile	\$785,000	\$96,246					\$157,000		\$253,246	Y	N	N		N		
JENNY, PAUL E	SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION	UCSF	MRZ	Below the 90th Percentile	\$390,411	\$383,778							\$383,778	Y	N	N	5%	N		\$1,260,000
JENUSAITIS, MATTHEW	CHIEF ADMINISTRATIVE OFFICER - INNOVATION AND TRANSFORMATION	UCSD	Salary Range	Below the Maximum Salary Range	\$300,860	\$295,003	\$49,872						\$344,875	N	N	N		N		
JONES, WYKING L	MEN'S BASKETBALL HEAD COACH	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$35,000			\$5,400	\$750,000		\$1,040,400	N	N	N		N		

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KAMERMAN, JANET L	CHIEF HUMAN RESOURCES OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$360,723	\$353,707	\$65,634						\$419,341	N	N	N		N		
KANG, DEREK HOUGHS	CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES	UCLA	Salary Range	Below the Maximum Salary Range	\$416,786	\$407,629	\$7,500						\$415,129	N	N	N		N		
KANG, JERRY	VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION	UCLA	MRZ	Below the 75th Percentile	\$300,108	\$310,145					\$78,189	\$12,000	\$400,334	Y	N	N		N		
KATZ, RANDY H	VICE CHANCELLOR - RESEARCH	UCB	MRZ	Below the 90th Percentile	\$406,850	\$380,406							\$380,406	Y	N	N		N		
KEISTER, SHAUN B	VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS	UCD	MRZ	Below the 50th Percentile	\$413,745	\$406,262				\$8,916			\$415,178	Y	N	N	5%	N		
KELLEN, VINCE	CHIEF INFORMATION OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$385,268	\$377,878	\$5,000					\$16,667	\$399,545	N	N	N		N		
KELLY, CHARLES EDWARD	HEAD COACH - FOOTBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000					\$3,000,000		\$3,300,000	N	N	N		N	\$16,975	
KEMBY, KAREN	VICE PRESIDENT-STRATEGY/CANCER ENTERPRISE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$340,800	\$286,666	\$49,819				\$13,930		\$350,415	N	N	N		N		
KHAN, FARAZ KISHWAR	VICE PRESIDENT-ACCOUNTING/CHIEF ACCOUNTING OFFICER, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$362,414	\$354,362	\$53,276						\$407,638	N	N	N		N		
KHARGONEKAR, PRAMOD P	VICE CHANCELLOR - RESEARCH	UCI	MRZ	Below the 60th Percentile	\$379,802	\$373,349					\$35,800		\$409,149	Y	N	N		N		
KHOSLA, PRADEEP K	CHANCELLOR	UCSD	MRZ	Below the 25th Percentile	\$476,565	\$468,468				\$8,916			\$477,384	Y	Y	N		N		
KING JR, TALMADGE E	DEAN-SCHOOL OF MEDICINE/VICE CHANCELLOR-MEDICAL AFFAIRS	UCSF	MRZ	Below the 50th Percentile	\$684,853	\$673,217		\$333,921					\$1,007,138	Y	N	N		N		\$625,000
KIRK, JAMES D	CHIEF MEDICAL OFFICER	UCD	MRZ	Below the 75th Percentile	\$563,218	\$556,729	\$100,199						\$656,928	Y	N	N	5%	N		
KLAWUNN, MARGARET M	VICE CHANCELLOR - STUDENT AFFAIRS	UCSB	MRZ	Below the 90th Percentile	\$289,562	\$284,642							\$284,642	Y	N	N		N		\$500,550
KLOTZBIER, ELLSWORTH EDWARD	VICE CHANCELLOR, CHIEF EXTERNAL RELATIONS OFFICER	UCM	MRZ	Below the 25th Percentile	\$294,120	\$278,650			\$2,500			\$8,000	\$289,150	Y	N	N		N		
KNOWLTON, JAMES	ATHLETICS DIRECTOR	UCB	Salary Range	No Independent Survey Data Available	\$275,000	\$133,152					\$383,696		\$516,848	N	N	N		N		
KOSHLAND, CATHERINE P	VICE CHANCELLOR - UNDERGRADUATE EDUCATION	UCB	MRZ	Below the 90th Percentile	\$286,761	\$281,889							\$281,889	Y	N	N		N		
KOVALCHICK, ANN ELIZABETH	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCM	MRZ	Below the 50th Percentile	\$259,754	\$242,852							\$242,852	Y	N	N	5%	N		\$314,900
KRAUS, DAVID V	CHIEF CONTRACTING OFFICER - MEDICAL CENTER	UCSD	Salary Range	Below the Maximum Salary Range	\$378,429	\$370,304	\$74,248		\$30,078				\$474,630	N	N	N		N		
KREMER, BRENDAN REED	CHIEF ADMINISTRATIVE OFFICER - OPERATIONS, UCSD HEALTH & CHIEF OPERATING OFFICER, UCSD PHYSICIAN GROUP	UCSD	Salary Range	Above the Maximum Salary Range	\$381,833	\$374,400	\$63,294						\$437,694	N	N	N		N		
KUNZ, SAMUEL	MANAGING DIRECTOR - ASSET ALLOCATION AND INVESTMENT STRATEGY	UCOP	Salary Range	Below the Maximum Salary Range	\$350,000	\$307,338	\$123,000						\$430,338	N	N	N		N		

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KUO, ALLEN	DIRECTOR - RISK MANAGEMENT	UCOP	Salary Range	Below the Maximum Salary Range	\$275,000	\$230,017	\$126,874						\$356,891	N	N	N	N			
KWAN, LUCIA	DIRECTOR - REVENUE CYCLE SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$297,075	\$283,804	\$37,379				\$4,435		\$325,618	N	N	N	N			
LAKE, GWENDOLINE E	CONTROLLER, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$309,358	\$302,875	\$41,927				\$13,045		\$357,847	N	N	N	N			
LARET, MARK R	PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 75th Percentile	\$1,430,000	\$1,088,447	\$262,118			\$8,916			\$1,359,481	Y	N	N	5%	N		
LARIVE, CYNTHIA K	PROVOST & EXECUTIVE VICE CHANCELLOR	UCR	MRZ	Below the 50th Percentile	\$370,955	\$364,754							\$364,754	Y	N	N	N			\$484,300
LATHAM, SARAH CHRISTINA	VICE CHANCELLOR - BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	MRZ	Below the 90th Percentile	\$329,600	\$311,362							\$311,362	Y	N	N	5%	N		\$662,350
LAVERNIA, ENRIQUE JOSE	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCI	MRZ	Below the 25th Percentile	\$421,708	\$407,784				\$8,916			\$416,700	Y	N	N	N			
LAZARUS, WILLIAM C	CHIEF TECHNOLOGY OFFICER, UCLA HEALTH SYSTEM	UCLA	Salary Range	Above the Maximum Salary Range	\$354,020	\$343,954	\$47,888		\$8,520		\$670		\$401,032	N	N	N	N			
LEASURE, CRAIG SCOTT	ASSOCIATE VICE PRESIDENT - UC NATIONAL LABORATORIES	UCOP	MRZ	Below the 75th Percentile	\$350,000	\$26,515							\$26,515	Y	N	N	N	\$1,254		
LEE, ALBERT	DIRECTOR - REAL ASSETS	UCOP	Salary Range	Below the Maximum Salary Range	\$275,000	\$225,510	\$64,280					\$3,500	\$293,290	N	N	N	N			
LEFTERIS, CHAD THURMAN	CHIEF OPERATING OFFICER	UCI	MRZ	Below the 90th Percentile	\$610,000									Y	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 50th Percentile	\$363,578	\$356,604							\$356,604	Y	N	N	N			
LELAND, DOROTHY JANE	CHANCELLOR	UCM	MRZ	Below the 25th Percentile	\$418,690	\$411,576				\$8,916			\$420,492	Y	Y	N	N			
LES, JAMES A	MEN'S BASKETBALL HEAD COACH	UCD	Salary Range	No Independent Survey Data Available	\$340,000	\$328,333				\$5,400	\$75,833		\$409,566	N	N	N	N			
LEVINE, MICHAEL S	VICE CHANCELLOR - ACADEMIC PERSONNEL	UCLA	MRZ	Below the 90th Percentile	\$339,000	\$333,958							\$333,958	Y	N	N	N			
LI, HAIPENG	UNIVERSITY LIBRARIAN	UCM	MRZ	Below the 60th Percentile	\$218,329	\$215,101							\$215,101	Y	N	N	5%	N		
LILLY, HAROLD DEAN	VICE PRESIDENT-INTERNATIONAL DEVELOPMENT/CONCIERGE/EXECUTIVE HEALTH, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$278,873	\$272,731	\$29,887				\$16,027		\$318,645	N	N	N	N			
USKA, EUGENIE L	DIRECTOR, HOSPITAL SYSTEM FINANCIAL OPERATIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$296,037	\$290,579	\$40,317				\$7		\$330,903	N	N	N	N			
LLOYD, CHERYL A	CHIEF RISK OFFICER	UCOP	MRZ	Below the 75th Percentile	\$264,756	\$260,255							\$260,255	Y	N	N	5%	N		
LO, TONY	DIRECTOR - FIXED INCOME	UCOP	Salary Range	Below the Maximum Salary Range	\$255,000	\$239,097	\$81,710						\$320,807	N	N	N	N			
LODGE-LEMON, BERNADETTE	REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$359,779	\$350,658	\$48,388		\$22,380		\$30,298		\$451,724	N	N	N	N			

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LOUIE, GEORGE	CHIEF MEDICAL OFFICER, SELF-FUNDED HEALTH PLANS	UCOP	MRZ	Below the 90th Percentile	\$357,204	\$351,135	\$60,413						\$411,548	Y	N	N	5%	N		
LOWENSTEIN, DANIEL H	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	MRZ	Below the 25th Percentile	\$376,885	\$370,482				\$8,916			\$379,398	Y	N	N	5%	N		
LUBARSKY, DAVID A	VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER, UC DAVIS HEALTH	UCD	MRZ	Below the 50th Percentile	\$750,000	\$312,500		\$83,625				\$15,000	\$411,125	Y	N	N		N	\$21,351	
LUBIN, BERTRAM H	EXECUTIVE ADVISOR FOR CHILDREN'S HEALTH AND ASSOCIATE DEAN OF CHILDREN'S HEALTH, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$477,860	\$467,842	\$98,260				\$27,463		\$593,565	Y	N	N		N		
MAC PHERSON, GARRY L	VICE CHANCELLOR, ADMINISTRATIVE SERVICES	UCSB	MRZ	Below the 75th Percentile	\$306,000	\$98,675							\$98,675	Y	N	N		N		
MACE, BRUCE K	DIRECTOR-BUILDING MAINTENANCE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$274,760	\$273,707	\$38,319				\$25,528		\$337,554	N	N	N		N		
MACKIE-MASON, JEFFREY	UNIVERSITY LIBRARIAN AND CHIEF DIGITAL SCHOLARSHIP OFFICER	UCB	MRZ	Above the 90th Percentile	\$320,392	\$314,948					\$150		\$315,098	Y	N	N		N		\$1,330,000
MAHBOUBA, MOHAMMED H MAHDI	CHIEF DATA OFFICER, UCLA HEALTH SYSTEM	UCLA	Salary Range	Above the Maximum Salary Range	\$354,482	\$346,693	\$47,949						\$394,642	N	N	N		N		
MANDEVILLE-GAMBLE, STEVEN L	UNIVERSITY LIBRARIAN	UCR	MRZ	Below the 90th Percentile	\$257,375	\$253,073							\$253,073	Y	N	N	5%	N		
MARKLAND, JEANNE M	CHIEF OF STRATEGY & INTEGRATION, INFORMATION SERVICES & SOLUTIONS/CARECONNECT	UCLA	Salary Range	Above the Maximum Salary Range	\$354,354	\$338,042	\$78,138						\$416,180	N	N	N		N		
MARSH, TOBY K	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER	UCD	MRZ	Below the 50th Percentile	\$369,193	\$362,921	\$65,681						\$428,602	Y	N	N	5%	N		
MARSHALL, DAVID B	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$360,163	\$354,044				\$8,916			\$362,960	Y	N	N		N		
MARTIN, WILLIAM W	HEAD COACH - MEN'S TENNIS	UCLA	Salary Range	No Independent Survey Data Available	\$175,000	\$169,167					\$176,913		\$346,080	N	N	N		N		
MATTHEWS, GARY CLIFFORD	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	MRZ	Below the 75th Percentile	\$356,932	\$352,251							\$352,251	Y	N	N	5%	N		
MAURICE, TIMOTHY R	CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH	UCD	MRZ	Below the 50th Percentile	\$477,610	\$470,815	\$82,308						\$553,123	Y	N	N	5%	N		\$485,000
MAXON, MARY E	ASSOCIATE LABORATORY DIRECTOR	LBNI	MRZ	Below the 50th Percentile	\$363,420	\$348,480							\$348,480	Y	N	N		N		
MAY, GARY S	CHANCELLOR	UCD	MRZ	Below the 25th Percentile	\$507,600	\$500,250				\$8,916			\$509,166	Y	Y	N		N		
MAYSSENT, PATRICIA SPEES	CHIEF EXECUTIVE OFFICER, UC SAN DIEGO HEALTH	UCSD	MRZ	Below the 60th Percentile	\$907,194	\$889,539	\$185,840			\$8,916			\$1,084,295	Y	N	N	5%	N		
MAZZIOTTA, JOHN	VICE CHANCELLOR-HEALTH SCIENCES & CEO-UCLA HEALTH	UCLA	MRZ	Below the 50th Percentile	\$668,429	\$653,432		\$340,000					\$993,432	Y	N	N		N		
MCLEOD, MICHAEL J	VICE CHANCELLOR AND CHIEF OPERATING OFFICER	UCM	MRZ	Below the 75th Percentile	\$287,001	\$269,744			\$5,673			\$7,906	\$283,323	Y	N	N		N		\$296,000
MENDEZ, VERONICA	FORMER VICE CHANCELLOR AND CHIEF FINANCE AND ADMINISTRATION OFFICER	UCM	MRZ	Below the 60th Percentile	\$299,280	\$282,721						\$3,375	\$286,096	Y	N	N		N		

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MERZ, MARCO	DIRECTOR - DEFINED CONTRIBUTION PRODUCTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$290,000	\$233,277	\$142,640						\$375,917	N	N	N		N		
MICHAELSEN, JOEL C	FACULTY ADVISOR/ FORMER INTERIM VICE CHANCELLOR - ADMINISTRATIVE SERVICES	UCSB	Salary Range	Below the 25th Percentile	\$69,782	\$127,116							\$127,116	N	N	N		N		
MITCHELL, ERIK T	UNIVERSITY LIBRARIAN	UCSD	MRZ	Below the 50th Percentile	\$220,000	\$137,936							\$137,936	Y	N	N		N	\$13,339	
MOHAPATRA, PRASANT	VICE CHANCELLOR-RESEARCH	UCD	MRZ	Below the 50th Percentile	\$340,000	\$299,476					\$12,882		\$312,358	Y	N	N		N		
MORGAN, DAVID R	VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$341,659	\$333,306	\$53,356				\$2,348		\$389,010	N	N	N		N		
MOUNCEY, NIGEL	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$350,832	\$335,402							\$335,402	N	N	N		N		
MUNOZ III, SANTIAGO	CHIEF STRATEGY OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$420,928	\$410,627	\$88,104		\$86,627		\$4,842		\$590,200	N	N	N		N		
MURALIDHARAN, VIJAYALAKSHMI	VICE PROVOST-INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 25th Percentile	\$356,697	\$350,147							\$350,147	Y	N	N	5%	N		\$810,000
MURPHY, USA CAROLE	CHIEF ADMINISTRATIVE OFFICER - CARDIOVASCULAR, MEDICINE AND DERMATOLOGY SERVICES	UCSD	Salary Range	Below the Midpoint Salary Range	\$300,860	\$295,003	\$50,846						\$345,849	N	N	N		N		
NAIBERG, AMIR HANOCH	ASSOCIATE VICE CHANCELLOR, CEO & PRESIDENT--TECHNOLOGY DEVELOPMENT GROUP	UCLA	Salary Range	Below the Maximum Salary Range	\$410,970	\$399,554	\$10,000					\$25,402	\$434,956	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	Above the Maximum Salary Range	\$353,358	\$345,592	\$47,797					\$7,250	\$400,639	N	N	N		N		
NATION, CATHRYN L	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	MRZ	Below the 75th Percentile	\$280,452	\$274,154							\$274,154	Y	N	N	5%	N		
NAVA, RACHAEL OLSON	EXECUTIVE VICE PRESIDENT AND CHIEF OPERATING OFFICER	UCOP	MRZ	Below the 50th Percentile	\$381,108	\$374,628				\$8,916			\$383,544	Y	N	N	5%	N		\$1,498,500
NAVARRO, J RENEE	VICE CHANCELLOR-DIVERSITY AND OUTREACH	UCSF	MRZ	Below the 75th Percentile	\$316,134	\$310,763							\$310,763	Y	N	N	5%	N		
NEATON, JEFFREY B	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 25th Percentile	\$350,832	\$338,375							\$338,375	Y	N	N		N		\$666,750
NELSON, LOUISE COLLEEN	VICE CHANCELLOR--LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL	UCLA	MRZ	Below the 60th Percentile	\$316,004	\$308,914							\$308,914	Y	N	N	5%	N		
NIES, CHARLES T	VICE CHANCELLOR - STUDENT AFFAIRS	UCM	MRZ	Below the 75th Percentile	\$269,748	\$265,761							\$265,761	Y	N	N	5%	N		\$517,500
NOSOWSKY, RACHEL	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	MRZ	Above the 90th Percentile	\$380,000	\$318,671							\$318,671	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	\$308,734	\$291,708	\$39,734						\$331,442	N	N	N		N		
O'NEILL, GEOFFREY A	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	MRZ	Below the 50th Percentile	\$215,220	\$210,971							\$210,971	Y	N	N	5%	N		

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ODATO, DAVID	SENIOR VICE PRESIDENT/ASSOCIATE VICE CHANCELLOR-HUMAN RESOURCES, CAMPUS,UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$445,308	\$438,002	\$77,150				\$8,554		\$523,706	N	N	N		N		
OUILLET, PIERRE-YVES	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCSD	MRZ	Below the 90th Percentile	\$438,354	\$429,946							\$429,946	Y	N	N	5%	N		\$701,000
PAARDEKOOPER, JANNA M	SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$393,499	\$356,632	\$69,195						\$425,827	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	\$293,029	\$287,729	\$37,901						\$325,630	N	N	N		N		
PARK, DANIEL W	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	MRZ	At the 50th Percentile	\$325,900	\$299,902					\$1,700		\$301,602	Y	N	N	5%	N		
PARKER, LAURA LAVADO	ASSOCIATE VICE CHANCELLOR, DEVELOPMENT	UCLA	Salary Range	Below the Maximum Salary Range	\$341,281	\$330,012	\$3,000						\$333,012	N	N	N		N		
PASTERNAK, JOE	HEAD COACH - MEN'S BASKETBALL	UCSB	Salary Range	No Independent Survey Data Available	\$357,489	\$347,784				\$5,483	\$50,700		\$403,967	N	N	N		N		
PATRICK, DAVID ALEXANDER	MEN'S BASKETBALL HEAD COACH	UCR	Salary Range	No Independent Survey Data Available	\$261,000	\$174,000							\$174,000	N	N	N		N	\$21,780	
PATTISON, KEVIN VAUGHN	VICE PRESIDENT-SUPPLY CHAIN/SUPPORT SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$316,697	\$282,435	\$51,168						\$333,603	N	N	N		N		
PATTON, HAROLD GUY	CHIEF NURSING OFFICER	UCI	MRZ	Below the 60th Percentile	\$340,930	\$327,041	\$60,653						\$387,694	Y	N	N	5%	N		
PAZZANI, MICHAEL J	VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT	UCR	MRZ	Below the 75th Percentile	\$362,326	\$356,270			\$5,279				\$361,549	Y	N	N		N		\$660,000
PELLUM, DON WAYNE	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$150,000		\$400,000	N	N	N		N	\$6,647	
PENALOZA, LORENA CATALINA	CHIEF CAMPUS COUNSEL	UCSC	MRZ	Below the 50th Percentile	\$257,500	\$245,833							\$245,833	Y	N	N	5%	N		
PETITT, BECKY R	VICE CHANCELLOR - EQUITY DIVERSITY INCLUSION	UCSD	MRZ	Below the 60th Percentile	\$275,308	\$270,027						\$15,625	\$285,652	Y	N	N	5%	N		
PHILLIPS, DAVID LOUIS	ASSOCIATE VICE PRESIDENT - ENERGY AND SUSTAINABILITY	UCOP	MRZ	Below the 50th Percentile	\$240,180	\$234,145							\$234,145	Y	N	N	5%	N		
PHILLIPS, JAMIE C	VICE PRESIDENT-CHIEF OPERATING OFFICER, BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$650,000	\$415,897							\$415,897	N	N	N		N	\$20,472	
PODESTA, CHARLES H	CHIEF INFORMATION OFFICER	UCI	MRZ	Below the 75th Percentile	\$434,439	\$423,543	\$64,635						\$488,178	Y	N	N	5%	N		
POLEK, ELIZABETH	VICE PRESIDENT-NEW HOSPITAL OPERATIONS PLANNING/ACTIVATION, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$309,003	\$290,154	\$38,253		\$1,786				\$330,193	N	N	N		N		
POLLACK, ELLEN S	CHIEF NURSING INFORMATICS OFFICER, UCLA HEALTH SYSTEM	UCLA	Salary Range	Above the Maximum Salary Range	\$353,964	\$333,867	\$44,129						\$377,996	N	N	N		N		
POWERS-SCHILLING, WENDY	ASSOCIATE VICE PRESIDENT - ACADEMIC PROGRAMS AND STRATEGIC INITIATIVES (ANR)	UCOP	MRZ	Below the 90th Percentile	\$259,680	\$253,848							\$253,848	Y	N	N	5%	N		\$675,000

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Full Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
PRASHER, RAVI SHANKAR	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 25th Percentile	\$336,180	\$298,634							\$298,634	Y	N	N		N		
RATLIFF, KELLY M	VICE CHANCELLOR - FINANCE, OPERATIONS AND ADMINISTRATION	UCD	MRZ	Below the 75th Percentile	\$350,880	\$339,190			\$3,449				\$342,639	Y	N	N		N		
RHOADS, PAUL R	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$244,048					\$244,048		\$488,096	N	N	N		N	\$32,917	
RIDLEY, LORI LOU	EXECUTIVE DIRECTOR-CLINICAL SYSTEMS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$303,303	\$295,510	\$34,779				\$14,526		\$344,815	N	N	N		N		
RIKE, MIRIAM M	VICE PRESIDENT-FINANCE CANCER SVCS/CHIEF FINANCIAL OFFICER -UCSF MC, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$385,444	\$335,462	\$78,162		\$28,397				\$442,021	N	N	N		N		
RIMICCI, JANET LYNNE	EXECUTIVE DIRECTOR--QUALITY MANAGEMENT, UCLA HEALTH SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$305,791	\$298,612	\$41,243		\$8,803				\$348,658	N	N	N		N		
ROBINSON, CHARLES F	GENERAL COUNSEL AND VICE PRESIDENT-LEGAL AFFAIRS	UCOP	MRZ	Below the 60th Percentile	\$468,216	\$460,258				\$8,916			\$469,174	Y	N	N	5%	N		
ROBINSON, DAVID M	CHIEF CAMPUS COUNSEL	UCB	MRZ	Below the 75th Percentile	\$301,790	\$286,399							\$286,399	Y	N	N		N		
ROSS, CHERYL ANN	ASSISTANT VICE CHANCELLOR/UNIVERSITY CONTROLLER AND FINANCIAL OFFICER - SCHOOL OF MEDICINE	UCSD	Salary Range	Below the Maximum Salary Range	\$325,090	\$318,854	\$10,000						\$328,854	N	N	N		N		
ROTH, JEFFREY BURTON	ASSOCIATE VICE CHANCELLOR--ACADEMIC PLANNING & BUDGET	UCLA	Salary Range	Below the Maximum Salary Range	\$319,218	\$312,056	\$10,000					\$12,000	\$334,056	N	N	N		N		\$1,233,000
SATTERLUND, ALYSSON M	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	MRZ	Below the 50th Percentile	\$270,000	\$22,500							\$22,500	Y	N	N		N		
SAVAGE, JOHN JOSEPH	HEAD COACH - BASEBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000					\$576,983		\$876,983	N	N	N		N		
SCHNEIDER, PETER	CHIEF HEALTH SCIENCES COUNSEL	UCI	Salary Range	Below the Maximum Salary Range	\$327,087	\$321,710							\$321,710	N	N	N		N		
SCHNETZLER, GRETA	CHIEF CAMPUS COUNSEL	UCSF	MRZ	Below the 50th Percentile	\$305,679	\$297,188							\$297,188	Y	N	N	5%	N		
SCHROEDER, DAVID W	SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$314,388	\$308,873	\$114,498						\$423,371	N	N	N		N		
SCIOSCIA, ANGELA LYNN	CLINICAL PROFESSIONAL SERVICE MANAGER/FORMER CHIEF MEDICAL OFFICER	UCSD	Salary Range	Below the Midpoint Salary Range	\$195,397	\$347,723	\$87,117						\$434,840	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	\$368,699	\$357,867	\$65,807				\$21,190		\$444,864	N	N	N		N		
SELICK, HAROLD E	VICE CHANCELLOR-BUSINESS DEVELOPMENT, INNOVATION, AND PARTNERSHIPS	UCSF	MRZ	Below the 75th Percentile	\$432,600	\$425,250							\$425,250	Y	N	N	5%	N		
SHAFFER, CHRISTOPHER J	UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELLOR-ACADEMIC INFORMATION MANAGEMENT	UCSF	MRZ	Below the 75th Percentile	\$283,250	\$278,438							\$278,438	Y	N	N	5%	N		
SHAW, ANNE	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	MRZ	Below the 50th Percentile	\$245,864	\$241,687				\$8,916			\$250,603	Y	N	N	5%	N		
SIAL, AJAY	CHIEF FINANCIAL OFFICER - UCI HEALTH SYSTEM	UCI	MRZ	Below the 90th Percentile	\$591,993	\$577,145	\$98,617						\$675,762	Y	N	N	5%	N		

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SIMMONS, BLAKE	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$335,640	\$324,585							\$324,585	N	N	N		N		
SIMMONS, BRADLEY W	CHIEF OPERATING OFFICER, MEDICAL CENTER AND INTERIM CHIEF EXECUTIVE OFFICER, MEDICAL CENTER	UCD	MRZ	Below the 90th Percentile	\$732,022	\$619,987	\$104,577						\$724,564	Y	N	N	5%	N		
SIMMONS, ELIZABETH H	EXECUTIVE VICE CHANCELLOR-ACADEMIC AFFAIRS	UCSD	MRZ	Below the 25th Percentile	\$396,550	\$389,812							\$389,812	Y	N	N		N	\$14,442	\$1,062,000
SIMON, HORST D	DEPUTY LABORATORY DIRECTOR FOR RESEARCH	LBNL	MRZ	Below the 90th Percentile	\$458,892	\$447,752							\$447,752	Y	N	N	5%	N		\$1,057,750
SINA, JULIE A	ASSOCIATE VICE CHANCELLOR, ALUMNI AFFAIRS & CFO, UCLA FOUNDATION	UCLA	Salary Range	Below the Maximum Salary Range	\$329,317	\$320,169	\$5,000						\$325,169	N	N	N		N		
SIRMON, PETER A	FOOTBALL - CO-DEFENSIVE COORDINATOR/ASSOC. HEAD COACH AND INSIDE LINEBACKERS COACH	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$216,485					\$481,902		\$698,387	N	N	N		N	\$25,000	
SKINNER, CLIFFORD A	VICE PRESIDENT-REVENUE CYCLE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$314,265	\$307,282	\$60,216				\$16,857		\$384,355	N	N	N		N		
SMITH, MACKENZIE	UNIVERSITY LIBRARIAN	UCD	MRZ	Below the 75th Percentile	\$281,130	\$275,968							\$275,968	Y	N	N	5%	N		
SMITH, MARCIA LEE	ASSOCIATE VICE CHANCELLOR, OFFICE OF RESEARCH ADMINISTRATION	UCLA	Salary Range	Below the Maximum Salary Range	\$332,518	\$325,058							\$325,058	N	N	N		N		
SMITH, SUSAN D	SENIOR VICE PRESIDENT/CHIEF-FACULTY PRACTICES OFFICER, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$595,164	\$544,888	\$108,292						\$653,180	N	N	N		N		
SMITH, THOMAS	PROFESSOR AND DEAN OF GRADUATE STUDIES/FORMER ACTING VICE CHANCELLOR - STUDENT AFFAIRS	UCR	MRZ	Below the 25th Percentile	\$256,568	\$267,978							\$267,978	N	N	N		N		\$630,000
SPISSO, JOHNESE MARIA	PRESIDENT, UCLA HEALTH/CEO, UCLA HOSPITAL SYSTEM	UCLA	MRZ	Below the 50th Percentile	\$1,059,472	\$1,038,859	\$234,523			\$8,916			\$1,282,298	Y	N	N	5%	N		
STATON, PAULA A	SENIOR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 50th Percentile	\$689,370	\$672,509	\$132,704		\$63,524		\$66,286		\$935,023	Y	N	N	5%	N		
STEEL, VIRGINIA	UNIVERSITY LIBRARIAN	UCLA	MRZ	Below the 90th Percentile	\$283,558	\$278,738							\$278,738	Y	N	N	5%	N		\$1,330,000
STERMAN, STEVEN L	SENIOR MANAGING DIRECTOR - FIXED INCOME	UCOP	MRZ	Below the 75th Percentile	\$364,212	\$356,038	\$188,142						\$544,180	Y	N	N	5%	N		\$800,000
STOBO, JOHN DAVID	EXECUTIVE VICE PRESIDENT - UC HEALTH	UCOP	MRZ	Below the 50th Percentile	\$652,800	\$641,706	\$140,700			\$8,916			\$791,322	Y	N	N	5%	N		\$1,330,000
STRACHAN, SHAY J	VICE PRESIDENT-STRATEGIC PARTNERSHIPS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$324,600	\$291,437	\$51,195				\$8,443		\$351,075	N	N	N		N		
STRICKLAND, BARRIE E	SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 75th Percentile	\$736,000	\$733,179	\$137,934						\$871,113	Y	N	N	5%	N		
SUTTON, STEPHEN	VICE CHANCELLOR - STUDENT AFFAIRS	UCB	MRZ	Below the 90th Percentile	\$290,460	\$266,324							\$266,324	Y	N	N		N		
SWEENEY, MICHAEL F	CHIEF CAMPUS COUNSEL	UCD	MRZ	Below the 50th Percentile	\$299,280	\$304,022							\$304,022	Y	N	N		N		
SWETT, MICHAEL ALLEN	DIRECTOR - FIXED INCOME AND SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$260,000	\$252,904	\$92,871					\$5,156	\$350,931	N	N	N		N		



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SWINKELS, RONALD BERNARDUS	MANAGING DIRECTOR - PUBLIC EQUITY	UCOP	Salary Range	Below the Maximum Salary Range	\$320,000	\$266,012	\$24,528						\$290,540	N	N	N		N	\$15,083	
SYMONS, TIMOTHY JAMES	ASSOCIATE LABORATORY DIRECTOR	LBNI	MRZ	Below the 25th Percentile	\$332,964	\$324,884							\$324,884	Y	N	N	5%	N		
TAKEUCHI, SUSAN JAN	CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$387,094	\$377,626	\$74,516				\$14,292		\$466,434	N	N	N		N		
TANJI, LORELEI A	UNIVERSITY LIBRARIAN	UCI	MRZ	Below the 90th Percentile	\$255,317	\$248,225							\$248,225	Y	N	N	5%	N		
TRAINA, SAMUEL JUSTIN	VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT	UCM	MRZ	Below the 50th Percentile	\$274,359	\$270,304							\$270,304	Y	N	N		N		\$276,000
TRAN, TU M	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS, AGRICULTURE AND NATURAL RESOURCES	UCOP	MRZ	Below the 50th Percentile	\$249,660	\$244,731							\$244,731	Y	N	N	5%	N		
TROMP, MARLENE A	CAMPUS PROVOST/ EXECUTIVE VICE CHANCELLOR	UCSC	MRZ	Below the 50th Percentile	\$381,100	\$362,958				\$8,916			\$371,874	Y	N	N		N		
TUIASOSOPO, MARQUES T	TIGHT ENDS COACH - MEN'S FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$200,000	\$200,000					\$245,000		\$445,000	N	N	N		N		
TURNER, EVA-MARIE	EXECUTIVE DIRECTOR-LANGLEY PORTER PSYCHIATRIC INSTITUTE AND CLINICS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$284,427	\$275,427	\$34,711				\$16,346		\$326,484	N	N	N		N		
TURNER, RUSSELL DEVLIN	MEN'S BASKETBALL HEAD COACH	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 60th Percentile	\$470,453	\$457,385				\$8,916			\$466,301	Y	N	N	5%	N		
VAUGHN, KEVIN	DEAN - UNIVERSITY EXTENSION	UCR	MRZ	Below the 75th Percentile	\$256,346	\$231,311							\$231,311	Y	N	N		N	\$4,244	
WAKIMOTO, ROGER M	VICE CHANCELLOR FOR RESEARCH	UCLA	MRZ	Below the 50th Percentile	\$365,650	\$359,437							\$359,437	Y	N	N		N		\$1,400,000
WALLACE, TAMMY LEHR	VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER-ADULTSVCS/PHYSICIAN ORGANIZATIONS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$385,034	\$341,082	\$80,272		\$25,042				\$446,396	N	N	N		N		
WALSHOK, MARY LINDENSTEIN	ASSOCIATE VICE CHANCELLOR - EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION	UCSD	MRZ	Below the 25th Percentile	\$220,963	\$216,724							\$216,724	Y	N	N	5%	N		
WANDRES, DANIEL	CHIEF PHARMACY OFFICER/VICE PRESIDENT-CLINICAL SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$367,801	\$360,646	\$57,995				\$17,615		\$436,256	N	N	N		N		
WATKINS, ELIZABETH	VICE CHANCELLOR-STUDENT ACADEMIC AFFAIRS/DEAN-GRADUATE DIVISION	UCSF	MRZ	Above the 90th Percentile	\$375,000	\$339,464							\$339,464	N	N	N		N		
WAUGH, SCOTT L	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	MRZ	Below the 50th Percentile	\$457,330	\$447,069				\$8,916			\$455,985	Y	N	N	5%	N		
WILCOX, JUSTIN D	HEAD COACH - MEN'S FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$425,000				\$2,312,500		\$2,987,500	N	N	N		N		
WILCOX, KIM ARTHUR	CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$418,690	\$411,576				\$8,916			\$420,492	Y	Y	N		N		



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WILLIAMS, VANDONELIO	VICE CHANCELLOR - INFORMATION TECHNOLOGY	UCSC	MRZ	Below the 60th Percentile	\$298,000	\$124,167							\$124,167	Y	N	N		N	\$30,153	
WILSON, WILLIAM C	CHIEF MEDICAL OFFICER	UCI	MRZ	Below the 60th Percentile	\$484,100	\$475,875	\$78,811						\$554,686	Y	N	N		N		
WITHERELL, MICHAEL STEWART	LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$466,800	\$455,460				\$8,916			\$464,376	Y	N	N		N		\$1,128,000
WOLDEN, MATTHEW RICHARD	EXECUTIVE DIRECTOR-DEPARTMENT OF QUALITY ADMINISTRATION, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$291,735	\$284,749	\$35,245						\$319,994	N	N	N		N		
WONG, ANNIE M	DIRECTOR - HEALTH SYSTEM CONTRACTS	UCD	Salary Range	Below the Maximum Salary Range	\$276,164	\$269,968	\$48,658				\$13,226		\$331,852	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	\$323,786	\$315,870	\$88,980				\$11,182		\$416,032	N	N	N		N		
WOODALL, ALLISON M	DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS	UCOP	MRZ	Below the 60th Percentile	\$291,652	\$284,030							\$284,030	Y	N	N	5%	N		
WU DRAGUN, DIANA	DEAN - UNIVERSITY EXTENSION	UCB	MRZ	Below the 75th Percentile	\$254,410	\$242,709							\$242,709	Y	N	N	5%	N		
WU, MARGARET L	DEPUTY GENERAL COUNSEL - LITIGATION AND CAPITAL STRATEGIES	UCOP	MRZ	Below the 50th Percentile	\$281,388	\$276,495			\$1,058				\$277,553	Y	N	N		N		
YAMAMOTO, KEITH	VICE CHANCELLOR-SCIENCE POLICY AND STRATEGY/PROFESSOR	UCSF	MRZ	Below the 75th Percentile	\$424,769	\$418,263			\$21,447		\$1,000		\$440,710	N	N	N		N		
YANG, HENRY T	CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$425,443	\$418,214				\$8,916			\$427,130	Y	Y	N	5%	N		
YELICK, KATHERINE A	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$396,048	\$383,358							\$383,358	Y	N	N		N		
ZHANG, XIAOCHUAN	DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS	UCOP	Salary Range	Below the Maximum Salary Range	\$255,132	\$250,656	\$84,456						\$335,112	N	N	N		N		

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Compensation Element	Amount	Staff Comments
ABARBANEL,GAIL UCLA		
FOUNDER/DIRECTOR OF RAPE TREATMENT CENTER		
Annual Base as of Dec 31	\$253,421	
Actual Base Salary Received	\$252,450	
Incentive	\$35,479	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Other Cash Compensation/Payments	\$25,694	Data reflects payment for paid time off in excess of accumulation limits.
Other Cash Compensation/Payments	\$17,748	Per guidelines of the 2018 Systemwide Merit Program, 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. Due to a payroll error, the employee received two payments of \$8,874 each, causing an overpayment that was corrected in the 2019 calendar year.
ADLER,JOSHUA S UCSF		
EXECUTIVE VICE PRESIDENT - PHYSICIAN SERVICES AND VICE DEAN-CLINICAL AFFAIRS, UCSF HEALTH		
Annual Base as of Dec 31	\$681,345	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$661,331	
Clinical Enterprise Management Recognition Program	\$121,610	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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 to participate; appointment 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	\$226,608	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$222,753	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
ALEXANDER, STACY HOLM UCSF		
INTERIM VICE PRESIDENT-STRATEGY AND BUSINESS DEVELOPMENT FOR UCSF HEALTH'S WOMEN'S AND CHILDREN'S SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$278,330	Effective 7/1/18, a merit based salary increase and an equity increase were received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$271,474	
Incentive	\$37,311	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Stipend	\$19,072	Stipend received for assuming temporary duties as the Interim Vice President-Strategy/Business Development, UCSF Health's Women's/Children's Services; approved under local authority.
Other Cash Compensation/Payments	\$13,878	Data reflects payment for paid time off in excess of accumulation limits.
ALFORD, STEPHEN TODD UCLA		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$300,000	Employee separated prior to the certification process. Base salary approved as part of negotiated contract.
Actual Base Salary Received	\$300,000	
Coach - Incentive	\$45,500	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	\$40,000	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Benefit	\$29,892	Per contract, data reflects the imputed income for the courtesy vehicles.
Other Benefit	\$11,328	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$7,250	Personal apparel allowance provided by Sponsor--Under Armour, Inc.

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Compensation Element	Amount	Staff Comments
ALIVISATOS, ARMAND P UCB		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$495,430	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$487,012	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
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 as a member of tenured faculty.
ALVAREZ, ROSIO LBNL		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$359,508	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$337,558	
Other Cash Compensation/Payments	\$20,000	Per policy, a one-time, lump sum retention bonus was received; approved by Lab Director Witherell.
AMMIRO, THERESE M UCSC		
INTERIM DEAN, UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$169,950	Effective 7/1/18, appointed as Interim Dean - University Extension; approved by the President on 5/1/18. Also effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$143,601	
Stipend	\$3,400	Stipend received for additional duties as Assistant Dean; paid prior to SMG appointment; 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.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
ANANTHASWAMY,SATISH UCOP		
MANAGING DIRECTOR, SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$323,688	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$318,008	
Office of the Chief Investment Officer Annual Incentive Plan	\$143,337	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
ANDERSON,MICHAEL R UCSF		
SENIOR VICE PRESIDENT-CHILDREN'S SERVICES/PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH		
Annual Base as of Dec 31	\$974,380	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$955,432	
Clinical Enterprise Management Recognition Program	\$153,640	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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 to participate; appointment approved prior to change in policy dated 5/25/17.
ANDRIOLA,THOMAS UCOP		
VICE PRESIDENT AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$388,368	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$381,764	
Executive Disability		Per policy, eligible; five-year vesting requirement met.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
ANTELMAN, KRISTIN A UCSB		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$250,000	Effective 4/1/18, appointed as University Librarian; approved by the President on 2/2/18.
Actual Base Salary Received	\$166,667	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Home Loan Program	\$672,000	Per policy, eligible to participate in the UC Home Loan Program.
ANTRUM, SHEILA E UCSF		
SENIOR VICE PRESIDENT-ADULT SERVICES/CHIEF OPERATING OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$724,880	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$707,141	
Clinical Enterprise Management Recognition Program	\$130,625	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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 to participate; appointment approved prior to change in policy dated 5/25/17.
ARDESHIR, SAHAND UCOP		
INVESTMENTS DIRECTOR		
Annual Base as of Dec 31	\$245,000	Employee was on leave at the time of the certification process. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$188,854	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$103,435	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
ARNETT,JENNIFER P. UCSF		
VICE CHANCELLOR-UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$494,400	Effective 1/1/18, appointed as Vice Chancellor - University Development and Alumni Relations; approved by the President on 2/22/17. Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$480,667	
Executive Auto Allowance	\$8,173	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month). Data reflects 11 months of auto allowance since she was appointed in 1/1/18.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
ARRINGTON,JONATHON DUANE UCLA		
CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP, UCLA HEALTH		
Annual Base as of Dec 31	\$377,155	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase; approved under local authority.
Actual Base Salary Received	\$341,046	
Clinical Enterprise Management Recognition Program	\$66,001	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$10,852	Data reflects payment for paid time off in excess of accumulation limits.
Relocation Allowance	\$7,750	Relocation allowance of \$77,500 to be paid over four years; approved under local authority on 2/9/15. Data reflects the portion paid in 2018.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
ARRIVAS, PEGGY MCNAMARA UCOP		
ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER		
Annual Base as of Dec 31	\$346,968	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$341,072	
Stipend	\$8,498	Stipend received in recognition of additional duties within the Capital Asset Strategy & Finance department, in addition to her existing duties as Systemwide Controller; approved by the President on 7/20/18.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
AZAR, RICHARD F UCLA		
CHIEF OPERATING OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$615,000	Effective 2/25/18, appointed as Chief Operating Officer, UCLA Health System; approved by the President on 2/20/18.
Actual Base Salary Received	\$548,315	
Incentive	\$83,025	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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, ineligible; appointment approved on or after the change in policy dated 5/25/17.
AZZINARO, JERRY 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	
Other Cash Compensation/Payments	\$400,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$25,000	One-time signing bonus approved as part of negotiated athletics contract.
Moving Expenses - Initial Househunting	\$190	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Moving Expenses - Moving Services	\$16,764	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Temporary Housing	\$7,691	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$750	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
BACHHER,JAGDEEP SINGH UCOP		
CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$672,036	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$660,613	
Office of the Chief Investment Officer Annual Incentive Plan	\$466,547	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 100% and 165%, respectively. Approval to payout 50% of the current plan year award was moved to the January 2019 Regents meeting. Data reflects payout of the deferred portions of the two previous plan years (2015-16 and 2016-17), plus interest based on the Short-Term Investment Pool (STIP) rate of return). Both deferred awards were approved in their respective plan years.
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 to participate; appointment 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	\$403,339	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$394,682	
Clinical Enterprise Management Recognition Program	\$70,504	Data reflected in the report is actual award amount for 2017/18 as approved by the Administrative Oversight Committee on 11/19/18. 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 participants tier and performance against pre-established goals.
Executive Disability		Per policy, eligible; five-year vesting requirement met.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
BALDWIN, BEAU D UCB		
OFFENSIVE COORDINATOR/QBS - MEN'S FOOTBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$80,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$320,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,680	W-2 reportable value of UCLA sporting event tickets.
BALLA, ROSEMARIE A UCB		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$369,770	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$363,488	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Relocation Allowance	\$1,625	Relocation allowance of \$65,000 to be paid over four years in connection with prior MSP appointment; approved under local authority on 2/9/15. Data reflects portion paid in 2018.
BECK, MICHAEL JOHN UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$381,924	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$375,435	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment 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.

ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)

Compensation Element	Amount	Staff Comments
BEIL,JOHN EDWARD UCOP		
MANAGING DIRECTOR - PRIVATE EQUITY		
Annual Base as of Dec 31	\$320,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an increase for a promotion to Managing Director - Private Equity, effective 11/1/18.
Actual Base Salary Received	\$258,420	
Office of the Chief Investment Officer Annual Incentive Plan	\$134,059	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
BENGFORT,JOSEPH UCSF		
SENIOR VICE PRESIDENT-INFORMATION TECHNOLOGY, CAMPUS,UCSF HEALTH		
Annual Base as of Dec 31	\$497,908	Effective 7/1/18, a merit based salary increase and an equity increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 8/12/18; approved under local authority.
Actual Base Salary Received	\$484,589	
Clinical Enterprise Management Recognition Program	\$97,645	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
BENNAN,JAMES UCSF		
VICE PRESIDENT/CHIEF OPERATING OFFICER-ADULT SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$366,611	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$359,483	
Clinical Enterprise Management Recognition Program	\$63,240	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,875	Data reflects payment for paid time off in excess of accumulation limits.
BERGQUIST,DAVID ERIK UCR		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$258,185	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$253,870	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
BIBLE,DANA JOHN 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	\$217,392	
Other Cash Compensation/Payments	\$173,913	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Moving Expenses - Moving Services	\$4,290	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Temporary Housing	\$4,541	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$1,210	Personal apparel allowance provided by Sponsor--Under Armour, Inc.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
BLAIR,JEFFREY A LBNL		
CHIEF LABORATORY COUNSEL		
Annual Base as of Dec 31	\$340,032	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$329,132	
Stipend	\$9,809	Stipend received to recognize significant additional duties of managing the newly established Contracts and Grants group; approved by the President on 05/15/2018.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
BLOCK,GENE D. UCLA		
CHANCELLOR		
Annual Base as of Dec 31	\$482,257	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$474,063	
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, eligible for University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BLUMENTHAL,GEORGE R UCSC		
CHANCELLOR		
Annual Base as of Dec 31	\$418,690	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$411,576	
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, eligible for University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
House Maintenance (tel, util, etc.)	\$6,735	Per policy, amount is for ongoing residential maintenance expenses including security system service and monthly storage charges related to pest issues.
BOEHMER,JUDIE K UCD		
EXECUTIVE DIRECTOR, PATIENT CARE SERVICES		
Annual Base as of Dec 31	\$278,811	Effective 1/1/18, an equity increase was received, followed by a merit based increase consistent with the 2018 Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$271,905	
Clinical Enterprise Management Recognition Program	\$43,265	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee on 11/9/18. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$9,244	Data reflects payment for paid time off in excess of accumulation limits.
BOMOTTI,GERARD		
VICE CHANCELLOR - PLANNING & BUDGET		
Annual Base as of Dec 31	\$295,000	Effective 2/1/18, appointed as Vice Chancellor - Chief Financial Officer; approved by the President on 12/15/17.
Actual Base Salary Received	\$245,833	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Shipment of Household Goods	\$11,981	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 12/15/17.
BOOKSTABER,RICHARD M. UCOP		
MANAGING DIRECTOR - RISK MANAGEMENT		
Annual Base as of Dec 31	\$350,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 11/1/18.
Actual Base Salary Received	\$323,949	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$226,810	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
BOUBELIK,JANE ESTHER UCLA		
CHIEF LEGAL COUNSEL, UCLA HEALTH		
Annual Base as of Dec 31	\$329,131	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$320,894	
Recognition Award	\$10,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
Other Cash Compensation/Payments	\$11,075	Data reflects payment for paid time off in excess of accumulation limits.
BRANDT,MICHAEL THOMAS LBNL		
DEPUTY LABORATORY DIRECTOR FOR OPERATIONS		
Annual Base as of Dec 31	\$384,792	Effective 3/5/18, appointed as Deputy Laboratory Director for Operations; approved by the President on 1/31/18. Effective 10/1/18, a merit based increase was received, consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$277,160	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$1,007	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/31/18.
Moving Expenses - Initial Househunting	\$3,072	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/31/18.
Moving Expenses - Shipment of Household Goods	\$3,912	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/31/18.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
BRANDT,SCOTT A UCSC		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$331,310	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$325,681	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Home Loan Program	\$571,500	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BRANT,KEITH EDWARD UCSC		
VICE CHANCELLOR - UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$323,020	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$317,532	
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 to participate; appointment approved prior to change in policy dated 5/25/17.
BRASE,WENDELL C UCI		
ASSOCIATE CHANCELLOR - SUSTAINABILITY		
Annual Base as of Dec 31	\$356,360	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$352,284	
Home Loan Program	\$300,000	Per policy, eligible to participate in the UC Home Loan Program.
BRAY-HANIN,LAUREL R UCSF		
VICE PRESIDENT/CHIEF OPERATING OFFICER-CANCER SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$317,731	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$309,178	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$51,984	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$13,408	Data reflects payment for paid time off in excess of accumulation limits.
BRENNER, DAVID ALLEN UCSD		
VICE CHANCELLOR - HEALTH SCIENCES		
Annual Base as of Dec 31	\$617,874	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$609,770	
Health Sciences Compensation Plan	\$220,000	Per policy, eligible to participate in Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Home Loan Program	\$2,660,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BROSTROM, NATHAN ERIC UCOP		
EXECUTIVE VICE PRESIDENT - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$437,100	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$429,668	
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 to participate; appointment 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	\$390,372	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$383,738	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$286	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 as a member of tenured faculty.
BROWN,PAMELA HOPE UCOP		
VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING		
Annual Base as of Dec 31	\$309,312	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$300,720	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
BROWN,SANDRA A UCSD		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$348,970	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$343,041	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BUCHMAN,BRAD UCOP		
MEDICAL DIRECTOR - STUDENT HEALTH & COUNSELING		
Annual Base as of Dec 31	\$403,632	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$396,774	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
BUDIL,KIMBERLY SUSAN UCOP		
VICE PRESIDENT - NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$387,924	Employee separated prior to the certification process. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$381,330	
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 to participate; appointment approved prior to change in policy dated 5/25/17.
BURTIS,KENNETH C UCD		
ACTING PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$225,535	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program. Effective 11/28/18, appointed as Acting Provost and Executive Vice Chancellor; approved by the President on 12/17/18.
Actual Base Salary Received	\$221,456	
Stipend	\$31,235	Stipend received prior to Acting Provost and Executive Vice Chancellor appointment in recognition of additional duties as Faculty Advisor to the Chancellor and Provost.
Executive Disability		Per policy, ineligible to participate due to acting appointment.
Senior Management Supplement		Per policy, ineligible due to acting appointment.
BUSTAMANTE,ALEXANDER ALI UCOP		
SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER		
Annual Base as of Dec 31	\$360,504	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$354,377	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$2,406	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 7/13/17.
Moving Expenses - Other	\$168	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 7/13/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
CALANDRELLA,DREW UCSD		
EXECUTIVE ADVISOR/FORMER INTERIM VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$250,000	Effective 3/1/18, appointed as Interim Vice Chancellor - Student Affairs; approved by the President on 3/1/18. Effective 11/1/18, returned to role as Executive Advisor to the Executive Vice Chancellor of Academic Affairs.
Actual Base Salary Received	\$180,871	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Other Benefit	\$19,682	Per contract, data reflects imputed income for the costs of furnished rental accommodations paid between 3/31/18 to 11/30/18.
CAMFIELD,GREGG EARL UCM		
INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$309,600	Effective 6/1/18, appointed as Interim Executive Vice Chancellor and Provost; approved by the President on 5/8/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Salary Program.
Actual Base Salary Received	\$267,439	
Other Cash Compensation/Payments	\$23,685	Summer salary for academic research.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
CAMPBELL,JOHN DUNCAN UCSD		
CHIEF OPERATING OFFICER, UCSD HEALTH PHYSICIAN NETWORK		
Annual Base as of Dec 31	\$319,589	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$312,731	
Clinical Enterprise Management Recognition Program	\$57,925	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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 to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
CANARI, CHARLOTTE S UCSF		
EXECUTIVE DIRECTOR-GOVERNMENT REIMBURSEMENT SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$279,103	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$272,904	
Incentive	\$29,536	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Other Cash Compensation/Payments	\$16,040	Data reflects payment for paid time off in excess of accumulation limits.
CARLSON, SUSAN L. UCOP		
VICE PROVOST - ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$303,180	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$296,372	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
CARRICO, KATHRYN A UCLA		
ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT		
Annual Base as of Dec 31	\$372,262	Employee separated on prior to the certification process. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$365,937	
CATES, DOUGLAS ADDISON UCSD		
CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$350,220	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$343,402	
Clinical Enterprise Management Recognition Program	\$61,454	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
CATRON,SUSAN D UCD		
INTERIM DEAN - DIVISION OF CONTINUING AND PROFESSIONAL EDUCATION		
Annual Base as of Dec 31	\$225,000	Effective 7/1/18 through 12/31/19, appointed as Interim Dean-Continuing and Professional Education; approved by the President on 7/17/18.
Actual Base Salary Received	\$190,380	
Stipend	\$6,300	Stipend received prior to Interim Dean position in recognition of additional administrative responsibilities as Senior Associate Dean-Division of Continuing and Professional Education.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
CHIARAPPA,CYNTHIA L. UCSF		
VICE PRESIDENT-MEDICAL CENTER ADMINISTRATION, UCSF HEALTH		
Annual Base as of Dec 31	\$312,365	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$305,971	
Clinical Enterprise Management Recognition Program	\$53,653	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$3,173	Data reflects payment for paid time off in excess of accumulation limits.
CHIU,JEFFREY S UCSF		
VICE PRESIDENT-HUMAN RESOURCES, UCSF HEALTH		
Annual Base as of Dec 31	\$301,331	Effective 6/17/18, an equity increase was received, followed by a merit based increase consistent with the 2018 Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$279,850	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$51,902	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,163	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	\$314,703	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$308,581	
Incentive	\$42,611	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
CHRISMAN, MAYE C. UCSF		
VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$388,505	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$381,478	
Clinical Enterprise Management Recognition Program	\$66,788	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
CHRIST, CAROL T UCB		
CHANCELLOR		
Annual Base as of Dec 31	\$547,897	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$538,588	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
CIANCA, MARK A. UCOP		
ASSOCIATE VICE PRESIDENT - OPERATIONAL SERVICES		
Annual Base as of Dec 31	\$347,844	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$341,929	
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	\$300,000	
Coach - Incentive	\$64,500	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$2,057	Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not available. Data reflects the actual amount received in 2018.
Other Cash Compensation/Payments	\$194,167	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$4,783	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Benefit	\$2,557	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$5,000	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
COLLINS, HEIDI MODEL UCSF		
VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH		
Annual Base as of Dec 31	\$338,193	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$329,920	
Clinical Enterprise Management Recognition Program	\$63,382	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
CONRAD,LARRY UCB		
ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$344,647	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$340,705	
COOK,JOHN K UCD		
INTERIM CHIEF INFORMATION OFFICER - UC DAVIS HEALTH		
Annual Base as of Dec 31	\$339,759	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program. Effective 8/1/18, the interim appointment (originally 8/1/17 to 7/31/18) was extended through 7/31/19; approved by the President on 8/13/18.
Actual Base Salary Received	\$334,925	
Clinical Enterprise Management Recognition Program	\$55,580	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee on 11/9/18. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Incentive	\$3,695	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee on 11/9/18. 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 pro-rated from 7/1/17-7/31/17. Actual pro-rated award for 2018: 13.38 percent (\$3,695). Award based on annual salary as of 6/30/18.
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	\$363,888	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$357,700	
Executive Disability		Per policy, eligible; five-year vesting requirement met.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per approval of his appointment, 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 SOCORIO UCI		
CHIEF FINANCIAL OFFICER AND VICE CHANCELLOR - FINANCE, ADMINISTRATION, AND OPERATIONS		
Annual Base as of Dec 31	\$409,940	Effective 1/1/18, appointed as Chief Financial Officer and Vice Chancellor - Finance, Administration, and Operations; approved by the President on 2/2/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$392,808	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Home Loan Program	\$594,100	Per policy, eligible to participate in the UC Home Loan Program.
COSTANTINIDIS, TERESA A UCSF		
VICE CHANCELLOR/CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$347,301	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$341,400	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
COWELL, M ELIZABETH UCSC		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$257,500	Effective 7/1/18, a market-based adjustment was received; approved by the Regents on 9/27/18, followed by a merit based increase consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$241,148	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
CRISWELL,LINDSEY A UCSF		
VICE CHANCELLOR-RESEARCH/PROFESSOR		
Annual Base as of Dec 31	\$279,682	Appointment as Vice Chancellor - Research is an SMG appointment at 30 percent effort without salary; employee's primary appointment as Professor of Medicine in Residence at 70 percent effort is academic.
Actual Base Salary Received	\$273,382	
Health Sciences Compensation Plan	\$75,000	Per policy, eligible to participate in the Health Sciences Compensation Plan. Data reflects a "Z" Incentive payment for FY18.
Stipend	\$13,670	Stipend approved on an ongoing basis in recognition of the Vice Chancellor - Research responsibilities; approved by the President 10/31/17.
Stipend	\$20,000	Academic stipend received for role as Chair of Rheumatology; approved under local authority.
Executive Disability		Per policy, ineligible to participate due to underlying academic appointment.
Senior Management Supplement		Per policy, ineligible as a member of faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.
CROCITTO,LAURA E. UCSF		
VICE PRESIDENT/CHIEF MEDICAL OFFICER-CANCER SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$570,000	Effective 4/23/18, hired as Vice President and Chief Medical Officer - Cancer Services, UCSF Health; approved by Chancellor Hawgood on 2/16/18.
Actual Base Salary Received	\$371,266	
Moving Expenses - Family's Move	\$8,008	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
Moving Expenses - Temporary Housing	\$4,727	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
CRONER,JULIE ELIZABETH UCSD		
CHIEF ADMINISTRATIVE OFFICER - ONCOLOGY AND RADIATION THERAPY SERVICES		
Annual Base as of Dec 31	\$300,860	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$295,003	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$52,793	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
DAVIS, RONALD ANTHONY UCLA		
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$420,273	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$409,994	
Clinical Enterprise Management Recognition Program	\$80,903	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,404	Data reflects payment for paid time off in excess of accumulation limits.
DE JESUS, JOSE NOR UCLA		
CHIEF PHARMACY DIRECTOR		
Annual Base as of Dec 31	\$334,748	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$328,235	
Incentive	\$34,125	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses - Initial Househunting	\$454	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Temporary Housing	\$3,500	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
DEARIE, TAMMY N UCSD		
ASSOCIATE UNIVERSITY LIBRARIAN-ENTERPRISE SERVICES/FORMER INTERIM UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$167,046	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$179,419	Earnings for 2018 include compensation as Interim University Librarian and as Associate University Librarian (eff. 4/16/18) after the Interim role ended.
Stipend	\$10,688	Stipend received for additional duties performed while the new University Librarian transitioned into position. Another stipend was received during the calendar year for assuming supervisory and administrative oversight for the Development Office and Communications & Engagement.
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	\$592,096	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 8/12/18; approved under local authority.
Actual Base Salary Received	\$563,496	
Clinical Enterprise Management Recognition Program	\$110,284	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$21,719	Data reflects payment for paid time off in excess of accumulation limits.
Relocation Allowance	\$20,880	Relocation allowance of \$107,500 to be paid over four years, effective 11/30/15; approved under local authority. Data reflects the portion paid in 2018.
DELANEY, MARGARET L UCSC		
VICE CHANCELLOR - PLANNING AND BUDGET		
Annual Base as of Dec 31	\$299,948	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$294,852	
Executive Disability		Per policy, eligible; five-year vesting requirement met.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
DERUYTER,TIMOTHY J UCB		
FOOTBALL DEFENSIVE COORDINATOR/OUTSIDE LINEBACKERS		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$125,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other One-Time Payment	\$25,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$1,680	W-2 reportable value of UCLA sporting event tickets.
DOBBS,DAVID O. UCSF		
EXECUTIVE DIRECTOR-NETWORKED DATA WAREHOUSE, UCSF HEALTH		
Annual Base as of Dec 31	\$346,086	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$339,350	
Clinical Enterprise Management Recognition Program	\$68,682	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
DONALDSON,LORI R UCSD		
CHIEF FINANCIAL OFFICER - UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$481,848	Effective 5/1/18, a market-based equity adjustment was received, followed by a merit based increase consistent with the 2018 Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$437,609	
Clinical Enterprise Management Recognition Program	\$78,789	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$1,500	Data reflects payment as University Extension instructor.
Executive Disability		Per policy, eligible; five-year vesting requirement met.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
DORMITORIO, EDGAR J UCI		
INTERIM VICE CHANCELLOR FOR STUDENT AFFAIRS		
Annual Base as of Dec 31	\$200,000	Effective 6/29/18, appointed as Interim Vice Chancellor - Student Affairs; approved by the President on 6/21/18.
Actual Base Salary Received	\$180,231	
Recognition Award	\$2,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2018, prior to interim appointment, under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
Stipend	\$4,000	Stipend received for providing interim leadership to Enrollment Services prior to appointment as Interim VCSA.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
DOUGHERTY, JAMES MICHAEL UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not available. Data reflects the actual amount received in 2018.
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 approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$20,833	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$998	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$775	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
DUBON, OSCAR D UCB		
VICE CHANCELLOR - EQUITY AND INCLUSION		
Annual Base as of Dec 31	\$257,500	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$253,125	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

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; appointment approved on or after the change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
DUCKETT,DWAINE BRIAN UCOP		
VICE PRESIDENT- SYSTEMWIDE HUMAN RESOURCES		
Annual Base as of Dec 31	\$349,476	Employee was on leave at the time of the individual certification process. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$342,579	
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 to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$989,100	Per policy, eligible to participate in the UC Home Loan Program.
DURAND,DAVID J UCSF		
VICE PRESIDENT/CHIEF MEDICAL OFFICER-BENIOFF CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH		
Annual Base as of Dec 31	\$444,138	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$434,384	
Clinical Enterprise Management Recognition Program	\$76,131	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$22,973	Data reflects payment for paid time off in excess of accumulation limits.
EATON, ANDREA GUNN UCI		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$281,190	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$275,330	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
ECKBLAD,J STUART UCSF		
VICE PRESIDENT-MAJOR CAPITAL PROJECTS, UCSF HEALTH		
Annual Base as of Dec 31	\$309,108	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$303,096	
Clinical Enterprise Management Recognition Program	\$53,242	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$2,247	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	\$426,400	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$416,833	
Clinical Enterprise Management Recognition Program	\$82,082	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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	\$319,824	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$314,385	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
ENGEL, ELIZABETH ANN UCOP		
ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$396,552	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$389,813	
Clinical Enterprise Management Recognition Program	\$65,141	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee on 11/9/18. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
EPSTEIN LUDEWIG,ROBIN UCLA		
SENIOR DIRECTOR, TALENT ACQUISTION & WORKFORCE PLANNING, UCLA HEALTH		
Annual Base as of Dec 31	\$296,104	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$290,813	
Incentive	\$40,130	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
FABER,MICHAEL J UCSF		
ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPMENT		
Annual Base as of Dec 31	\$416,312	Effective 1/1/18, a promotional increase was received for promotion to Associate Vice Chancellor - University Development; approved under local authority. Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$400,330	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
FALLE,GARY UCOP		
EXECUTIVE DIRECTOR - FEDERAL GOVERNMENT RELATIONS - UC NATIONAL LABS		
Annual Base as of Dec 31	\$339,504	Effective 4/1/18, appointed as Executive Director, Federal Government Relations - UC National Labs; approved by the President on 4/24/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$331,501	
FAWLEY,REECE I UCSF		
VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE, UCSF HEALTH		
Annual Base as of Dec 31	\$443,115	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$432,278	
Clinical Enterprise Management Recognition Program	\$83,048	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
FISHER,MARC P UCB		
VICE CHANCELLOR - ADMINISTRATION		
Annual Base as of Dec 31	\$369,770	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$363,487	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible after change of SMG position in 2017.
Moving Expenses - Initial Househunting	\$3,466	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 8/17/17.
Moving Expenses - Family's Move	\$7,790	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 8/17/17.
Moving Expenses - Temporary Housing	\$20,700	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 8/17/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
FLAHERTY,KIERAN UCOP		
ASSOCIATE VICE PRESIDENT - STATE GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$258,756	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$253,648	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$360,000	Per policy, eligible to participate in the UC Home Loan Program.
FONG,EDMOND UCOP		
SENIOR MANAGING DIRECTOR - ABSOLUTE RETURNS		
Annual Base as of Dec 31	\$366,180	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$356,742	
Office of the Chief Investment Officer Annual Incentive Plan	\$226,356	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
FRENCH,BARBARA J. UCSF		
VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$353,012	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$347,014	
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.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
FRIES,ROBERT S. UCSF		
VICE PRESIDENT-CHILDREN'S SVCS FINANCE/CFO, CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH		
Annual Base as of Dec 31	\$534,403	
Actual Base Salary Received	\$532,355	
Clinical Enterprise Management Recognition Program	\$100,152	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Relocation Allowance	\$25,255	Relocation allowance of \$128,750 to be paid over four years, effective 12/1/15; approved under local authority. Data reflects the portion paid in 2018.
FRYE,JUSTIN M 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	\$191,667	
Other Cash Compensation/Payments	\$249,167	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$25,000	One-time signing bonus approved as part of negotiated athletics contract.
Moving Expenses - Temporary Housing	\$2,843	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Initial Househunting	\$927	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Family's Move	\$2,765	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Moving Services	\$26,793	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$817	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
GALINDO,EMILY C UCD		
INTERIM VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$253,405	Effective 7/1/18, appointed as Interim Vice Chancellor - Student Affairs; approved by the President on 3/9/18.
Actual Base Salary Received	\$235,807	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Stipend	\$3,520	Stipend received as Associate Vice Chancellor and prior to Interim appointment in recognition of assuming additional duties to support the transition of the Vice Chancellor - Student Affairs.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
GANNOTTA,RICHARD J UCI		
CHIEF EXECUTIVE OFFICER		
Annual Base as of Dec 31	\$780,000	Effective 2/6/18, appointed as Interim CEO, UC Irvine Health System; approved by the Regents' Health Service Committee on 2/6/18. On 6/5/18, he became the career-appointed CEO, UC Irvine Health System; approved by the Regents' Health Service Committee on 6/5/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$714,545	
Clinical Enterprise Management Recognition Program	\$124,425	Actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the CEMRP. Achievement measured on specific financial, non-financial/quality, and strategic objectives which relate to the Clinical Enterprise's mission and goals. Eligible for Short Term Incentive (STI) component, with a target award of 20 percent of base salary, and Long Term Incentive (LTI) component, with a target award of 10 percent of base salary.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
GIBBS,GEOFFREY TAYLOR UCOP		
DEPUTY GENERAL COUNSEL - BUSINESS, FINANCE AND INNOVATION		
Annual Base as of Dec 31	\$282,120	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$277,215	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
GIL, GLORIA BROWNING UCOP		
SENIOR MANAGING DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$366,180	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$356,742	
Office of the Chief Investment Officer Annual Incentive Plan	\$166,927	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
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	\$334,184	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$328,506	
GILLMAN, HOWARD AARON UCI		
CHANCELLOR		
Annual Base as of Dec 31	\$529,973	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$520,969	
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, eligible for University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
GOLDIN, ALAN L UCI		
INTERIM VICE CHANCELLOR FOR HEALTH AFFAIRS		
Annual Base as of Dec 31	\$400,000	Effective 3/1/18, appointed as Interim Vice Chancellor for Health Affairs; approved by the President on 3/13/18.
Actual Base Salary Received	\$361,975	
Health Sciences Compensation Plan	\$19,926	Per policy, eligible to participate in Health Sciences Compensation Plan prior to appointment as Interim Vice Chancellor.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.
GOLDMAN, GREGG UCLA		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$425,000	Effective 10/22/18, appointed as Vice Chancellor and Chief Financial Officer; approved by the Regents on 8/7/18.
Actual Base Salary Received	\$47,736	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Temporary Housing	\$14,929	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Other	\$89	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
GORDEN JR., MONROE UCLA		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$321,672	Effective 4/9/18, appointed as Vice Chancellor - Student Affairs; approved by the President on 4/9/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$304,527	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
GOTTLIEB,LINDSAY UCB		
WOMEN'S BASKETBALL HEAD COACH		
Annual Base as of Dec 31	\$360,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$360,000	
Coach - Incentive	\$75,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not available. Data reflects the actual amount received in 2018.
Other Cash Compensation/Payments	\$232,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$65,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$1,876	W-2 reportable value of UCLA sporting event tickets.
GREATWOOD,STEVEN E UCB		
FOOTBALL OFFENSIVE LINE COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$237,500	
Other Cash Compensation/Payments	\$80,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$102,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,680	W-2 reportable value of UCLA sporting event tickets.
GRIMLEY,KAREN ANN UCLA		
CHIEF NURSING EXECUTIVE, UCLA HEALTH		
Annual Base as of Dec 31	\$407,035	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$397,075	
Clinical Enterprise Management Recognition Program	\$75,770	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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 to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
GROSENHEIDER,ALAN ARTHUR UCSB		
DEPUTY UNIVERSITY LIBRARIAN/FORMER ACTING UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$198,177	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$199,374	Earnings for 2018 include compensation as Acting University Librarian and compensation as Deputy University Librarian (eff. 4/1/18) after the Acting role ended.
Executive Disability		Per policy, ineligible to participate due to acting appointment.
Senior Management Supplement		Per policy, ineligible due to acting appointment.
GUERRERO,DANIEL GENE UCLA		
DIRECTOR, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$937,779	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$922,894	
Incentive	\$83,750	Supplemental Compensation Opportunities based on performance-related goals set in employment contract.
Other Cash Compensation/Payments	\$734,000	Contingent retention bonus approved as part of negotiated athletics contract.
Home Loan Program	\$850,000	Per policy, eligible to participate in the UC Home Loan Program.
Other Benefit	\$25,500	Per contract, data reflects the imputed income for courtesy vehicles.
Other Benefit	\$11,357	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$7,607	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
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.
GUIMARAES,ARTHUR RIBEIRO UCOP		
ASSOCIATE CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$378,792	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$369,030	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$216,215	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment 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	\$355,356	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$349,315	
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 to participate; appointment approved prior to change in policy dated 5/25/17.
GULLATT,VELVIA YVETTE UCOP		
VICE PROVOST - DIVERSITY AND ENGAGEMENT		
Annual Base as of Dec 31	\$270,312	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$264,241	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
GUNTHER,ELISABETH R UCM		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$253,111	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$244,324	
Stipend	\$10,000	Stipend in the amount of \$2,000 per month was received for additional duties related to support of OGC's Capital Strategies Team; approved by the President on 8/13/18 to be effective 7/1/18 through 6/30/19. Data reflects the amount received in 2018.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment 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	\$304,562	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$298,554	
Incentive	\$26,484	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
HAMILL, NANCY G UCSB		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$283,250	Effective 5/1/18, appointed as Chief Campus Counsel; approved by the President on 5/1/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$257,448	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
HANSEN SHINNERL, CLARE T UCSF		
SENIOR ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES		
Annual Base as of Dec 31	\$330,717	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$325,098	
HARRINGTON, CHRISTOPHER UCOP		
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$250,000	Effective 2/1/18, appointed as Associate Vice President - Federal Government Relations; approved by the President on 3/21/18.
Actual Base Salary Received	\$244,034	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
HAWGOOD, SAMUEL UCSF		
CHANCELLOR		
Annual Base as of Dec 31	\$844,131	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$829,789	
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, eligible for University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
HAYASHIDA, PETER A. UCR		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Annual Base as of Dec 31	\$365,505	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$358,794	
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 to participate; appointment 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.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
HAYNE,CAY JOSE UCOP		
MANAGING DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$280,300	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by a promotional increase for a promotion to Managing Director - Real Estate, effective 11/1/18.
Actual Base Salary Received	\$230,695	
Office of the Chief Investment Officer Annual Incentive Plan	\$89,352	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
HAYNES, BRIAN UCR		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$260,000	Effective 8/15/18, appointed as Vice Chancellor - Student Affairs; approved by the President on 7/17/18.
Actual Base Salary Received	\$77,246	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
HERVEY,BRIAN T UCI		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Annual Base as of Dec 31	\$406,325	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$399,421	
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 to participate; appointment 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, in accordance with applicable UC policy.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
HEXTER,RALPH J UCD		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$429,382	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$422,087	
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 as a member of tenured faculty.
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 as a member of tenured faculty.
HICKEY,ERIN E UCSF		
ASSISTANT VICE CHANCELLOR-CHILDREN'S HEALTH, UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS		
Annual Base as of Dec 31	\$353,000	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Effective 10/22/18, an increase was received for an upward reclassification of position; approved under local authority.
Actual Base Salary Received	\$321,090	
Other Cash Compensation/Payments	\$4,253	Received a portion of the 2018 merit increase as a lump-sum payment due to reaching the maximum of salary range; approved by the Vice President - Systemwide Human Resources.
HOLMES,CLAIRE ANNE UCOP		
SENIOR VICE PRESIDENT - EXTERNAL RELATIONS AND COMMUNICATIONS		
Annual Base as of Dec 31	\$360,000	Effective 7/1/18, appointed as Interim Senior Vice President - External Relations and Communications; approved by the Regents' Governance and Compensation Committee on 7/12/18. Effective 10/1/18, appointed as Senior Vice President - External Relations and Communications; approved by the Regents' Governance and Compensation Committee on 9/27/18.
Actual Base Salary Received	\$326,833	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
HOLMES-SULLIVAN, ROBIN HELENE UCOP		
VICE PRESIDENT - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$308,568	Employee separated prior to the certification process. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$303,319	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
HOOVER, JULIE MORGAN UCB		
VICE CHANCELLOR OF UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$403,142	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$396,293	
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 to participate; appointment 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	\$416,786	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$407,629	
Incentive	\$56,377	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Relocation Allowance	\$39,000	Relocation allowance of \$78,600 to be paid over four years; approved under local authority on 10/26/16. Data reflects the portion paid in 2018.

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ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
HUBBARD,SUSAN S LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$393,264	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$380,664	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
HUDSON,PAMELA LOU UCSF		
INTERIM CHIEF INTEGRATION OFFICER, UCSF BENIOFF CHILDREN'S HOSPITAL OAKLAND		
Annual Base as of Dec 31	\$431,381	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$421,474	
Clinical Enterprise Management Recognition Program	\$74,058	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$42,307	Stipend received for assuming temporary duties as the Interim Chief Integration Officer, UCSF Benioff Children's Hospital Oakland; approved under local authority.
HUEBNER,MINH-NGOC AGON LBNL		
INTERIM CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$301,240	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program. Effective 10/6/18, appointed as Interim Chief Financial Officer; approved by the President on 9/13/18.
Actual Base Salary Received	\$258,985	
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Recognition Award	\$2,495	Received a SPOT Award in recognition of additional duties to support the leadership transition of the Deputy Laboratory Director of Operations; approved under local authority.

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ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
HUIE,CRAIG UCOP		
DIRECTOR - ABSOLUTE RETURN STRATEGIES		
Annual Base as of Dec 31	\$250,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an increase for a promotion to Director - Absolute Return Strategies, effective 11/1/18.
Actual Base Salary Received	\$213,025	
Office of the Chief Investment Officer Annual Incentive Plan	\$102,590	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 35% and 70%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
HUMISTON, GLENDA LEE UCOP		
VICE PRESIDENT - AGRICULTURE AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$295,620	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$290,592	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
INCANDELA,JOSEPH ROBERT UCSB		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$360,500	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$354,375	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
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Compensation Element	Amount	Staff Comments
INTINARELLI,GINA M UCSF		
VICE PRESIDENT-POPULATION HEALTH AND ACCOUNTABLE CARE ORGANIZATION, UCSF HEALTH		
Annual Base as of Dec 31	\$309,353	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 8/12/18; approved under local authority.
Actual Base Salary Received	\$296,876	
Clinical Enterprise Management Recognition Program	\$61,342	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
IYER,RAJU UCSF		
SENIOR VICE PRESIDENT-FINANCE AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$785,000	Effective 11/1/18, appointed as Senior Vice President - Finance and Chief Financial Officer; approved by the President on 8/21/18.
Actual Base Salary Received	\$96,246	
Other One-Time Payment	\$157,000	Received hiring bonus; approved by the President Napolitano on 8/21/18.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
JENNY,PAUL E UCSF		
SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION		
Annual Base as of Dec 31	\$390,411	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$383,778	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,260,000	Per policy, eligible to participate in the UC Home Loan Program.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
JENUSAITIS, MATTHEW UCSD		
CHIEF ADMINISTRATIVE OFFICER - INNOVATION AND TRANSFORMATION		
Annual Base as of Dec 31	\$300,860	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$295,003	
Clinical Enterprise Management Recognition Program	\$49,872	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
JONES, WYKING L UCB		
MEN'S BASKETBALL HEAD COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$750,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Coach - Incentive	\$35,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not available. Data reflects the actual amount received in 2018.
Other Benefit	\$3,700	W-2 reportable value of UCLA sporting event tickets.
KAMERMAN, JANET L UCSD		
CHIEF HUMAN RESOURCES OFFICER		
Annual Base as of Dec 31	\$360,723	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$353,707	
Clinical Enterprise Management Recognition Program	\$65,634	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
KANG,DEREK HOUGHS UCLA		
CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES		
Annual Base as of Dec 31	\$416,786	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$407,629	
Recognition Award	\$7,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
KANG,JERRY UCLA		
VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION		
Annual Base as of Dec 31	\$300,108	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$310,145	Earnings for 2018 include compensation received as Vice Chancellor at 70 percent time and salary received as Law Professor at 30 percent time.
Other Cash Compensation/Payments	\$78,189	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 through 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 as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
KATZ,RANDY H UCB		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$406,850	Effective 1/1/18, appointed as Vice Chancellor - Research; approved by the President on 12/4/17. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$380,406	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
KEISTER, SHAUN B UCD		
VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$413,745	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$406,262	
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 to participate; appointment approved prior to change in policy dated 5/25/17.
KELLEN, VINCE UCSD		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$385,268	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$377,878	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 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 over three years, effective 6/1/16; approved under local authority. Data reflects the portion paid in 2018.
KELLY, CHARLES EDWARD UCLA		
HEAD COACH - FOOTBALL		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$300,000	
Other Cash Compensation/Payments	\$3,000,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Moving Expenses - Moving Services	\$9,349	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Temporary Housing	\$7,626	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$50,000	Rose Bowl Suite access; consistent with the location's standard practice for this position.
Other Benefit	\$80	Personal apparel allowance provided by Sponsor--Under Armour, Inc.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
KEMBY,KAREN UCSF		
VICE PRESIDENT-STRATEGY/CANCER ENTERPRISE, UCSF HEALTH		
Annual Base as of Dec 31	\$340,800	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Effective 10/21/18, an increase was received for an upward reclassification of position; approved under local authority.
Actual Base Salary Received	\$286,666	
Clinical Enterprise Management Recognition Program	\$49,819	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$13,930	Data reflects payment for paid time off in excess of accumulation limits.
KHAN,FARAZ KISHWAR UCSF		
VICE PRESIDENT-ACCOUNTING/CHIEF ACCOUNTING OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$362,414	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$354,362	
Clinical Enterprise Management Recognition Program	\$53,276	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
KHARGONEKAR,PRAMOD P UCI		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$379,802	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$373,349	
Other One-Time Payment	\$35,800	Per policy, a hiring bonus was approved to be paid in two annual installments. Per request, the first installment was paid in 2018; approved by the President on 6/8/16.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
KHOSLA, PRADEEP K UCSD		
CHANCELLOR		
Annual Base as of Dec 31	\$476,565	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$468,468	
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, eligible for University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
KING JR, TALMADGE E. UCSF		
DEAN-SCHOOL OF MEDICINE/VICE CHANCELLOR-MEDICAL AFFAIRS		
Annual Base as of Dec 31	\$684,853	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$673,217	
Health Sciences Compensation Plan	\$333,921	Per policy, eligible to participate in the Health Sciences Compensation Plan. Data reflects the combined negotiated "Y" and "Z" incentive amounts.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
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 as a member of tenured faculty.
KIRK, JAMES D UCD		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$563,218	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$556,729	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$100,199	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee on 11/9/18. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
KLAWUNN, MARGARET M UCSB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$289,562	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$284,642	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Employee does not receive the Senior Manager Supplemental Benefit.
Home Loan Program	\$500,550	Per policy, eligible to participate in the UC Home Loan Program.
KLOTZBIER, ELLSWORTH EDWARD UCM		
VICE CHANCELLOR, CHIEF EXTERNAL RELATIONS OFFICER		
Annual Base as of Dec 31	\$294,120	Effective 3/1/18, appointed as Vice Chancellor, Chief External Relations Officer; approved by the President on 3/9/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$278,650	
Stipend	\$2,500	Stipend received prior to appointment into SMG role for assuming additional duties after the retirement of the VC of Development and Alumni Relations in June 2017; approved under local authority to be effective 7/1/17 through 2/28/18. Data reflects the amount received in 2018.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Relocation Allowance	\$8,000	Relocation allowance of \$30,000 was approved to be paid over four years in connection with prior MSP appointment, effective 5/31/16; approved under local authority. Data reflects the portion paid in 2018. Employee erroneously received one additional allowance payment of \$750. Repayment was scheduled with Payroll and corrected in 2019.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
KNOWLTON,JAMES UCB		
ATHLETICS DIRECTOR		
Annual Base as of Dec 31	\$275,000	Effective 5/21/18, hired as Athletic Director. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$133,152	
Other Cash Compensation/Payments	\$223,696	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other One-Time Payment	\$160,000	One-time signing bonus approved as part of negotiated contract.
KOSHLAND,CATHERINE P UCB		
VICE CHANCELLOR - UNDERGRADUATE EDUCATION		
Annual Base as of Dec 31	\$286,761	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$281,889	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
KOVALCHICK,ANN ELIZABETH UCM		
ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$259,754	Effective 6/1/18, a market-based salary adjustment was received; approved by the President on 6/20/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Salary Program.
Actual Base Salary Received	\$242,852	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment 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.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
KRAUS, DAVID V. UCSD		
CHIEF CONTRACTING OFFICER - MEDICAL CENTER		
Annual Base as of Dec 31	\$378,429	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$370,304	
Clinical Enterprise Management Recognition Program	\$74,248	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$30,078	Stipend received for leading several higher level, enterprise-wide initiatives during FY 2017-18 and 2018-19. Data reflects the amount received in 2018.
KREMER, BRENDAN REED UCSD		
CHIEF ADMINISTRATIVE OFFICER - OPERATIONS, UCSD HEALTH & CHIEF OPERATING OFFICER, UCSD PHYSICIAN GROUP		
Annual Base as of Dec 31	\$381,833	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$374,400	
Clinical Enterprise Management Recognition Program	\$63,294	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
KUNZ, SAMUEL UCOP		
MANAGING DIRECTOR - ASSET ALLOCATION AND INVESTMENT STRATEGY		
Annual Base as of Dec 31	\$350,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 11/1/18.
Actual Base Salary Received	\$307,338	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$123,000	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
KUO, ALLEN UCOP		
DIRECTOR - RISK MANAGEMENT		
Annual Base as of Dec 31	\$275,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 11/1/18.
Actual Base Salary Received	\$230,017	
Office of the Chief Investment Officer Annual Incentive Plan	\$126,874	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
KWAN, LUCIA UCSF		
DIRECTOR - REVENUE CYCLE SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$297,075	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 8/12/18; approved under local authority.
Actual Base Salary Received	\$283,804	
Incentive	\$37,379	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Other Cash Compensation/Payments	\$4,435	Data reflects payment for paid time off in excess of accumulation limits.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
LAKE, GWENDOLINE E UCLA		
CONTROLLER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$309,358	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$302,875	
Incentive	\$41,927	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$13,045	Data reflects payment for paid time off in excess of accumulation limits.
LARET, MARK R UCSF		
PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$1,430,000	Effective 12/11/18, a market-based salary adjustment was received; approved by the Regents' Health Services Committee on 12/11/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$1,088,447	
Clinical Enterprise Management Recognition Program	\$262,118	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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 to participate; appointment approved prior to change in policy dated 5/25/17.
LARIVE, CYNTHIA K. UCR		
PROVOST & EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$370,955	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$364,754	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the 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 as a member of tenured faculty.
LATHAM,SARAH CHRISTINA UCSC		
VICE CHANCELLOR - BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$329,600	Effective 7/1/18, a market-based adjustment was received; approved by the Regents on 9/27/18, followed by a merit based increase consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$311,362	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment 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	\$421,708	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$407,784	
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 as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.
LAZARUS,WILLIAM C. UCLA		
CHIEF TECHNOLOGY OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$354,020	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$343,954	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Incentive	\$47,888	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$8,520	Stipend received for taking on temporary responsibilities during the recruitment process of a new Chief Information Security Officer.
Other Cash Compensation/Payments	\$670	Data reflects payment for paid time off in excess of accumulation limits.
LEASURE, CRAIG SCOTT UCOP		
ASSOCIATE VICE PRESIDENT - UC NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$350,000	Effective 11/1/18, appointed as Associate Vice President - UC National Laboratories; approved by the President on 9/20/18.
Actual Base Salary Received	\$26,515	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$1,254	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 9/20/18.
LEE, ALBERT UCOP		
DIRECTOR - REAL ASSETS		
Annual Base as of Dec 31	\$275,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an increase for a promotion to Director, Real Assets, effective 11/1/18.
Actual Base Salary Received	\$225,510	
Office of the Chief Investment Officer Annual Incentive Plan	\$64,280	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 35% and 70%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
Relocation Allowance	\$3,500	Relocation allowance of \$30,000 to be paid over four years; effective 1/20/15; approved under local authority. Data reflects the portion paid in 2018.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
LETERIS, CHAD THURMAN UCI		
CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$610,000	Effective 12/31/18, appointed as Chief Operating Officer; approved by the Regents' Health Services Committee on 12/11/18.
Actual Base Salary Received	\$0	Due to 12/31/18 hire date, no base salary was received in 2018.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
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	\$363,578	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$356,604	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
LELAND, DOROTHY JANE UCM		
CHANCELLOR		
Annual Base as of Dec 31	\$418,690	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$411,576	
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, eligible for University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
LES, JAMES A UCD		
MEN'S BASKETBALL HEAD COACH		
Annual Base as of Dec 31	\$340,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$328,333	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not available. Data reflects the actual amount received in 2018.
Other Cash Compensation/Payments	\$53,333	Contingent retention bonus approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$22,500	Annual performance-based incentive opportunity as part of negotiated coach's contract.
LEVINE, MICHAEL S UCLA		
VICE CHANCELLOR - ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$339,000	Effective 5/1/18, appointed as Vice Chancellor - Academic Personnel; approved by the President on 5/1/18. Effective 7/1/18, he received a merit increase consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$333,958	
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
LI, HAIPENG UCM		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$218,329	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$215,101	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
LILLY, HAROLD DEAN UCSF		
VICE PRESIDENT-INTERNATIONAL DEVELOPMENT/CONCIERGE/EXECUTIVE HEALTH, UCSF HEALTH		
Annual Base as of Dec 31	\$278,873	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$272,731	
Clinical Enterprise Management Recognition Program	\$29,887	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$16,027	Data reflects payment for paid time off in excess of accumulation limits.
LISKA,EUGENIE L UCLA		
DIRECTOR, HOSPITAL SYSTEM FINANCIAL OPERATIONS		
Annual Base as of Dec 31	\$296,037	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$290,579	
Incentive	\$40,317	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Other Cash Compensation/Payments	\$7	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	\$264,756	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$260,255	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
LO,TONY UCOP		
DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$255,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 11/1/18.
Actual Base Salary Received	\$239,097	
Office of the Chief Investment Officer Annual Incentive Plan	\$81,710	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
LODGE-LEMON, BERNADETTE UCLA		
REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$359,779	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$350,658	
Stipend	\$22,380	Stipend erroneously paid in 2018; will be correctly captured in 2019 earnings.
Incentive	\$48,388	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Other Cash Compensation/Payments	\$30,298	Data reflects payment for paid time off in excess of accumulation limits.
LOUIE, GEORGE UCOP		
CHIEF MEDICAL OFFICER, SELF-FUNDED HEALTH PLANS		
Annual Base as of Dec 31	\$357,204	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$351,135	
Clinical Enterprise Management Recognition Program	\$60,413	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 goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
LOWENSTEIN, DANIEL H. UCSF		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$376,885	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$370,482	
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.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
LUBARSKY, DAVID A UCD		
VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER, UC DAVIS HEALTH		
Annual Base as of Dec 31	\$750,000	Effective 7/2/18, appointed as Vice Chancellor - Human Health Sciences and Chief Executive Officer, UC Davis Health; approved by the President on 5/14/18.
Actual Base Salary Received	\$312,500	
Health Sciences Compensation Plan	\$83,625	Per policy, eligible to participate in the Health Sciences Compensation Plan.
Moving Expenses - Temporary Housing	\$15,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 5/14/18.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$870	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 5/14/18.
Moving Expenses - Other	\$623	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 5/14/18.
Moving Expenses - Shipment of Household Goods	\$19,508	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 5/14/18.
Moving Expenses - Moving Services	\$350	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 5/14/18.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.
Other Benefit	\$432	Imputed Income; Med Comp Insurance for Dr. Lubarsky as a School of Medicine faculty member in 2018.
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	\$477,860	Employee separated prior to the certification process. Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$467,842	
Clinical Enterprise Management Recognition Program	\$98,260	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$27,463	Data reflects payment for paid time off 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.
MAC PHERSON, GARRY L UCSB		
VICE CHANCELLOR, ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$306,000	Effective 8/1/18, appointed as Vice Chancellor - Administrative Services; approved by the President on 7/2/18.
Actual Base Salary Received	\$98,675	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
MACE, BRUCE K UCSF		
DIRECTOR-BUILDING MAINTENANCE, UCSF HEALTH		
Annual Base as of Dec 31	\$274,760	
Actual Base Salary Received	\$273,707	
Incentive	\$38,319	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Other Cash Compensation/Payments	\$16,486	Received a lump-sum payment in lieu of merit increase due to reaching the maximum of the salary range; approved by the Vice President - Systemwide Human Resources.
Other Cash Compensation/Payments	\$9,042	Data reflects payment for paid time off in excess of accumulation limits.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
MACKIE-MASON,JEFFREY UCB		
UNIVERSITY LIBRARIAN AND CHIEF DIGITAL SCHOLARSHIP OFFICER		
Annual Base as of Dec 31	\$320,392	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$314,948	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Other Cash Compensation/Payments	\$150	Per policy, compensation received for teaching a UNEX course.
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 as a member of tenured faculty.
MAHBOUBA,MOHAMMED H MAHDI UCLA		
CHIEF DATA OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$354,482	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$346,693	
Incentive	\$47,949	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
MANDEVILLE-GAMBLE,STEVEN L. UCR		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$257,375	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$253,073	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
MARKLAND,JEANNE M UCLA		
CHIEF OF STRATEGY & INTEGRATION, INFORMATION SERVICES & SOLUTIONS/CARECONNECT		
Annual Base as of Dec 31	\$354,354	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$338,042	
Incentive	\$78,138	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. Data reflected is the cumulative award amount for a delayed 2016-17 award payout and the 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
MARSH,TOBY K UCD		
CHIEF NURSING AND PATIENT CARE SERVICES OFFICER		
Annual Base as of Dec 31	\$369,193	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$362,921	
Clinical Enterprise Management Recognition Program	\$65,681	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee on 11/9/18. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program (CEMRP), with a target of 15 percent and max 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 to participate; appointment approved prior to change in policy dated 5/25/17.
MARSHALL,DAVID B UCSB		
EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$360,163	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$354,044	
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 as a member of tenured faculty.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.
MARTIN, WILLIAM W UCLA		
HEAD COACH - MEN'S TENNIS		
Annual Base as of Dec 31	\$175,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$169,167	
Other Cash Compensation/Payments	\$166,913	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Other Benefit	\$1,278	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$1,546	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
MATTHEWS, GARY CLIFFORD UCSD		
VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING		
Annual Base as of Dec 31	\$356,932	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$352,251	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment 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	\$477,610	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$470,815	
Clinical Enterprise Management Recognition Program	\$82,308	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee on 11/9/18. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Home Loan Program	\$485,000	Per policy, eligible to participate in the UC Home Loan Program.
MAXON,MARY E. LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$363,420	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$348,480	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
MAY,GARY S UCD		
CHANCELLOR		
Annual Base as of Dec 31	\$507,600	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$500,250	
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, eligible for University-provided housing while serving as Chancellor.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
MAYSENT,PATRICIA SPEES UCSD		
CHIEF EXECUTIVE OFFICER, UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$907,194	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$889,194	
Clinical Enterprise Management Recognition Program	\$185,840	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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.

ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
MAZZIOTTA,JOHN UCLA		
VICE CHANCELLOR-HEALTH SCIENCES & CEO-UCLA HEALTH		
Annual Base as of Dec 31	\$668,429	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$653,432	
Health Sciences Compensation Plan	\$340,000	Per policy, eligible to participate in the Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
MCLEOD,MICHAEL J UCM		
VICE CHANCELLOR AND CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$287,001	Effective 3/1/18, appointed as Vice Chancellor and Chief Operating Officer; approved by the President on 3/9/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$269,744	
Stipend	\$5,673	Stipend received prior to appointment into SMG role for assuming additional duties related to Phase 2 of Project 2020; approved under local authority to be effective 1/1/18 through 2/28/18. Data reflects the amount received in 2018.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Relocation Allowance	\$7,906	Relocation allowance of \$33,150 was approved to be paid over four years in connection with prior MSP appointment, effective 4/19/16; approved under local authority. Data reflects the portion paid in 2018. Employee erroneously received one additional allowance payment of \$377. Repayment was scheduled with Payroll and corrected in 2019.
Home Loan Program	\$296,000	Per policy, eligible to participate in the UC Home Loan Program.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
MENDEZ, VERONICA UCM		
FORMER VICE CHANCELLOR AND CHIEF FINANCE AND ADMINISTRATION OFFICER		
Annual Base as of Dec 31	\$299,280	Employee separated prior to the certification process. Effective 3/1/18, appointed as Vice Chancellor and Chief Finance and Administration Officer; approved by the President on 3/9/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$282,721	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement. Employee was no longer eligible for the benefit after separation from the University.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Relocation Allowance	\$3,375	Relocation allowance of \$45,000 was approved to be paid over four years in connection with prior MSP appointment, effective 8/25/14; approved under local authority. Data reflects the portion paid in 2018. Employee erroneously received one additional allowance payment of \$375 prior to separation from the University. Payroll has attempted to collect the overpaid amount in 2019.
MERZ, MARCO UCOP		
DIRECTOR - DEFINED CONTRIBUTION PRODUCTS		
Annual Base as of Dec 31	\$290,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by a promotional increase for a promotion to Managing Director - Defined Contribution Products, effective 11/1/18.
Actual Base Salary Received	\$233,277	
Office of the Chief Investment Officer Annual Incentive Plan	\$142,640	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
MICHAELSEN, JOEL C UCSB		
FACULTY ADVISOR/ FORMER INTERIM VICE CHANCELLOR - ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$69,782	Effective 2/1/18, interim appointment (originally 9/18/17 to 9/17/18) was extended through 12/31/18, with an increase to his interim base salary (\$134,189 at 43 percent); approved by the President on 2/23/18.
Actual Base Salary Received	\$127,116	Earnings for 2018 include compensation as Interim Vice Chancellor - Administrative Services and compensation as faculty advisor (eff. 8/1/18) at 25 percent time.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
MITCHELL, ERIK T UCSD		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$220,000	Effective 4/16/18, appointed as Audrey Geisel University Librarian; approved by the President on 2/20/18.
Actual Base Salary Received	\$137,936	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Initial Househunting	\$1,459	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 2/20/18.
Moving Expenses - Shipment of Household Goods	\$2,955	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 2/20/18.
Moving Expenses - Temporary Housing	\$8,100	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Other	\$825	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 2/20/18.
MOHAPATRA, PRASANT UCD		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$340,000	Effective 7/1/18, appointed as Vice Chancellor - Research; approved by the President on 6/20/18.
Actual Base Salary Received	\$299,476	
Other Cash Compensation/Payments	\$12,882	Per policy, received additional summer compensation for research done prior to 7/1/18 appointment as Vice Chancellor - Research.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
MORGAN, DAVID R. UCSF		
VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH		
Annual Base as of Dec 31	\$341,659	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$333,306	
Clinical Enterprise Management Recognition Program	\$53,356	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$2,348	Data reflects payment for paid time off in excess of accumulation limits.
MOUNCEY, NIGEL LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$350,832	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$335,402	
MUNOZ, SANTIAGO III UCLA		
CHIEF STRATEGY OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$420,928	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$410,627	
Clinical Enterprise Management Recognition Program	\$88,104	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)

Compensation Element	Amount	Staff Comments
Stipend	\$86,627	Effective 7/1/18, an existing stipend was extended through 6/30/20 (originally effective 7/1/16 to 6/30/18) with an increase to reflect his expanded role in the UC Health Initiative; approved by President Napolitano on 8/16/18.
Other Cash Compensation/Payments	\$4,842	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	\$356,697	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$350,147	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment 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 - CARDIOVASCULAR, MEDICINE AND DERMATOLOGY SERVICES		
Annual Base as of Dec 31	\$300,860	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$295,003	
Clinical Enterprise Management Recognition Program	\$50,846	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
NAIBERG, AMIR HANOCH UCLA		
ASSOCIATE VICE CHANCELLOR, CEO & PRESIDENT--TECHNOLOGY DEVELOPMENT GROUP		
Annual Base as of Dec 31	\$410,970	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$399,554	
Recognition Award	\$10,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
Relocation Allowance	\$25,402	Relocation allowance of \$95,000 to be paid over four years; approved under local authority on 5/16/16. Data reflects the portion paid in 2018.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
NAPOLITANO, JANET ANN UCOP		
PRESIDENT OF THE UNIVERSITY		
Annual Base as of Dec 31	\$570,000	President 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; five-year vesting requirement met.
University Housing		Per policy, University-provided housing while serving as President of the University. Leased housing (\$11,500 per month) is necessary because of significant repairs and renovations required at Blake House.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Moving Expenses-Long Term Storage of Household Goods		President Napolitano requires the use of a storage unit to store business and personal effects.
House Maintenance (tel, util, etc.)	\$39,107	For residential operating and maintenance expenses, per policy.
Other Benefit	\$5,713	Imputed income for use of staff time spent for personal purposes.
NATHAN, BENJAMIN UCLA		
FORMER CHIEF INFORMATION OFFICER, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$353,358	Employee separated prior to the certification process. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$345,592	
Incentive	\$47,797	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Relocation Allowance	\$7,250	Relocation allowance of \$72,500 to be paid over four years; approved under local authority on 1/13/15. Data reflects the portion paid in 2018.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
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Compensation Element	Amount	Staff Comments
NATION,CATHRYN L UCOP		
ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES		
Annual Base as of Dec 31	\$280,452	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$274,154	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
NAVA,RACHAEL OLSON UCOP		
EXECUTIVE VICE PRESIDENT AND CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$381,108	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$374,628	
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 to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,498,500	Per policy, eligible to participate in the UC Home Loan Program.
NAVARRO,J RENEE UCSF		
VICE CHANCELLOR-DIVERSITY AND OUTREACH		
Annual Base as of Dec 31	\$316,134	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$310,763	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment 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	\$350,832	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$338,375	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
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 as a member of faculty.
NELSON,LOUISE COLLEEN UCLA		
VICE CHANCELLOR--LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$316,004	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$308,914	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
NIES,CHARLES UCM		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$269,748	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$265,761	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment 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.

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Compensation Element	Amount	Staff Comments
NOSOWSKY,RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES		
Annual Base as of Dec 31	\$380,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by a market-based salary adjustment, effective 10/1/18.
Actual Base Salary Received	\$318,671	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
NOVELERO,MARIA LOURDES UCSF		
ASSOCIATE CHAIR-ADMINISTRATION, DEPARTMENT OF MEDICINE, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$308,734	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 9/1/18; approved under local authority.
Actual Base Salary Received	\$291,708	
Incentive	\$39,734	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
O'NEILL,GEOFFREY A UCOP		
ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT		
Annual Base as of Dec 31	\$215,220	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$210,971	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
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Compensation Element	Amount	Staff Comments
ODATO, DAVID UCSF		
SENIOR VICE PRESIDENT/ASSOCIATE VICE CHANCELLOR-HUMAN RESOURCES, CAMPUS, UCSF HEALTH		
Annual Base as of Dec 31	\$445,308	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$438,002	
Clinical Enterprise Management Recognition Program	\$77,150	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$8,554	Data reflects payment for paid time off in excess of accumulation limits.
QUILLET, PIERRE-YVES UCSD		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$438,354	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$429,946	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment 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	\$393,499	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 10/1/18.
Actual Base Salary Received	\$356,632	
Clinical Enterprise Management Recognition Program	\$69,195	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
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Compensation Element	Amount	Staff Comments
PANION, MICHAEL CHARLES UCSF		
ASSOCIATE CHAIR-FINANCE/ADMINISTRATION, DEPARTMENT OF SURGERY, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$293,029	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$287,729	
Incentive	\$37,901	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
PARK, DANIEL W UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$325,900	Effective 7/1/18, a merit based increase was received consistent with the Systemwide Merit Program, followed by a market-based salary adjustment, effective 10/1/18.
Actual Base Salary Received	\$299,902	
Other Cash Compensation/Payments	\$1,700	Data reflects payment as University Extension instructor.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
PARKER, LAURA LAVADO UCLA		
ASSOCIATE VICE CHANCELLOR, DEVELOPMENT		
Annual Base as of Dec 31	\$341,281	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$330,012	
Recognition Award	\$3,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.

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Compensation Element	Amount	Staff Comments
PASTERNAK,JOE UCSB		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$357,489	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$347,784	
Coach Auto Allowance	\$5,483	Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not available. Data reflects the actual amount received in 2018.
Other Cash Compensation/Payments	\$50,700	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
PATRICK,DAVID ALEXANDER UCR		
MEN'S BASKETBALL HEAD COACH		
Annual Base as of Dec 31	\$261,000	Effective 3/23/18, hired as Men's Head Basketball Coach. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$174,000	
Moving Expenses - Family's Move	\$2,854	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Shipment of Household Goods	\$18,926	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
PATTISON,KEVIN VAUGHN UCSF		
VICE PRESIDENT-SUPPLY CHAIN/SUPPORT SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$316,697	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Effective 10/21/18, an increase was received for a lateral reclassification of position; approved under local authority.
Actual Base Salary Received	\$282,435	
Clinical Enterprise Management Recognition Program	\$51,168	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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	\$340,930	Effective 3/1/18, a market-based salary adjustment was received; approved by the President on 4/9/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$327,041	
Clinical Enterprise Management Recognition Program	\$60,653	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
PAZZANI, MICHAEL J. UCR		
VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT		
Annual Base as of Dec 31	\$362,326	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$356,270	
Stipend	\$5,279	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 as a member of tenured faculty.
Home Loan Program	\$660,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
PELLUM, DON WAYNE 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	

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ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$100,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$50,000	Contingent retention bonus approved as part of negotiated athletics contract.
Moving Expenses - Family's Move	\$532	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Initial Househunting	\$3,907	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Temporary Housing	\$1,113	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Other	\$1,095	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$1,596	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
PENALOZA, LORENA CATALINA UCSC		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$257,500	Effective 7/1/18, a market-based salary adjustment was received; approved by the President on 8/16/18, followed by a merit based increase consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$245,833	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
PETITT, BECKY R UCSD		
VICE CHANCELLOR - EQUITY DIVERSITY INCLUSION		
Annual Base as of Dec 31	\$275,308	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$270,027	
Relocation Allowance	\$15,625	Relocation allowance of \$62,500 to be paid over four years; approved by the President on 1/15/15. Data reflects the portion paid in 2018.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
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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	\$240,180	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$234,145	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
PHILLIPS,JAMIE C UCSF		
VICE PRESIDENT-CHIEF OPERATING OFFICER, BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH		
Annual Base as of Dec 31	\$650,000	Effective 4/23/18, hired as Vice President - Chief Operating Officer, Benioff Children's Hospital, UCSF Health; approved under local authority.
Actual Base Salary Received	\$415,897	
Moving Expenses - Moving Services	\$12,787	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
Moving Expenses - Shipment of Household Goods	\$6,982	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
Moving Expenses - Temporary Housing	\$703	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
PODESTA,CHARLES H UCI		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$434,439	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$423,543	
Clinical Enterprise Management Recognition Program	\$64,635	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
POLEK, ELIZABETH UCSF		
VICE PRESIDENT-NEW HOSPITAL OPERATIONS PLANNING/ACTIVATION, UCSF HEALTH		
Annual Base as of Dec 31	\$309,003	Effective 4/8/18, a promotional increase was received for promotion to Vice President-New Hospital Operations Planning/Activation, followed by a merit based salary increase consistent with the 2018 Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$290,154	
Incentive	\$38,253	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Stipend	\$1,786	Stipend received for assuming an expanded scope of responsibilities related to new hospital operations planning/activation, UCSF Health; approved under local authority.
POLLACK, ELLEN S. UCLA		
CHIEF NURSING INFORMATICS OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$353,964	Effective 6/3/18, an equity increase was received; approved under local authority, followed by a merit based increase was received consistent with the 2018 Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$333,867	
Incentive	\$44,129	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
POWERS-SCHILLING, WENDY UCOP		
ASSOCIATE VICE PRESIDENT - ACADEMIC PROGRAMS AND STRATEGIC INITIATIVES (ANR)		
Annual Base as of Dec 31	\$259,680	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$253,848	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
Home Loan Program	\$675,000	Per policy, eligible to participate in the UC Home Loan Program.
PRASHER, RAVI SHANKAR LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$336,180	Effective 7/1/18, appointed as Associate Laboratory Director; approved by the President on 7/17/18.
Actual Base Salary Received	\$298,634	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
RATLIFF, KELLY M UCD		
VICE CHANCELLOR - FINANCE, OPERATIONS AND ADMINISTRATION		
Annual Base as of Dec 31	\$350,880	Effective 1/1/18, appointed as Vice Chancellor-Finance, Operations and Administration; approved on 2/2/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$339,190	
Stipend	\$3,449	Stipend received for assuming additional responsibilities after the resignation of previous incumbent.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
RHOADS, PAUL R 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	\$244,048	
Other Cash Compensation/Payments	\$244,048	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Moving Expenses - Initial Househunting	\$1,229	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Family's Move	\$609	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Moving Services	\$23,615	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

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Compensation Element	Amount	Staff Comments
Moving Expenses - Temporary Housing	\$7,464	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$1,588	Personal apparel allowance provided by Sponsor--Under Armour, Inc.
RIDLEY, LORI LOU UCSF		
EXECUTIVE DIRECTOR-CLINICAL SYSTEMS, UCSF HEALTH		
Annual Base as of Dec 31	\$303,303	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$295,510	
Incentive	\$34,779	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Other Cash Compensation/Payments	\$14,526	Data reflects payment for paid time off in excess of accumulation limits.
RIKE, MIRIAM M UCSF		
VICE PRESIDENT-FINANCE CANCER SVCS/CHIEF FINANCIAL OFFICER -UCSF MC, UCSF HEALTH		
Annual Base as of Dec 31	\$385,444	Effective 5/20/18, an increase was received for a reclassification of position to a higher Career Tracks grade; approved under local authority. Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, approved by local authority, effective 8/12/18.
Actual Base Salary Received	\$335,462	
Clinical Enterprise Management Recognition Program	\$78,162	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$28,397	Stipend received for assuming a temporary expanded scope of responsibilities from the vacant Executive Director-Financial Operations position, UCSF Health; approved under local authority.

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Compensation Element	Amount	Staff Comments
RIMICCI,JANET LYNNE UCLA		
EXECUTIVE DIRECTOR--QUALITY MANAGEMENT, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$305,791	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$298,612	
Stipend	\$8,803	Stipend received to reflect temporary expanded responsibilities; approved locally by the Chancellor on 7/10/18.
Incentive	\$41,243	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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	\$468,216	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$460,258	
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 to participate; appointment approved prior to change in policy dated 5/25/17.
ROBINSON,DAVID M. UCB		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$301,790	Effective 6/1/18, appointed as Chief Campus Counsel; approved by the President on 5/22/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$286,399	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
ROSS, CHERYL ANN UCSD		
ASSISTANT VICE CHANCELLOR/UNIVERSITY CONTROLLER AND FINANCIAL OFFICER - SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$325,090	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$318,854	
Recognition Award	\$10,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
ROTH, JEFFREY BURTON UCLA		
ASSOCIATE VICE CHANCELLOR--ACADEMIC PLANNING & BUDGET		
Annual Base as of Dec 31	\$319,218	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$312,056	
Recognition Award	\$10,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
Relocation Allowance	\$12,000	Relocation allowance of \$59,600 to be paid over four years; approved under local authority on 10/23/15. Data reflects the portion paid in 2018.
Home Loan Program	\$1,233,000	
SATTERLUND, ALYSSON M. UCSD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$270,000	Effective, 11/1/18, appointed as Vice Chancellor - Student Affairs; approved by the President on 10/3/18.
Actual Base Salary Received	\$22,500	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
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	\$51,983	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Benefit	\$15,252	Per contract, data reflects imputed income for courtesy vehicle.
SCHNEIDER,PETER UCI		
CHIEF HEALTH SCIENCES COUNSEL		
Annual Base as of Dec 31	\$327,087	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$321,710	
SCHNETZLER,GRETA UCSF		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$305,679	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$297,188	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
SCHROEDER,DAVID W UCOP		
MANAGING DIRECTOR, SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$314,388	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$308,873	
		Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
Office of the Chief Investment Officer Annual Incentive Plan	\$114,498	
SCIOSCIA, ANGELA LYNN UCSD		
CLINICAL PROFESSIONAL SERVICE MANAGER/FORMER CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$195,397	Effective 6/28/18, separated as Chief Medical Officer, but was rehired to serve as Clinical Professional Service Manager at 43 percent time, effective 10/30/18. Data reflects annual base salary of \$454,411 at 43 percent time.
Actual Base Salary Received	\$347,723	Earnings for 2018 include compensation as Chief Medical Officer and as Clinical Professional Service Manager (eff. 10/30/18).
Clinical Enterprise Management Recognition Program	\$87,117	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; five-year vesting requirement met. Employee was no longer eligible for the benefit after separation from the University.
Senior Management Supplement		Per policy, eligible and received benefit while serving in SMG role until she separated from the University on 6/28/18. Her eligibility was approved prior to the 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	\$368,699	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$357,867	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$65,807	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$21,190	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	\$432,600	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$425,250	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
SHAFFER, CHRISTOPHER J UCSF		
UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELLOR-ACADEMIC INFORMATION MANAGEMENT		
Annual Base as of Dec 31	\$283,250	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$278,438	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
SHAW, ANNE UCOP		
SECRETARY AND CHIEF OF STAFF TO THE REGENTS		
Annual Base as of Dec 31	\$245,864	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$241,687	
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 to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
SIAL, AJAY UCI		
CHIEF FINANCIAL OFFICER - UCI HEALTH SYSTEM		
Annual Base as of Dec 31	\$591,993	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$577,145	
Clinical Enterprise Management Recognition Program	\$98,617	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
SIMMONS, BLAKE LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$335,640	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$324,585	
SIMMONS, BRADLEY W UCD		
CHIEF OPERATING OFFICER, MEDICAL CENTER AND INTERIM CHIEF EXECUTIVE OFFICER, MEDICAL CENTER		
Annual Base as of Dec 31	\$732,022	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program. Effective 10/1/18, appointed as Interim Chief Executive Officer, UC Davis Medical Center in addition to existing appointment as Chief Operating Officer, UC Davis Medical Center; approved by the Regents on 10/9/18.
Actual Base Salary Received	\$619,987	
Clinical Enterprise Management Recognition Program	\$104,577	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee on 11/9/18. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
SIMMONS, ELIZABETH H UCSD		
EXECUTIVE VICE CHANCELLOR-ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$396,550	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$389,812	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$1,283	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 7/25/17.
Moving Expenses - Shipment of Household Goods	\$7,159	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 7/25/17.
Moving Expenses - Temporary Housing	\$6,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 7/25/17.
Home Loan Program	\$1,062,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as member of faculty.
SIMON, HORST D LBNL		
DEPUTY LABORATORY DIRECTOR FOR RESEARCH		
Annual Base as of Dec 31	\$458,892	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$447,752	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,057,750	Per policy, eligible to participate in the UC Home Loan Program.
SINA, JULIE A UCLA		
ASSOCIATE VICE CHANCELLOR, ALUMNI AFFAIRS & CFO, UCLA FOUNDATION		
Annual Base as of Dec 31	\$329,317	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$320,169	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
SIRMON,PETER A UCB		
FOOTBALL - CO-DEFENSIVE COORDINATOR/ASSOC. HEAD COACH AND INSIDE LINEBACKERS COACH		
Annual Base as of Dec 31	\$250,000	Effective 1/19/18, hired as Football Assistant Coach. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$216,485	
Other Cash Compensation/Payments	\$116,902	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$240,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other One-Time Payment	\$125,000	One-time signing bonus approved as part of negotiated contract.
Moving Expenses - Moving Services	\$25,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$1,680	W-2 reportable value of UCLA sporting event tickets.
SKINNER,CLIFFORD A UCSF		
VICE PRESIDENT-REVENUE CYCLE, UCSF HEALTH		
Annual Base as of Dec 31	\$314,265	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$307,282	
Clinical Enterprise Management Recognition Program	\$60,216	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,857	Data reflects payment for paid time off in excess of accumulation limits.
SMITH,MACKENZIE UCD		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$281,130	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$275,968	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
SMITH,MARCIA LEE UCLA		
ASSOCIATE VICE CHANCELLOR, OFFICE OF RESEARCH ADMINISTRATION		
Annual Base as of Dec 31	\$332,518	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$325,058	
SMITH,SUSAN D. UCSF		
SENIOR VICE PRESIDENT/CHIEF-FACULTY PRACTICES OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$595,164	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$544,888	
Clinical Enterprise Management Recognition Program	\$108,292	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
SMITH,THOMAS UCR		
PROFESSOR AND DEAN OF GRADUATE STUDIES/FORMER ACTING VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$256,568	Effective 7/1/18, the interim Vice Chancellor appointment (originally 11/15/17 to 6/30/18) was extended through 9/30/18; approved by the President on 7/3/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$267,978	Earnings for 2018 include compensation as Acting Vice Chancellor - Student Affairs and compensation as Professor and Dean of Graduate Studies (eff. 8/15/18) after the Acting role ended.
Executive Disability		Per policy, ineligible to participate due to acting appointment.
Senior Management Supplement		Per policy, ineligible due to acting appointment.
Home Loan Program	\$630,000	Per policy, eligible to participate in the UC Home Loan Program.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
SPISSO,JOHNESE MARIA UCLA		
PRESIDENT, UCLA HEALTH/CEO, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$1,059,472	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$1,038,859	
Clinical Enterprise Management Recognition Program	\$234,523	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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 to participate; appointment 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	\$689,370	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$672,509	
Clinical Enterprise Management Recognition Program	\$132,704	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$63,524	Stipend received for assuming leadership and oversight of the Revenue Cycle Steering Committee, a UCOP initiative; approved by President Napolitano on 2/23/18.
Other Cash Compensation/Payments	\$66,286	Data reflects an annual retention-based payment received in 2018 for having met certain performance expectations and being actively employed at UCLA as of 12/31/18; approved Compensation Committee by 5/5/15
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
STEEL,VIRGINIA UCLA		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$283,558	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$278,738	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment 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		
Annual Base as of Dec 31	\$364,212	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$356,038	
Office of the Chief Investment Officer Annual Incentive Plan	\$188,142	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment 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.
STOBO,JOHN DAVID UCOP		
EXECUTIVE VICE PRESIDENT - UC HEALTH		
Annual Base as of Dec 31	\$652,800	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$641,706	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$140,700	Data reflected in the report 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 goals.
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 to participate; appointment 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.
STRACHAN, SHAY J. UCSF		
VICE PRESIDENT-STRATEGIC PARTNERSHIPS, UCSF HEALTH		
Annual Base as of Dec 31	\$324,600	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program, followed by an increase for an upward reclassification of position, effective 10/21/18; approved under local authority.
Actual Base Salary Received	\$291,437	
Clinical Enterprise Management Recognition Program	\$51,195	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$8,443	Data reflects payment for paid time off in excess of accumulation limits.
STRICKLAND, BARRIE E UCSF		
SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$736,000	Employee separated prior to the certification process.
Actual Base Salary Received	\$733,179	
Clinical Enterprise Management Recognition Program	\$137,934	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. 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 to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
SUTTON,STEPHEN UCB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$290,460	Effective 7/1/18, appointed as Vice Chancellor - Student Affairs; approved by the President on 7/3/18. Also effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$266,324	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
SWEENEY,MICHAEL F UCD		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$299,280	Effective 4/1/18, appointed as Chief Campus Counsel; approved by the President on 5/15/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Salary Program.
Actual Base Salary Received	\$304,022	A retroactive equity adjustment was received for 7/1/16 to 5/31/17, while in previous position of Senior Campus Counsel.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
SWETT,MICHAEL ALLEN UCOP		
DIRECTOR - FIXED INCOME AND SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$260,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, effective 11/1/18.
Actual Base Salary Received	\$252,904	
Office of the Chief Investment Officer Annual Incentive Plan	\$92,871	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$5,156	Relocation allowance of \$56,250 to be paid over four years; approved by the President on 9/29/14. Data reflects the portion paid in 2018.
SWINKELS, RONALD BERNARDUS UCOP		
MANAGING DIRECTOR - PUBLIC EQUITY		
Annual Base as of Dec 31	\$320,000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program, followed by a promotional increase for a promotion to Managing Director - Public Equity, effective 11/1/18.
Actual Base Salary Received	\$266,012	
Office of the Chief Investment Officer Annual Incentive Plan	\$24,528	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.
Moving Expenses - Family's Move	\$15,083	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
SYMONS, TIMOTHY JAMES LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$332,964	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$324,884	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
TAKEUCHI, SUSAN JAN UCLA		
CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$387,094	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$377,626	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$74,516	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$14,292	Data reflects payment for paid time off in excess of accumulation limits.
TANJI, LORELEI A UCI		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$255,317	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$248,225	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment 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	\$274,359	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$270,304	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Home Loan Program	\$276,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
TRAN, TU M. UCOP		
ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS, AGRICULTURE AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$249,660	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$244,731	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
TROMP, MARLENE A UCSC		
CAMPUS PROVOST/ EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$381,100	Effective 7/1/18, a market-based salary adjustment was received; approved by the President on 8/16/18, followed by a merit based increase consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$362,958	
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 as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
TUIASOSOPO, MARQUES T UCB		
TIGHT ENDS COACH - MEN'S FOOTBALL		
Annual Base as of Dec 31	\$200,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$200,000	
Other Cash Compensation/Payments	\$115,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$130,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$1,680	W-2 reportable value of UCLA sporting event tickets.
TURNER, EVA-MARIE UCSF		
EXECUTIVE DIRECTOR-LANGLEY PORTER PSYCHIATRIC INSTITUTE AND CLINICS, UCSF HEALTH		
Annual Base as of Dec 31	\$284,427	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$275,427	
Incentive	\$34,711	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
Other Cash Compensation/Payments	\$16,346	Data reflects payment for paid time off in excess of accumulation limits.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
TURNER,RUSSELL DEVLIN UCI		
MEN'S BASKETBALL HEAD COACH		
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. All personal expenses associated with use of the Club are paid directly by the Coach.
TURTELTAUB,RHEA P UCLA		
VICE CHANCELLOR--EXTERNAL AFFAIRS		
Annual Base as of Dec 31	\$470,453	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$457,385	
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 to participate; appointment approved prior to change in policy dated 5/25/17.
VAUGHN,KEVIN UCR		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$256,346	Effective 1/1/18, appointed as Dean - University Extension; approved by the President on 11/29/17. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$231,311	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Other	\$4,244	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 11/29/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
WAKIMOTO, ROGER M UCLA		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$365,650	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$359,437	
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
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 as a member of tenured faculty.
WALLACE, TAMMY LEHR UCSF		
VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER-ADULTSVCS/PHYSICIAN ORGANIZATIONS, UCSF HEALTH		
Annual Base as of Dec 31	\$385,034	Effective 5/20/18, an increase was received for a reclassification of position to a higher Career Tracks grade; approved under local authority. Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program, followed by an equity increase, approved by local authority, effective 8/12/18.
Actual Base Salary Received	\$341,082	
Clinical Enterprise Management Recognition Program	\$80,272	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$25,042	Stipend received for assuming a temporary expanded scope of responsibilities due to the departure of the Vice President-Financial Planning and Budgeting, UCSF Health; approved under local authority.
WALSHOK, MARY LINDENSTEIN UCSD		
ASSOCIATE VICE CHANCELLOR - EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$220,963	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$216,724	
Executive Disability		Per policy, eligible; five-year vesting requirement met.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment 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	\$367,801	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$360,646	
Clinical Enterprise Management Recognition Program	\$57,995	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$17,615	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	\$375,000	Appointment as Vice Chancellor - Student Academic Affairs is an SMG appointment without salary; employee's primary appointment as Dean-Graduate Division is academic.
Actual Base Salary Received	\$339,464	
Executive Disability		Per policy, ineligible to participate 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 as a member of tenured faculty.
WAUGH,SCOTT L UCLA		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$457,330	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$447,069	
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.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
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 as a member of tenured faculty.
WILCOX,JUSTIN D UCB		
HEAD COACH - MEN'S FOOTBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Coach - Incentive	\$425,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
Other Cash Compensation/Payments	\$1,437,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$300,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other One-Time Payment	\$575,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$2,550	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$15,862	W-2 reportable imputed value of UC provided courtesy vehicle
WILCOX,KIM ARTHUR UCR		
CHANCELLOR		
Annual Base as of Dec 31	\$418,690	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$411,576	
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 as a member of tenured faculty.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
House Maintenance (tel, util, etc.)	\$1,269	Per policy, taxable amount for equipment and related services at the Chancellor's residence.
WILLIAMS,VANDONELIO UCSC		
VICE CHANCELLOR - INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$298,000	Effective 7/1/2018, appointed as Vice Chancellor - Information Technology; approved by the President on 4/2/18.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$124,167	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Temporary Housing	\$15,300	Reimbursement of temporary housing for 90 days; approved by the President and the Regents on 11/21/18.
Moving Expenses - Family's Move	\$1,208	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/2/18.
Moving Expenses - Initial Househunting	\$302	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/2/18.
Moving Expenses - Moving Services	\$9,025	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/2/18.
Moving Expenses - Other	\$4,318	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/2/18.
WILSON, WILLIAM C UCI CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$484,100	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$475,875	
Clinical Enterprise Management Recognition Program	\$78,811	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.
WITHERELL, MICHAEL STEWART LBNL LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$466,800	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$455,460	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Home Loan Program	\$1,128,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WOLDEN,MATTHEW RICHARD UCSF		
EXECUTIVE DIRECTOR-DEPARTMENT OF QUALITY ADMINISTRATION, UCSF HEALTH		
Annual Base as of Dec 31	\$291,735	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$284,749	
Incentive	\$35,245	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives
WONG,ANNIE M UCD		
DIRECTOR - HEALTH SYSTEM CONTRACTS		
Annual Base as of Dec 31	\$276,164	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$269,968	
Clinical Enterprise Management Recognition Program	\$48,658	Data reflected in the report is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee on 11/9/18. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Compensation/Payments	\$13,226	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	\$323,786	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$315,870	

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$54,864	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. Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Incentive	\$34,116	Data reflects a delayed 2016-17 Clinical Enterprise Management Recognition Plan 2 (CEMRP2) payment that was approved by the Administrative Oversight Committee and paid in February 2018. Per policy, employee was eligible to participate in CEMRP2 for 2016-17, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount was based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$11,182	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	\$291,652	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$284,030	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
WU DRAGUN, DIANA UCB		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$254,410	Effective 4/1/18, a market-based salary adjustment was received; approved by the President on 5/14/18. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$242,709	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
WU,MARGARET L UCOP		
DEPUTY GENERAL COUNSEL - LITIGATION AND CAPITAL STRATEGIES		
Annual Base as of Dec 31	\$281,388	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$276,495	
Stipend	\$1,058	Stipend received for Dec 2017 pay period, 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.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
YAMAMOTO,KEITH UCSF		
VICE CHANCELLOR-SCIENCE POLICY AND STRATEGY/PROFESSOR		
Annual Base as of Dec 31	\$424,769	Appointment as Vice Chancellor - Science Policy and Strategy is an SMG appointment without salary; employee's primary appointment as Professor is academic.
Actual Base Salary Received	\$418,263	
Stipend	\$21,447	Stipend approved on an ongoing basis in recognition of the Vice Chancellor - Science Policy and Strategy responsibilities.
Other Cash Compensation/Payments	\$1,000	Honorarium received for participating in the Lawrence Berkeley National Laboratory's triennial Director's review of the Biosciences area; allowed under local authority and academic personnel policies.
Executive Disability		Per policy, ineligible to participate 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 as a member of tenured faculty.
YANG,HENRY T. UCSB		
CHANCELLOR		
Annual Base as of Dec 31	\$425,443	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$418,214	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
University Housing		Per policy, eligible for 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 as a member of faculty.
YELICK, KATHERINE A LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$396,048	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$383,358	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, ineligible as a member of tenured faculty.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.
ZHANG, XIAOCHUAN UCOP		
DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS		
Annual Base as of Dec 31	\$255,132	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$250,656	
Office of the Chief Investment Officer Annual Incentive Plan	\$84,456	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2017-18, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of 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); incentive payout award was approved by the Administrative Oversight Committee.