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.
- <u>UC health sciences personnel and coaches remain the highest paid employees</u>: As in previous years, athletic coaches and medical center senior administrators who are included in this report were among the top-earning employees at UC in 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.

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

- <u>Incentive compensation is used to motivate excellent performance in support of University priorities</u>: Like many public institutions nationwide, UC uses incentive compensation plans to encourage and reward sustained individual and group performance in support of key University objectives in the following areas:
 - Medical Centers: Incentive compensation plans for UC medical centers include employees at all levels – from clerical and custodial staff to senior leadership – and reward individual as well as group efforts that accomplish key priorities, such as improving patient care and safety, enhancing operational efficiency and maintaining sound financial management. 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:

<u>Annualized Base Salary as of December 31</u>: This column reports the annualized base salary rate for the employee and includes any changes to the employee's base salary as of December 31, 2018 such as market, equity, merit, and other salary adjustments.

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

<u>Actual Bonuses/Incentives Received</u>: This column reports the total incentive awards and/or recognition awards received by the employee during the calendar year. Such compensation falls into one of the following categories: (a) incentive and/or recognition award compensation received by coaches 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.

<u>Actual Amount Received from the Health Sciences Compensation Plan</u>: This column reports the total compensation received by the employee during the calendar year from the Health Sciences Compensation Plan (HSCP), per policy, from qualified outside activities such as clinical services, research and other professional activities. Because an employee's outside activities fluctuate from year to year, the HSCP payments will fluctuate accordingly. UC policy stipulates that the funds distributed from the HSCP not be derived from State sources.

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

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

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

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

<u>Total Cash Compensation</u>: This column reports the sum of the actual amounts received by the employee in the following categories during the calendar year: base salary, incentive or recognition awards, health sciences compensation, stipend, auto allowance, other cash compensation/payments, and actual temporary housing/relocation allowances. The total cash compensation may not correspond with the employee's W-2 earnings because there are elements included in W-2 earnings that are not included in the University's definition of total cash compensation, such as imputed income.

<u>Senior Management Benefits</u>: A "Y" in this column indicates that the employee received one or both of the following benefits during the calendar year: Senior Manager Life Insurance and/or Executive Salary Continuation for Disability.

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

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

<u>Senior Management Supplemental Benefit</u>: This column reports the percentage of the employee's total eligible salary that the University contributed on the employee's behalf to the Senior Management Supplemental Benefit Program during the calendar year if the employee is an SMG member eligible for this benefit. SMG members with underlying tenured faculty appointments are not eligible to receive this benefit unless it has been approved as an exception to policy. As of 5/25/17, this benefit was no longer available to newly appointed SMGs on or after 5/25/17.

<u>Additional Post-Retirement Benefits</u>: A "Y' in this column indicates that the employee received post-retirement benefits such as retiree medical coverage, enhanced retirement income benefits, and enhanced retirement vesting schedules. This may occur with rehired retirees.

<u>Reimbursed Moving Costs</u>: This column reports the total amount 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.

<u>University-Provided Home Mortgage</u>: This column reports the original loan amount if an employee is participating in one of the University's home loan programs.

DATA COLLECTION, REVIEW, AND CERTIFICATION PROCESS

The Annual Report on Executive Compensation was produced from data collected by each campus, medical center and laboratory using a variety of sources, such as payroll, accounts payable and personnel records, to populate a data warehouse, the Senior Leadership Information System (SLIS). Multiple data quality reviews were conducted by the Office of the President (OP) and local entities. The first certification occurred at the individual level when each person received a report from SLIS displaying his or her data and was asked to certify that the information was accurate and complete. In addition, campus and OP staff reviewed the population and data to validate the accuracy and completeness of the data. Each Chancellor, Laboratory Director, and Executive Vice President reviewed his or her location's data and certified it to be accurate and complete. Thereafter, the President of the University reviewed the contents of the report.

(Attachments)

	1	T		ı																
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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
				Above the Maximum																
ABARBANEL,GAIL	DIRECTOR	UCLA	Salary Range	Salary Range	\$253,421	\$252,450	\$35,479				\$43,442		\$331,371	N	N	N		N		
	EXECUTIVE VICE PRESIDENT-PHYSICIAN SERVICES/VICE DEAN-CLINICAL AFFAIRS,			Below the 60th																
ADLER, JOSHUA S	UCSF HEALTH	UCSF	MRZ	Percentile	\$681,345	\$661,331	\$121,610						\$782,941	Υ	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	Υ	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		Salary Range	Below the Maximum Salary Range	\$278,330	\$271,474	\$37,311		\$19,072		\$13,878		\$341,735	N	N	N		N		
neswitaen, amerinaen	SERVICES, SEST HE TETT	CCSI	Salary Hange	No Independent Survey Data	\$270,330	<i>\$2,2,4,4</i>	<i>\$37,311</i>		\$13,07 2		\$15,676		<i>\$342,733</i>							
ALFORD, STEPHEN TODD	HEAD COACH - MEN'S BASKETBALL	UCLA	Salary Range	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	Υ	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		
	SENIOR VICE PRESIDENT-CHILDREN'S																			
ANDERSON, MICHAEL R	SERVICES/PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH	UCSF	MRZ	Below the 90th Percentile	\$974,380	\$955,432	\$153,640						\$1,109,072	Υ	N	N	5%	N		
ANDRIOLA, THOMAS	VICE PRESIDENT AND CHIEF INFORMATION OFFICER	UCOP	MRZ	Below the 60th Percentile	\$388,368	\$381,764							\$381,764	Υ	N	N	5%	N		
ANTELMAN, KRISTIN A	UNIVERSITY LIBRARIAN	UCSB	MRZ	Below the 90th Percentile	\$250,000	\$166,667							\$166,667	Υ	N	N		N		\$672,000
	SENIOR VICE PRESIDENT-ADULT SERVICES/CHIEF OPERATING OFFICER,			Below the 75th																
ANTRUM, SHEILA E	UCSF HEALTH	UCSF	MRZ	Percentile	\$724,880	\$707,141	\$130,625						\$837,766	Υ	N	N	5%	N		
				Below the Midpoint																
ARDESHIR, SAHAND	INVESTMENTS DIRECTOR	UCOP	Salary Range	Salary Range	\$245,000	\$188,854	\$103,435						\$292,289	N	N	N		N		
	VICE CHANCELLOR-UNIVERSITY			Below the 75th																
ARNETT, JENNIFER P	DEVELOPMENT AND ALUMNI RELATIONS	UCSF	MRZ	Percentile	\$494,400	\$480,667				\$8,173			\$488,840	Y	N	N	5%	N		
ARRINGTON, JONATHON	CHIEF FINANCIAL OFFICER, FACULTY			Below the Maximum																
DUANE	PRACTICE GROUP, UCLA HEALTH	UCLA	Salary Range	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	Υ	N	N	5%	N		
1710 DIGUADE -	CHIEF OPERATING OFFICER, UCLA HEALTH			Below the 25th	Acus	4540	407						4504							
AZAR, RICHARD F	SYSTEM	UCLA	MRZ	Percentile No Independent	\$615,000	\$548,315	\$83,025						\$631,340	Y	N	N		N		
AZZINARO, JERRY	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	Survey Data Available	\$250,000	\$250,000					\$425,000		\$675,000	N	N	N		N	\$24,645	
				Below the 90th																
BACHHER, JAGDEEP SINGH	CHIEF INVESTMENT OFFICER	UCOP	MRZ	Percentile	\$672,036	\$660,613	\$466,547			\$8,916			\$1,136,076	Υ	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	Υ	N	N	5%	N		

				I																
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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
			initial participation of the second s	No Independent															-	
BALDWIN, BEAU D	OFFENSIVE COORDINATOR/QBS - MEN'S FOOTBALL	UCB	Salary Range	Survey Data Available	\$250,000	¢350,000					£400.000		\$650,000	N	N	N		N		1
BALDWIN, BEAU D	POOTBALL	UCB	Salary Kange	Available	\$250,000	\$250,000					\$400,000		\$650,000	N	N	N		N		
	VICE CHANCELLOR - CHIEF FINANCIAL			Below the 90th																1
BALLA, ROSEMARIE A	OFFICER	UCB	MRZ	Percentile	\$369,770	\$363,488						\$1,625	\$365,113	Y	N	N		N		-
				Below the 90th																1
BECK, MICHAEL JOHN	ADMINISTRATIVE VICE CHANCELLOR	UCLA	MRZ	Percentile	\$381,924	\$375,435							\$375,435	Y	N	N	5%	N		\$1,015,000
				Below the Maximum																1
BEIL, JOHN EDWARD	MANAGING DIRECTOR - PRIVATE EQUITY	UCOP	Salary Range	Salary Range	\$320,000	\$258,420	\$134,059						\$392,479	N	N	N		N		
	CENTION VICE DUCCIDENT INCODMATION			Delessable Massissus																1
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		
																				1
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		1
			, ,	, ,																
BERGQUIST, DAVID ERIK	CHIEF CAMPUS COUNSEL	UCR	MRZ	Below the 50th Percentile	\$258,185	\$253,870							\$253,870	v	N	N	5%	N		1
DENOGOIST, DAVID ENIK	CHE CHI OS COONSEL	OCI	With the second	No Independent	ÿ230,103	J233,070							3233,670			, ,	370	14		
				Survey Data																1
BIBLE, DANA JOHN	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	Available	\$250,000	\$217,392					\$173,913		\$391,305	N	N	N		N	\$8,831	-
				Below the 60th																1
BLAIR, JEFFREY A	CHIEF LABORATORY COUNSEL	LBNL	MRZ	Percentile	\$340,032	\$329,132			\$9,809				\$338,941	Υ	N	N	5%	N		
				Below the 25th																1
BLOCK, GENE D	CHANCELLOR	UCLA	MRZ	Percentile	\$482,257	\$474,063				\$8,916			\$482,979	Υ	Υ	N		N		
				Below the 25th																1
BLUMENTHAL, GEORGE R	CHANCELLOR	UCSC	MRZ	Percentile	\$418,690	\$411,576				\$8,916			\$420,492	Υ	Υ	N		N		
																				1
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		1
BOMOTTI, GERARD	VICE CHANCELLOR - PLANNING & BUDGET	LIICB	MRZ	Below the 50th Percentile	\$295,000	\$245,833							\$245,833	Y	N	N		N	\$11,981	1
DOMOTTI, GELVILO	VICE CHARGEEON 1 DAMINIO & DODGE	COLI	With the second	reference	\$233,000	\$2.43,033							Ç243,033	·					V11,501	
DOOKSTARER RICHARD AA	MANAGING DIRECTOR - RISK	UCOP	Calani Danas	Below the Maximum	¢250.000	£222.040	6226.010						\$550,759	N	N	N		N		1
BOOKSTABER, RICHARD M	MANAGEMENT	UCUP	Salary Range	Salary Range	\$350,000	\$323,949	\$226,810						\$330,739	IN.	IN	IN.		IN		
				Below the Maximum																1
BOUBELIK, JANE ESTHER	CHIEF LEGAL COUNSEL, UCLA HEALTH	UCLA	Salary Range	Salary Range	\$329,131	\$320,894	\$10,000				\$11,075		\$341,969	N	N	N		N		
	DEPUTY LABORATORY DIRECTOR FOR			Below the 75th																1
BRANDT, MICHAEL THOMAS	OPERATIONS	LBNL	MRZ	Percentile	\$384,792	\$277,160							\$277,160	Y	N	N		N	\$7,991	
				Below the 50th																1
BRANDT, SCOTT A	VICE CHANCELLOR - RESEARCH	UCSC	MRZ	Percentile	\$331,310	\$325,681							\$325,681	Υ	N	N		N		\$571,500
	VICE CHANCELLOR - UNIVERSITY			Below the 50th																1
BRANT, KEITH EDWARD	RELATIONS	UCSC	MRZ	Percentile	\$323,020	\$317,532				\$8,916			\$326,448	Υ	N	N	5%	N		
																				1
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	LUCSE	Salary Range	Below the Maximum Salary Range	\$317,731	\$309,178	\$51,984				\$13,408		\$374,570	N	N	N		N		1
	Garden Services, Sest Heaer	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1 101190	j nange	2317,731	7505,270	Ç52,504				913,403		93,4,3,0	.,		.,				
DDENNED DAVID ALLES:	MCC CHANCELLOD HEALTH COST COST	HCCE	1407	Below the 50th	4547.074	4500 777		4220.005					4000 775							£3.550.000
BRENNER, DAVID ALLEN	VICE CHANCELLOR - HEALTH SCIENCES	UCSD	MRZ	Percentile	\$617,874	\$609,770	L	\$220,000		L	1	L	\$829,770	Y	N	N	L	N	1	\$2,660,000

		1																		
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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
	·																			
BROSTROM, NATHAN ERIC	EXECUTIVE VICE PRESIDENT - CHIEF FINANCIAL OFFICER	UCOP	MRZ	Below the 50th Percentile	\$437,100	\$429,668				\$8,916			\$438,584	Υ	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	MP7	Below the 60th Percentile	\$309,312	\$300,720							\$300,720	Υ	N	N	5%	N		
BIOWIT, I AMEER HOTE	RESEARCH AND ACADEMIC I DAMNING	OCOI	MILE	Below the 50th	\$303,312	\$300,720							\$300,720		N	· ·	370	N		
BROWN, SANDRA A	VICE CHANCELLOR - RESEARCH	UCSD	MRZ	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	Υ	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	Υ	N	N	5%	N		
	ACTING PROVOST AND EXECUTIVE VICE			Below the 25th																
BURTIS, KENNETH C	CHANCELLOR SENIOR VICE PRESIDENT AND CHIEF	UCD	MRZ	Percentile Below the 75th	\$225,535	\$221,456			\$31,235				\$252,691	N	N	N		N		
BUSTAMANTE, ALEXANDER ALI	COMPLIANCE & AUDIT OFFICER	UCOP	MRZ	Percentile	\$360,504	\$354,377							\$354,377	Υ	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		
	CHIEF OPERATING OFFICER, UCSD			Below the 90th																
CAMPBELL, JOHN DUNCAN	HEALTH PHYSICIAN NETWORK EXECUTIVE DIRECTOR-GOVERNMENT REIMBURSEMENT SERVICES, UCSF	UCSD	MRZ	Percentile Below the Maximum	\$319,589	\$312,731	\$57,925						\$370,656	Y	N	N	5%	N		
CANARI, CHARLOTTE S	HEALTH	UCSF	Salary Range	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	Υ	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		Ì
				Below the Maximum																
CATES, DOUGLAS ADDISON	CHIEF STRATEGY OFFICER INTERIM DEAN - DIVISION OF	UCSD	Salary Range	Salary Range	\$350,220	\$343,402	\$61,454						\$404,856	N	N	N		N		
CATRON, SUSAN D	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		
	DIRECTOR-LEAN PROMOTION OFFICE,			Below the Maximum																
CHOI, LEI	UCSF HEALTH	UCSF	Salary Range	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	Υ	Υ	N		N		

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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 Supple- mental 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		
			, , , ,	No Independent	40.17011	40.000							40.0,000							
CLOSE CODI DAGUE	USAB COACU WOLASHIC BASKSTBALL			Survey Data	4200 000	4200.000	454500			42.057	4400.050		4555 507		N	N		N		
CLOSE, CORI RASHEL	HEAD COACH, WOMEN'S BASKETBALL	UCLA	Salary Range	Available	\$300,000	\$300,000	\$64,500			\$2,057	\$198,950		\$565,507	N	N	N		N		
	VICE PRESIDENT-CLINICAL SYSTEMS, UCS			Below the Midpoint																
COLLINS, HEIDI MODEL	HEALTH	UCSF	Salary Range	Salary Range	\$338,193	\$329,920	\$63,382						\$393,302	N	N	N		N		
	ASSOCIATE VICE CHANCELLOR AND CHIEF	:		Below the Maximum																
CONRAD, LARRY D	INFORMATION OFFICER	UCB	Salary Range	Salary Range	\$344,647	\$340,705							\$340,705	N	N	N		N		
	INTERIM CHIEF INFORMATION OFFICER -			Below the 25th																
COOK, JOHN K	UC DAVIS HEALTH	UCD	MRZ	Percentile	\$339,759	\$334,925	\$59,275						\$394,200	N	N	N		N		
	ACCOCIATE VICE PRECIDENT CHIEF			D-I+h 00+h																
COOPER, WILLIAM MAURICE	ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$363,888	\$357,700						<u></u>	\$357,700	Υ	N	N		N		
	CHIEF FINANCIAL OFFICER AND VICE																			
CORTEZ, RONALD SOCORIO	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	γ	N	N	5%	N		
COSTAINTINIDIS, TERESA A	OFFICER	UCSF	IVINZ	reicentile	3347,301	3341,400							3341,400		IN	IN	370	IN		
				Below the 90th																
COWELL, M ELIZABETH	UNIVERSITY LIBRARIAN	UCSC	MRZ	Percentile	\$257,500	\$241,148							\$241,148	Y	N	N	5%	N		
	VICE CHANCELLOR-			Below the 25th																
CRISWELL, LINDSEY A	RESEARCH/PROFESSOR	UCSF	MRZ	Percentile	\$279,682	\$273,382		\$75,000	\$33,670				\$382,052	N	N	N		N		—
	VICE PRESIDENT/CHIEF MEDICAL OFFICER	<u>.</u>		Below the Maximum																
CROCITTO, LAURA E	CANCER SERVICES, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$570,000	\$371,266							\$371,266	N	N	N		N	\$12,735	
	CHIEF ADMINISTRATIVE OFFICER - ONCOLOGY AND RADIATION THERAPY			Below the Midpoint																
CRONER, JULIE ELIZABETH	SERVICES SERVICES	UCSD	Salary Range	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, JOSENOR	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	
	ASSOCIATE UNIVERSITY LIBRARIAN-			, , ,	, ,								, ,							
DEARIE, TAMMY N	ENTERPRISE SERVICES/FORMER INTERIM UNIVERSITY LIBRARIAN	UCSD	MRZ	Below the 25th Percentile	\$167,046	\$179,419			\$10,688				\$190,107	N	N	N		N		
DEANE, TAIVINIT N	SENIOR VICE PRESIDENT -STRATEGIC	OCSD	WITE	rercentile	3107,040	31/3,413			\$10,088				3190,107	IN	IN	IN		IN		
	PLANNING/BUSINESS DEVELOPMENT,			Below the Maximum							*									
DECOSTA, SHELBY K	UCSF HEALTH	UCSF	Salary Range	Salary Range	\$592,096	\$563,496	\$110,284				\$21,719	\$20,880	\$716,379	N	N	N		N		
	VICE CHANCELLOR - PLANNING AND			Below the 90th																
DELANEY, MARGARET L	BUDGET	UCSC	MRZ	Percentile	\$299,948	\$294,852							\$294,852	Y	N	N		N		\vdash
	FOOTBALL DEFENSIVE			No Independent Survey Data																
DERUYTER, TIMOTHY J	COORDINATOR/OUTSIDE LINEBACKERS	UCB	Salary Range	Available	\$250,000	\$250,000					\$150,000		\$400,000	N	N	N		N		\vdash
	EXECUTIVE DIRECTOR-NETWORKED DATA			Below the Maximum																
DOBBS, DAVID O	WAREHOUSE, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$346,086	\$339,350	\$68,682						\$408,032	N	N	N		N		
	CHIEF EINANGIAL OSSIGSS - UGGA::			Deleman Soul																
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	Υ	N	N	5%	N		
DORMITORIO, EDGAR J	INTERIM VICE CHANCELLOR FOR STUDEN 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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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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home
ruii Naille	Working ritte	LUC	WIKZ/ Salary Kange	No Independent	Dec. 31	Received	Received	Fiaii	Received	raiu	Received	ru to Empi	Compensation	bellelits	Housing	belletits	bellelit	belletits	COSES	Mortgage
				Survey Data																
DOUGHERTY, JAMES MICHAEL	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	Available	\$250,000	\$250,000				\$5,400	\$80,833		\$336,233	N	N	N		N		
	VICE CHANCELLOR - EQUITY AND			Below the 75th																
DUBON, OSCAR D	INCLUSION	UCB	MRZ	Percentile	\$257,500	\$253,125							\$253,125	Υ	N	N		N		
	WOS DESCRIPTION SWITTER AND STATE AN			D. J. 11. 7511																
DUCKETT, DWAINE BRIAN	VICE PRESIDENT-SYSTEMWIDE HUMAN RESOURCES	UCOP	MRZ	Below the 75th Percentile	\$349,476	\$342,579				\$8,916			\$351,495	Υ	N	N	5%	N		\$989,100
	VICE PRESIDENT/CHIEF MEDICAL OFFICER	₹-																		
DURAND, DAVID J	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		
			and the same of th	, mange	Ç444,130	\$454,564	Ç70,151				Q22,373		\$333,400					.,		
				Below the 50th																
EATON, ANDREA GUNN	CHIEF CAMPUS COUNSEL	UCI	MRZ	Percentile	\$281,190	\$275,330							\$275,330	Y	N	N		N		
	VICE PRESIDENT-MAJOR CAPITAL			Below the Maximum																
ECKBLAD, J STUART	PROJECTS, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$309,108	\$303,096	\$53,242				\$2,247		\$358,585	N	N	N		N		-
	MEDICINE & CHIEF OPERATING OFFICER, AMBULATORY & COMMUNITY			Above the Maximum																1
ELAHI, FARANAK K	PRACTICES, UCLA HEALTH	UCLA	Salary Range	Salary Range	\$426,400	\$416,833	\$82,082						\$498,915	N	N	N		N		
	WOS DESCRIPTION DESCRIPTION AND			n																
ELLIS, ARTHUR BARON	VICE PRESIDENT - RESEARCH AND GRADUATE STUDIES	UCOP	MRZ	Below the 25th Percentile	\$319,824	\$314,385							\$314,385	Υ	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	v	N	N	5%	N		
erroce, calcrocarrount	SHATEST STREET	0001	With the second	rerection	\$330,33 <u>2</u>	\$303,013	Ç03,141						\$454,554				3,0			
	SENIOR DIRECTOR, TALENT ACQUISTION			Below the Maximum																
EPSTEIN LUDEWIG, ROBIN	& WORKFORCE PLANNING, UCLA HEALTH	1 UCLA	Salary Range	Salary Range	\$296,104	\$290,813	\$40,130						\$330,943	N	N	N		N		-
	ASSOCIATE VICE CHANCELLOR-			Below the Maximum																
FABER, MICHAEL J	UNIVERSITY DEVELOPMENT	UCSF	Salary Range	Salary Range	\$416,312	\$400,330							\$400,330	N	N	N		N		
	EXECUTIVE DIRECTOR - FEDERAL GOVERNMENT RELATIONS - UC			Below the Maximum																
FALLE, GARY	NATIONAL LABS	UCOP	Salary Range	Salary Range	\$339,504	\$331,501							\$331,501	N	N	N		N		
	VICE PRESIDENT-HEALTH PLAN																			
FAWLEY, REECE I	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	Υ	N	N		N	\$31,956	
. , ,					,,	, ,							7/						7,3	
ELAHEDTY VIEDAM	ASSOCIATE VICE PRESIDENT - STATE	LICOR	MART	Below the 75th	¢250 755	£252.540							¢352.540	٧			F0/			\$360,000
FLAHERTY, KIERAN	GOVERMENT RELATIONS	UCOP	MRZ	Percentile	\$258,756	\$253,648							\$253,648	Y	N	N	5%	N		\$360,000
	SENIOR MANAGING DIRECTOR -			Below the Maximum																1
FONG, EDMOND	ABSOLUTE RETURNS	UCOP	Salary Range	Salary Range	\$366,180	\$356,742	\$226,356						\$583,098	N	N	N		N		
	VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY			Below the Midpoint																
FRENCH, BARBARA J	RELATIONS	UCSF	Salary Range	Salary Range	\$353,012	\$347,014							\$347,014	N	N	N		N		
	VICE PRESIDENT-CHILDREN'S SVCS FINANCE/CFO, CHILDREN'S HOSPITAL			Below the Maximum																1
FRIES, ROBERT S	OAKLAND, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$534,403	\$532,355	\$100,152					\$25,255	\$657,762	N	N	N		N		
				No Independent																1
FRYE, JUSTIN M	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	Survey Data Available	\$250,000	\$191,667					\$274,167		\$465,834	N	N	N		N	\$33,328	1
			,																, ,	
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		1
GALINDO, EIVILT C	מווחות	UCD	INIVE	rercentile	3233,4U3	3233,8U/			22,32U				3435,54 <i>1</i>	iN	iN	iN		N		
				Below the 50th																1
GANNOTTA, RICHARD J	CHIEF EXECUTIVE OFFICER	UCI	MRZ	Percentile	\$780,000	\$714,545	\$124,425				I		\$838,970	Υ	N	N		N		1

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				MRZ/Salary Range	Annualized Base Salary as of	Actual Base Salary	Actual Bonuses/ Incentives	Actual Amount Received from the Health Sciences Compensation	Actual Stipend	Actual Auto Allowance	Other Cash Compensation/ Payments	Actual Temporary Housing/ Relocation Allowances	Total Cash	Sr Mgmt	University Provided	Severance	Sr Mgmt Supple- mental	Additional Post- Retirement	Reimburse Moving	University- Provided Home
Full Name	Working Title	Loc	MRZ/Salary Range	Comments	Dec. 31	Received	Received	Plan	Received	Paid	Received	Pd to Empl	Compensation	Benefits	Housing	Benefits	Benefit	Benefits	Costs	Mortgage
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	Υ	Υ	N		N		
	INTERIM VICE CHANCELLOR FOR HEALTH			Below the 25th																
GOLDIN, ALAN L	AFFAIRS	UCI	MRZ	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	Υ	N	N		N	\$15,018	
					V 120,000	¥,							700,000						+10,010	
GORDEN JR., MONROE	VICE CHANCELLOR - STUDENT AFFAIRS	UCLA	MRZ	Below the 60th Percentile	\$321,672	\$304,527							\$304,527	Υ	N	N		N		
				No Independent	, , , , ,	, , , , , , , , , , , , , , , , , , , ,							1							
GOTTLIEB, LINDSAY	WOMEN'S BASKETBALL HEAD COACH	UCB	Salary Range	Survey Data Available	\$360,000	\$360,000	\$75,000			\$5,400	\$297,500		\$737,900	N	N	N		N		1
				No Independent																
GREATWOOD, STEVEN E	FOOTBALL OFFENSIVE LINE COACH	UCB	Salary Range	Survey Data Available	\$250,000	\$237,500					\$182,500		\$420,000	N	N	N		N		
				n I II noil																
GRIMLEY, KAREN ANN	CHIEF NURSING EXECUTIVE, UCLA HEALTH	UCLA	MRZ	Below the 90th Percentile	\$407,035	\$397,075	\$75,770						\$472,845	Υ	N	N	5%	N		
GROSENHEIDER, ALAN	DEPUTY UNIVERSITY LIBRARIAN/FORMER			Below the 50th																
ARTHUR	ACTING UNIVERSITY LIBRARIAN	UCSB	MRZ	Percentile	\$198,177	\$199,374							\$199,374	N	N	N		N		-
				No Independent Survey Data																1
GUERRERO, DANIEL GENE	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	Available	\$937,779	\$922,894	\$83,750				\$734,000		\$1,740,644	N	N	N		N		\$850,000
				Below the 50th																l.
GUIMARAES, ARTHUR RIBEIRO	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	MRZ	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	Υ	N	N	5%	N		
GULLATT, VELVIA YVETTE	VICE PROVOST - DIVERSITY AND ENGAGEMENT	UCOP	MRZ	Below the 25th Percentile	\$270,312	\$264,241							\$264,241	Υ	N	N	5%	N		1
GUNTHER, ELISABETH R	CHIEF CAMPUS COUNSEL	UCM	MRZ	Below the 50th Percentile	\$253,111	\$244,324			\$10,000				\$254,324	Υ	N	N	5%	N		\$243,000
	CHIEF FINANCIAL OFFICER, SCHOOL OF			Dalam the Manieron																1
HAJEK, CHARLES	MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$304,562	\$298,554	\$26,484						\$325,038	N	N	N		N		
				Below the 60th																1
HAMILL, NANCY G	CHIEF CAMPUS COUNSEL	UCSB	MRZ	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	Υ	N	N		N		
				Below the 60th																1
HAWGOOD, SAMUEL	CHANCELLOR	UCSF	MRZ	Percentile	\$844,131	\$829,789				\$8,916			\$838,705	Υ	Υ	N		N		

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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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
T dil Hallic	Working Field	200	initzy surer y mange	Comments	500.01	neceived	Heterreu		neceivea		Heeervea	r a to Empi	compensation	Denemo	Housing	Denents	Denene	Denents	COSES	Mortgage
HAYASHIDA, PETER A	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	MRZ	Below the 50th Percentile	\$365,505	4250 704				\$8,916			\$367,710	· ·	N	N	5%	N		\$409,500
HATASHIDA, FETER A	ADVANCEMENT	UCK	IVINZ	reicentile	\$305,505	\$358,794				\$8,910			\$307,710	Ť	IN .	IN	370	IN .		3409,300
				At Minimum of																
HAYNE, CAY JOSE	MANAGING DIRECTOR - REAL ESTATE	UCOP	Salary Range	Salary Range	\$280,300	\$230,695	\$89,352						\$320,047	N	N	N		N		
				Below the 60th																
HAYNES, BRIAN	VICE CHANCELLOR - STUDENT AFFAIRS	UCR	MRZ	Percentile	\$260,000	\$77,246							\$77,246	Y	N	N		N		
	VICE CHANCELLOR - UNIVERSITY			Below the 60th																
HERVEY, BRIAN T	ADVANCEMENT	UCI	MRZ	Percentile	\$406,325	\$399,421				\$8,916			\$408,337	Y	N	N	5%	N		\$529,200
	PROVOST AND EXECUTIVE VICE			Below the 25th																
HEXTER, RALPH J	CHANCELLOR	UCD	MRZ	Percentile	\$429,382	\$422,087				\$8,916			\$431,003	Υ	N	N		N		\$607,500
	ASSISTANT VICE CHANCELLOR- CHILDREN'S HEALTH, UNIVERSITY			Below the Maximum																
HICKEY, ERIN E	DEVELOPMENT/ALUMNI RELATIONS	UCSF	Salary Range	Salary Range	\$353,000	\$321,090					\$4,253		\$325,343	N	N	N		N		
	SENIOR VICE PRESIDENT - EXTERNAL			Below the 75th																
HOLMES, CLAIRE ANNE	RELATIONS AND COMMUNICATIONS	UCOP	MRZ	Percentile	\$360,000	\$326,833							\$326,833	Υ	N	N		N		
HOLLIES STILLINGS BOOK				n.llco.l.																
HOLMES-SULLIVAN, ROBIN HELENE	VICE PRESIDENT - STUDENT AFFAIRS	UCOP	MRZ	Below the 60th Percentile	\$308,568	\$303,319							\$303,319	Υ	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		
HOUSE GIVINI, DESERI	intervitori, deptilenem	CCD	Salary Hange	Solol y Nonge	3410,700	Ş407,023	330,377					\$33,000	,505,000			.,		.,		
LILIDDADD CLICAN C	ACCOCIATE I ADODATORY DIDECTOR	LDNII	MAD 7	Below the 60th	6202.264	£200.004							6380 CC4	v			F0/	N		
HUBBARD, SUSAN S	ASSOCIATE LABORATORY DIRECTOR INTERIM CHIEF INTEGRATION OFFICER,	LBNL	MRZ	Percentile	\$393,264	\$380,664							\$380,664	Ť	N	N	5%	IN .		
	UCSF BENIOFF CHILDREN'S HOSPITAL			Below the Midpoint																
HUDSON, PAMELA LOU	OAKLAND	UCSF	Salary Range	Salary Range	\$431,381	\$421,474	\$74,058		\$42,307				\$537,839	N	N	N		N		
				Below the 50th																
HUEBNER, MINH-NGOC AGON	INTERIM CHIEF FINANCIAL OFFICER	LBNL	MRZ	Percentile	\$301,240	\$258,985	\$2,495						\$261,480	N	N	N		N		
	DIRECTOR - ABSOLUTE RETURN			Below the Maximum																
HUIE, CRAIG	STRATEGIES	UCOP	Salary Range	Salary Range	\$250,000	\$213,025	\$102,590						\$315,615	N	N	N		N		
	VICE PRESIDENT - AGRICULTURE AND			Below the 50th																
HUMISTON, GLENDA LEE	NATURAL RESOURCES	UCOP	MRZ	Percentile	\$295,620	\$290,592							\$290,592	Y	N	N	5%	N		
				Below the 75th																
INCANDELA, JOSEPH ROBERT	VICE CHANCELLOR FOR RESEARCH	UCSB	MRZ	Percentile	\$360,500	\$354,375							\$354,375	Υ	N	N		N		
	VICE PRESIDENT-POPULATION HEALTH AND ACCOUNTABLE CARE			Below the Maximum																
INTINARELLI, GINA M	ORGANIZATION, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$309,353	\$296,876	\$61,342						\$358,218	N	N	N		N		
	STANGE VICE PRESIDENT SINANGE			D. J. 11. 7511												_				
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	<u></u>	
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		
ZEROSKITO, IVIKI TITEW	THE PART OF AND THANS ON WATTON	0000	Solory hange	No Independent	,300,000	9233,003	Ş 4 3,072						2344,073	14	14	14		14		
IONES MANNING I	MEN'S BASKETBALL HEAD COACH	UCB	Salany Rango	Survey Data Available	£350.000	6350.000	635.000			ĆE 400	6750.000		£1 040 400					N		
JONES, WYKING L	INIEW 2 BASKETBALL HEAD COACH	OCR	Salary Range	Available	\$250,000	\$250,000	\$35,000	1		\$5,400	\$750,000	1	\$1,040,400	N	N	N	1	N	l	

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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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
				Below the Maximum																
KAMERMAN, JANET L	CHIEF HUMAN RESOURCES OFFICER	UCSD	Salary Range	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	Υ	N	N		N		
KATZ, RANDY H	VICE CHANCELLOR - RESEARCH	UCB	MRZ	Below the 90th Percentile	\$406,850	\$380,406							\$380,406	Υ	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		
RELEIN, FINGE	CHECK IN CHARACTER CONTINUES	CCSD	Salary Hange	No Independent	\$303,E00	<i>\$311,010</i>	\$3,000					\$10,007	\$333,543							
KELLY, CHARLES EDWARD	HEAD COACH - FOOTBALL	UCLA	Salary Range	Survey Data Available	\$300,000	\$300,000					\$3,000,000		\$3,300,000	N	N	N		N	\$16,975	
RELEI, CHARLES EDWARD	ILAD COACH-TOOTBALE	UCLA	Jaiary Nange	Available	3300,000	\$300,000					\$3,000,000		\$3,300,000	IN	IN	IN		IN	310,573	
WELLDY WAREN	VICE PRESIDENT-STRATEGY/CANCER			Below the Maximum	4240.000	4205 555	440.040				442.020		4250 445	N	N	N		N		
KEMBY, KAREN	ENTERPRISE, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$340,800	\$286,666	\$49,819				\$13,930		\$350,415	N	N	N		N		
	VICE PRESIDENT-ACCOUNTING/CHIEF			Below the Midpoint																
KHAN, FARAZ KISHWAR	ACCOUNTING OFFICER, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$362,414	\$354,362	\$53,276						\$407,638	N	N	N		N		
				Below the 60th																
KHARGONEKAR, PRAMOD P	VICE CHANCELLOR - RESEARCH	UCI	MRZ	Percentile	\$379,802	\$373,349					\$35,800		\$409,149	Y	N	N		N		
				Below the 25th																
KHOSLA, PRADEEP K	CHANCELLOR	UCSD	MRZ	Percentile	\$476,565	\$468,468				\$8,916			\$477,384	Υ	Y	N		N		
	DEAN-SCHOOL OF MEDICINE/VICE			Below the 50th																
KING JR, TALMADGE E	CHANCELLOR-MEDICAL AFFAIRS	UCSF	MRZ	Percentile	\$684,853	\$673,217		\$333,921					\$1,007,138	Υ	N	N		N		\$625,000
				Below the 75th																
KIRK, JAMES D	CHIEF MEDICAL OFFICER	UCD	MRZ	Percentile	\$563,218	\$556,729	\$100,199						\$656,928	Y	N	N	5%	N		
				Below the 90th																
KLAWUNN, MARGARET M	VICE CHANCELLOR - STUDENT AFFAIRS	UCSB	MRZ	Percentile	\$289,562	\$284,642							\$284,642	Υ	N	N		N		\$500,550
KLOTZBIER, ELLSWORTH	VICE CHANCELLOR, CHIEF EXTERNAL			Below the 25th																ļ
EDWARD	RELATIONS OFFICER	UCM	MRZ	Percentile	\$294,120	\$278,650			\$2,500			\$8,000	\$289,150	Y	N	N		N		
				No Independent Survey Data																
KNOWLTON, JAMES	ATHLETICS DIRECTOR	UCB	Salary Range	Available	\$275,000	\$133,152					\$383,696		\$516,848	N	N	N		N		
	VICE CHANCELLOR - UNDERGRADUATE			Below the 90th																
KOSHLAND, CATHERINE P	EDUCATION - UNDERGRADUATE	UCB	MRZ	Percentile Percentile	\$286,761	\$281,889							\$281,889	Υ	N	N		N		
	ASSOCIATE VICE CHANCELLOR AND CHIEF			Below the 50th																
KOVALCHICK, ANN ELIZABETH	INFORMATION OFFICER	UCM	MRZ	Percentile	\$259,754	\$242,852							\$242,852	Υ	N	N	5%	N		\$314,900
	CHIEF CONTRACTING OFFICER ASSESSMENT			Dalamatha **																į Į
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		
	OPERATIONS, UCSD HEALTH & CHIEF																			
KREMER, BRENDAN REED	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		
	MANAGING DIRECTOR - ASSET																			
KUNZ, SAMUEL	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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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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
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				45/525			\$364,754	ν	N	N		N		\$484,300
LATHAM, SARAH CHRISTINA	VICE CHANCELLOR - BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	MRZ	Below the 90th	\$329,600	\$311,362							\$311,362	Υ	N	N	5%	N		\$662,350
LAVERNIA, ENRIQUE JOSE	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCI	MRZ	Below the 25th						40.045				Y		N	3/0			3002,330
	CHIEF TECHNOLOGY OFFICER, UCLA			Above the Maximum	\$421,708	\$407,784	447.000		40.520	\$8,916	4570		\$416,700	· ·	N			N		
LEASURE, CRAIG SCOTT	HEALTH SYSTEM ASSOCIATE VICE PRESIDENT - UC NATIONAL LABORATORIES	UCLA	Salary Range MRZ	Salary Range Below the 75th Percentile	\$354,020 \$350,000	\$343,954 \$26,515	\$47,888		\$8,520		\$670		\$401,032 \$26,515	N Y	N N	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		N	J1,234	
LEFTERIS, CHAD THURMAN	CHIEF OPERATING OFFICER	UCI	MRZ	Below the 90th	\$610,000	3223,310	304,280					\$3,300	\$253,250	Y	N	N		N		
LEFTERIS, CHAD THURWAN	VICE CHANCELLOR MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION		IVIKZ	Percentile Below the 50th	\$610,000										N	N		N		
LEINEN, MARGARET S	OF OCEANOGRAPHY	UCSD	MRZ	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	Υ	Υ	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	Υ	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		Below the Maximum Salary Range	\$278,873	\$272,731	\$29,887				\$16,027		\$318,645	N	N	N		N		
LISKA, EUGENIE L	DIRECTOR, HOSPITAL SYSTEM FINANCIAL OPERATIONS		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	ŷ-10,311				<i>J.</i>		\$260,255	Y	N	N	5%	N		
LO, TONY	DIRECTOR - FIXED INCOME	UCOP		Below the Maximum			604 740										3/0			
LO, TONY LODGE-LEMON, BERNADETTE	REVENUE CYCLE DIRECTOR, UCLA		Salary Range Salary Range	Salary Range Below the Maximum Salary Range	\$255,000	\$239,097 \$350,658	\$81,710		\$22,380		\$30,298		\$320,807 \$451,724	N N	N N	N N		N		
COURT PERIODS, DEMINADETTE	NOSI TITLE STOTE IN	JCLA	Julius y Marige	Julius y Marige	ر ۱۱٫۰۰۰ د	٥٥٥,٥٥٥	, TO, JOO	-	722,300	·	730,230	1	Ÿ#J1,124	14		14		.,,	·	

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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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
LOUIE, GEORGE	CHIEF MEDICAL OFFICER, SELF-FUNDED HEALTH PLANS	UCOP	MRZ	Below the 90th Percentile	\$357,204	\$351,135	\$60,413						\$411,548	Υ	N	N	5%	N		
2000,020.00					\$337,E04	4551,155	\$00,415						Ç411,540	•	.,		370			
LOWENSTEIN DANIE	EXECUTIVE VICE CHANCELLOR AND			Below the 25th	4275 005	4270 402				40.045			4270 200	.,	N	N	50/			
LOWENSTEIN, DANIEL H	PROVOST VICE CHANCELLOR - HUMAN HEALTH	UCSF	MRZ	Percentile	\$376,885	\$370,482				\$8,916			\$379,398	Y	N	N	5%	N		
	SCIENCES AND CHIEF EXECUTIVE OFFICER,			Below the 50th																
LUBARSKY, DAVID A	UC DAVIS HEALTH	UCD	MRZ	Percentile	\$750,000	\$312,500		\$83,625				\$15,000	\$411,125	Υ	N	N		N	\$21,351	
	EXECUTIVE ADVISOR FOR CHILDREN'S HEALTH AND ASSOCIATE DEAN OF			Below the Maximum																
LUBIN, BERTRAM H	CHILDREN'S HEALTH, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$477,860	\$467,842	\$98,260				\$27,463		\$593,565	Υ	N	N		N		
	VICE CHANCELLOR, ADMINISTRATIVE			Below the 75th																
MAC PHERSON, GARRY L	SERVICES SERVICES	UCSB	MRZ	Percentile	\$306,000	\$98,675							\$98,675	Υ	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	٧	N	N		N		\$1,330,000
					\$320,332	931 4,340					Ģ150		\$313,030	•						+=,000,000
	CHIEF DATA OFFICER, UCLA HEALTH		61. 6	Above the Maximum	4254 402	4245 502	447.040						4204.542							
MAHDI	SYSTEM	UCLA	Salary Range	Salary Range	\$354,482	\$346,693	\$47,949						\$394,642	N	N	N		N		
MANDEVILLE-GAMBLE, STEVEN				Below the 90th																
L	UNIVERSITY LIBRARIAN	UCR	MRZ	Percentile	\$257,375	\$253,073							\$253,073	Υ	N	N	5%	N		
	CHIEF OF STRATEGY & INTEGRATION, INFORMATION SERVICES &			Above the Maximum																
MARKLAND, JEANNE M	SOLUTIONS/CARECONNECT	UCLA	Salary Range	Salary Range	\$354,354	\$338,042	\$78,138						\$416,180	N	N	N		N		
	CHIEF NURSING AND PATIENT CARE			Below the 50th																
MARSH, TOBY K	SERVICES OFFICER	UCD	MRZ	Percentile	\$369,193	\$362,921	\$65,681						\$428,602	Υ	N	N	5%	N		
MARSHALL, DAVID B	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$360,163	\$354,044				\$8,916			\$362,960	Υ	N	N		N		
				No Independent																
MARTIN, WILLIAM W	HEAD COACH - MEN'S TENNIS	UCLA	Salary Range	Survey Data Available	\$175,000	\$169,167					\$176,913		\$346,080	N	N	N		N		
WAITIN, WILLIAM W	TEAD COACH-WEN'S TENNIS	OCLA	Jaiai y Narige	Available	\$173,000	\$105,107					\$170,515		\$540,000					14		
	VICE CHANCELLOR - RESOURCE			Below the 75th																
MATTHEWS, GARY CLIFFORD	MANAGEMENT AND PLANNING	UCSD	MRZ	Percentile	\$356,932	\$352,251							\$352,251	Y	N	N	5%	N		
	CHIEF FINANCIAL OFFICER - UC DAVIS			Below the 50th																
MAURICE, TIMOTHY R	HEALTH	UCD	MRZ	Percentile	\$477,610	\$470,815	\$82,308						\$553,123	Υ	N	N	5%	N		\$485,000
				Below the 50th																
MAXON, MARY E	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Percentile	\$363,420	\$348,480							\$348,480	Υ	N	N		N		
				Below the 25th																
MAY, GARY S	CHANCELLOR	UCD	MRZ	Percentile	\$507,600	\$500,250				\$8,916			\$509,166	Υ	Υ	N		N		
	CHIEF ENERGY THE OFFICER HE CAN DIFFE			n I II 501																
MAYSENT, 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	Υ	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	Υ	N	N		N		
THE STATE OF THE S	CEO GERTHEREIN	JCLA		i ci centine	9000, 42 3	J033,432		Ç340,000					JJJJ,432		14	14		14		
1401500 A4101451 I	VICE CHANCELLOR AND CHIEF			Below the 75th	4207.004	4250 746			45.573			47.005	4202.222	.,						4205 005
MCLEOD, MICHAEL J	OPERATING OFFICER	UCM	MRZ	Percentile	\$287,001	\$269,744			\$5,673			\$7,906	\$283,323	Y	N	N		N		\$296,000
	FORMER VICE CHANCELLOR AND CHIEF			Below the 60th																
MENDEZ, VERONICA	FINANCE AND ADMINISTRATION OFFICER	UCM	MRZ	Percentile	\$299,280	\$282,721						\$3,375	\$286,096	Υ	N	N		N		

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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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
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		1
	FACULTY ADVISOR/ FORMER INTERIM		and the same of th	, mange	\$250,000	Q233,211	\$142,040						<i>\$313,311</i>					.,		
	VICE CHANCELLOR - ADMINISTRATIVE	usen	6.1	Below the 25th	450 700	4407446							4427.446							
MICHAELSEN, JOEL C	SERVICES	UCSB	Salary Range	Percentile	\$69,782	\$127,116							\$127,116	N	N	N		N		
				Below the 50th																1
MITCHELL, ERIK T	UNIVERSITY LIBRARIAN	UCSD	MRZ	Percentile	\$220,000	\$137,936							\$137,936	Y	N	N		N	\$13,339	-
				Below the 50th																
MOHAPATRA, PRASANT	VICE CHANCELLOR-RESEARCH	UCD	MRZ	Percentile	\$340,000	\$299,476					\$12,882		\$312,358	Υ	N	N		N		
	VICE PRESIDENT-FACULTY PRACTICE			Below the Maximum																1
MORGAN, DAVID R	OPERATIONS, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$341,659	\$333,306	\$53,356				\$2,348		\$389,010	N	N	N		N		
																				1
MOUNCEY, NIGEL	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$350,832	\$335,402							\$335,402	N	N	N		N		1
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		
	VICE PROVOST-INFORMATION AND		,	, , ,	¥ 120,020	¥,	400/201		400,000		¥ 1/0 . =		7000/200							
MURALIDHARAN, VIJAYALAKSHMI	EDUCATIONAL TECHNOLOGY AND CHIEF	uco	MRZ	Below the 25th	£356 607	6250 447							6250 147	γ	N	N	5%	N		¢010.000
VIJAYALAKSHIVII	INFORMATION OFFICER CHIEF ADMINISTRATIVE OFFICER -	UCD	IVIKZ	Percentile	\$356,697	\$350,147							\$350,147	Y	N	N	5%	N		\$810,000
	CARDIOVASCULAR, MEDICINE AND			Below the Midpoint																
MURPHY, LISA CAROLE	DERMATOLOGY SERVICES	UCSD	Salary Range	Salary Range	\$300,860	\$295,003	\$50,846						\$345,849	N	N	N		N		
	ASSOCIATE VICE CHANCELLOR, CEO & PRESIDENTTECHNOLOGY DEVELOPMEN	т		Below the Maximum																
NAIBERG, AMIR HANOCH	GROUP	UCLA	Salary Range	Salary Range	\$410,970	\$399,554	\$10,000					\$25,402	\$434,956	N	N	N		N		
				Below the 25th																
NAPOLITANO, JANET ANN	PRESIDENT OF THE UNIVERSITY	UCOP	MRZ	Percentile	\$570,000	\$570,000				\$8,916			\$578,916	Υ	Υ	N	5%	N		
	CHIEF INCODMATION OFFICER CCHOOL			Abarra Aba Adarria																1
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		1
NATION, CATHRYN L	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	MRZ	Below the 75th Percentile	\$280,452	\$274,154							\$274,154	Υ	N	N	5%	N		
					,, ·	, , <u></u>							7-1. 1/-2.							
NAVA, RACHAEL OLSON	EXECUTIVE VICE PRESIDENT AND CHIEF OPERATING OFFICER	UCOP	MRZ	Below the 50th Percentile	\$381,108	\$374,628				\$8,916			\$383,544	γ	N	N	5%	N		\$1,498,500
NAVA, RACHAEL OLSON	OFERATING OFFICER	UCUF	IVINZ	reicentile	\$301,100	3374,020				\$6,510			2303,344	,	IN	IN	376	IN		\$1,450,300
	VICE CHANCELLOR-DIVERSITY AND			Below the 75th																
NAVARRO, J RENEE	OUTREACH	UCSF	MRZ	Percentile	\$316,134	\$310,763							\$310,763	Y	N	N	5%	N		
				Below the 25th																
NEATON, JEFFREY B	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Percentile	\$350,832	\$338,375							\$338,375	Y	N	N		N		\$666,750
	VICE CHANCELLORLEGAL AFFAIRS AND			Below the 60th																
NELSON, LOUISE COLLEEN	ASSOCIATE GENERAL COUNSEL	UCLA	MRZ	Percentile	\$316,004	\$308,914							\$308,914	Υ	N	N	5%	N		<u> </u>
				Below the 75th																1
NIES, CHARLES T	VICE CHANCELLOR - STUDENT AFFAIRS	UCM	MRZ	Percentile	\$269,748	\$265,761							\$265,761	Υ	N	N	5%	N		\$517,500
																				1
NOSOWSKY, RACHEL	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	MRZ	Above the 90th Percentile	\$380,000	\$318,671							\$318,671	Υ	N	N	5%	N		
·	ASSOCIATE CHAIR-ADMINISTRATION,																			
NOVELERO, MARIA LOURDES	DEPARTMENT OF MEDICINE, SCHOOL OF	UCSF	Salary Range	Below the Maximum Salary Range	\$308,734	\$291,708	\$39,734						\$331,442	N	N	N		N		1
TEEERO, INAMA EOUNDES		0031	and though	and a mange	Ç300,734	Y232,700	Ç55,754						\$332,44Z	.,	.,	.,		14		
OINELL CEOEDEN A	ASSISTANT VICE PRESIDENT -	LICOR	MAD 7	Below the 50th	4245.225	4240.07							4240.074				50/			1
O'NEILL, GEOFFREY A	INSTITUTIONAL ADVANCEMENT	UCOP	MRZ	Percentile	\$215,220	\$210,971	1	1		1	1	1	\$210,971	Y	N	N	5%	N	l	1

								1					1		1	1				
				MRZ/Salary Range	Annualized Base Salary as of	Actual Base Salary	Actual Bonuses/ Incentives	Actual Amount Received from the Health Sciences Compensation	Actual Stipend	Actual Auto Allowance	Other Cash Compensation/ Payments	Actual Temporary Housing/ Relocation Allowances	Total Cash	Sr Mgmt	University Provided	Severance	Sr Mgmt Supple- mental	Additional Post- Retirement	Reimburse Moving	University- Provided Home
Full Name	Working Title	Loc	MRZ/Salary Range	Comments	Dec. 31	Received	Received	Plan	Received	Paid	Received	Pd to Empl	Compensation	Benefits	Housing	Benefits	Benefit	Benefits	Costs	Mortgage
	SENIOR VICE PRESIDENT/ASSOCIATE VICE CHANCELLOR-HUMAN RESOURCES,			Below the Midpoint																
ODATO, DAVID		UCSF	Salary Range	Salary Range	\$445,308	\$438,002	\$77,150				\$8,554		\$523,706	N	N	N		N		
	VICE CHANCELLOD, CHIEF FINANCIAL			Below the 90th																1
OUILLET, PIERRE-YVES	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCSD	MRZ	Percentile	\$438,354	\$429,946							\$429,946	Υ	N	N	5%	N		\$701,000
	SENIOR ASSOCIATE DEAN OF FINANCE																			1
PAARDEKOOPER, JANNA M	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		1
	ASSOCIATE CHAIR- FINANCE/ADMINISTRATION, DEPARTMENT OF SURGERY, SCHOOL OF			Below the Maximum																
PANION, MICHAEL CHARLES	MEDICINE	UCSF	Salary Range	Salary Range	\$293,029	\$287,729	\$37,901						\$325,630	N	N	N		N		
	CHIEF CAMPUS COUNSEL AND ASSOCIATE			At the 50th																ĺ
PARK, DANIEL W		UCSD	MRZ	Percentile	\$325,900	\$299,902					\$1,700		\$301,602	Υ	N	N	5%	N		
	ASSOCIATE VICE CHANCELLOR,			Below the Maximum																ĺ
PARKER, LAURA LAVADO		UCLA	Salary Range	Salary Range	\$341,281	\$330,012	\$3,000						\$333,012	N	N	N		N		
				No Independent																İ
PASTERNACK, JOE	HEAD COACH - MEN'S BASKETBALL	UCSB	Salary Range	Survey Data Available	\$357,489	\$347,784				\$5,483	\$50,700		\$403,967	N	N	N		N		İ
			,	No Independent	, ,	, , , ,				, , , , ,	, ,		,,							
PATRICK, DAVID ALEXANDER	MEN'S BASKETBALL HEAD COACH	UCR	Salary Range	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	Υ	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	Υ	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	Υ	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	Υ	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	Υ	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	Υ	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	Υ	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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
				Below the 25th																
PRASHER, RAVI SHANKAR	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Percentile	\$336,180	\$298,634							\$298,634	Υ	N	N		N		
	VICE CHANCELLOR - FINANCE,			Below the 75th																
RATLIFF, KELLY M	OPERATIONS AND ADMINISTRATION	UCD	MRZ	Percentile	\$350,880	\$339,190			\$3,449				\$342,639	Y	N	N		N		
				No Independent Survey Data																
RHOADS, PAUL R	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	Available	\$250,000	\$244,048					\$244,048		\$488,096	N	N	N		N	\$32,917	
	EXECUTIVE DIRECTOR-CLINICAL SYSTEMS,			Below the Maximum																
RIDLEY, LORI LOU	UCSF HEALTH	UCSF	Salary Range	Salary Range	\$303,303	\$295,510	\$34,779				\$14,526		\$344,815	N	N	N		N		
	VICE PRESIDENT-FINANCE CANCER SVCS/CHIEF FINANCIAL OFFICER -UCSF			Below the Maximum																
RIKE, MIRIAM M	MC, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$385,444	\$335,462	\$78,162		\$28,397				\$442,021	N	N	N		N		
	EXECUTIVE DIRECTORQUALITY			Below the Maximum																
RIMICCI, JANET LYNNE	MANAGEMENT, UCLA HEALTH SYSTEM	UCLA	Salary Range	Salary Range	\$305,791	\$298,612	\$41,243		\$8,803				\$348,658	N	N	N		N		
	GENERAL COUNSEL AND VICE PRESIDENT	-		Below the 60th																
ROBINSON, CHARLES F	LEGAL AFFAIRS	UCOP	MRZ	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	Υ	N	N		N		
ROBINSON, DAVID M	ASSISTANT VICE	UCB	IVIRZ	Percentile	\$301,790	\$280,399							\$280,399	Y	N	N		IN .		
	CHANCELLOR/UNIVERSITY CONTROLLER AND FINANCIAL OFFICER - SCHOOL OF			Below the Maximum																
ROSS, CHERYL ANN	MEDICINE	UCSD	Salary Range	Salary Range	\$325,090	\$318,854	\$10,000						\$328,854	N	N	N		N		
	ASSOCIATE VICE CHANCELLOR			Below the Maximum																,
ROTH, JEFFREY BURTON	ACADEMIC PLANNING & BUDGET	UCLA	Salary Range	Salary Range	\$319,218	\$312,056	\$10,000					\$12,000	\$334,056	N	N	N		N		\$1,233,000
				Below the 50th																,
SATTERLUND, ALYSSON M	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	MRZ	Percentile	\$270,000	\$22,500							\$22,500	Υ	N	N		N		
				No Independent Survey Data																,
SAVAGE, JOHN JOSEPH	HEAD COACH - BASEBALL	UCLA	Salary Range	Available	\$300,000	\$300,000					\$576,983		\$876,983	N	N	N		N		
				Below the Maximum																,
SCHNEIDER, PETER	CHIEF HEALTH SCIENCES COUNSEL	UCI	Salary Range	Salary Range	\$327,087	\$321,710							\$321,710	N	N	N		N		
				Below the 50th																,
SCHNETZLER, GRETA	CHIEF CAMPUS COUNSEL	UCSF	MRZ	Percentile	\$305,679	\$297,188							\$297,188	Υ	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		,
SCHROEDER, DAVID W	CLINICAL PROFESSIONAL SERVICE	UCUP	Salary Range	Salary Range	\$314,388	\$308,873	\$114,498						\$423,371	N	N	N		IN .		
SCIOSCIA, ANGELA LYNN	MANAGER/FORMER CHIEF MEDICAL OFFICER	UCSD	Salary Range	Below the Midpoint Salary Range	\$195,397	\$347,723	\$87,117						\$434,840	Υ	N	N	5%	N		,
and the state of t		3000	7 10190		7133,337	<i>4347,723</i>	y07,127						Ş-13-1,0-10				3,0			
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		ı İ
	VICE CHANCELLOR-BUSINESS				,	, /	,				. ,		, ,,,,,,,,							
SELICK, HAROLD E	DEVELOPMENT, INNOVATION, AND PARTNERSHIPS	UCSF	MRZ	Below the 75th Percentile	\$432,600	\$425,250							\$425,250	Υ	N	N	5%	N		ı İ
	UNIVERSITY LIBRARIAN/ASSISTANT VICE													-						
SHAFFER, CHRISTOPHER J	CHANCELLOR-ACADEMIC INFORMATION MANAGEMENT	UCSF	MRZ	Below the 75th Percentile	\$283,250	\$278,438							\$278,438	Υ	N	N	5%	N		ļ
	CECRETARY AND CHESS OF STAFF TO THE			Delevithe 500		-														
SHAW, ANNE	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	MRZ	Below the 50th Percentile	\$245,864	\$241,687				\$8,916			\$250,603	Υ	N	N	5%	N		
	CHIEF FINANCIAL OFFICER - UCI HEALTH			Below the 90th																
SIAL, AJAY	SYSTEM	UCI	MRZ	Percentile	\$591,993	\$577,145	\$98,617						\$675,762	Y	N	N	5%	N		

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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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
			, , , , , , ,																	- 0.0
SIMMONS, BLAKE	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$335,640	\$324,585							\$324,585	N	N	N		N		
SIMINONS, BEARE	CHIEF OPERATING OFFICER, MEDICAL	LUIVE	Salary Nange	Salary Karige	3333,040	3324,363							3324,363	IN	IN	IN		IN		
	CENTER AND INTERIM CHIEF EXECUTIVE			Below the 90th																
SIMMONS, BRADLEY W	OFFICER, MEDICAL CENTER	UCD	MRZ	Percentile	\$732,022	\$619,987	\$104,577						\$724,564	Υ	N	N	5%	N		
	EXECUTIVE VICE CHANCELLOR-ACADEMIC	2		Below the 25th																
SIMMONS, ELIZABETH H	AFFAIRS	UCSD	MRZ	Percentile	\$396,550	\$389,812							\$389,812	Y	N	N		N	\$14,442	\$1,062,000
	DEPUTY LABORATORY DIRECTOR FOR			Below the 90th																
SIMON, HORST D	RESEARCH	LBNL	MRZ	Percentile	\$458,892	\$447,752							\$447,752	Υ	N	N	5%	N		\$1,057,750
	ACCOCIATE VICE CHANCELLOD ALLIMANI			Delessable Massissus																
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		
	FOOTBALL - CO-DEFENSIVE			No Independent															_	
SIRMON, PETER A	COORDINATOR/ASSOC. HEAD COACH AND INSIDE LINEBACKERS COACH	UCB	Salary Range	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	¢214.265	\$307,282	¢60.216				¢16 057		\$384,355	N	N	N		N		
SKIININER, CEIFFORD A	HEALIN	UCSF	Salary Karige	Salai y Railge	\$314,265	\$307,282	\$60,216				\$16,857		\$384,333	IN	IN	IN		IN		
				Below the 75th																
SMITH, MACKENZIE	UNIVERSITY LIBRARIAN	UCD	MRZ	Percentile	\$281,130	\$275,968							\$275,968	Y	N	N	5%	N		
	ASSOCIATE VICE CHANCELLOR, OFFICE OF	F		Below the Maximum																
SMITH, MARCIA LEE	RESEARCH ADMINISTRATION	UCLA	Salary Range	Salary Range	\$332,518	\$325,058							\$325,058	N	N	N		N		-
	SENIOR VICE PRESIDENT/CHIEF-FACULTY			Below the Maximum																
SMITH, SUSAN D	PRACTICES OFFICER, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$595,164	\$544,888	\$108,292						\$653,180	N	N	N		N		
	PROFESSOR AND DEAN OF GRADUATE STUDIES/FORMER ACTING VICE			Delessahe 254h																
SMITH,THOMAS	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	Υ	N	N	5%	N		
					, , , , ,	, , ,				1.7.			,,,,,,,,							
STATON, PAUL 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	γ	N	N	5%	N		
STATON, FAULA	FINANCIAL OFFICER, OCEA HEALTH	UCLA	IVINZ	reicentile	3003,370	3072,303	3132,704		303,324		300,200		3933,023	,	IN	IN	376	IN		
				Below the 90th																
STEEL, VIRGINIA	UNIVERSITY LIBRARIAN	UCLA	MRZ	Percentile	\$283,558	\$278,738							\$278,738	Y	N	N	5%	N		\$1,330,000
	SENIOR MANAGING DIRECTOR - FIXED			Below the 75th																
STERMAN, STEVEN L	INCOME	UCOP	MRZ	Percentile	\$364,212	\$356,038	\$188,142						\$544,180	Y	N	N	5%	N		\$800,000
				Below the 50th																
STOBO, JOHN DAVID	EXECUTIVE VICE PRESIDENT - UC HEALTH	UCOP	MRZ	Percentile	\$652,800	\$641,706	\$140,700			\$8,916			\$791,322	Υ	N	N	5%	N		\$1,330,000
	VICE PRESIDENT-STRATEGIC			Below the Maximum																
STRACHAN, SHAY J	PARTNERSHIPS, UCSF HEALTH	UCSF	Salary Range	Salary Range	\$324,600	\$291,437	\$51,195				\$8,443		\$351,075	N	N	N		N		
	CENTION VICE DESCRIPTION CHARACT COURSE			Polourtho 75*5																
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		
						-			-							-			l	
SUTTON, STEPHEN	VICE CHANCELLOR - STUDENT AFFAIRS	UCB	MRZ	Below the 90th Percentile	\$290,460	\$266,324							\$266,324	Υ	N	N		N		
. ,													,							
SWEENEY, MICHAEL F	CHIEF CAMPUS COUNSEL	uco	MRZ	Below the 50th	\$299,280	\$304,022							\$304,022	v	N	N		N		
SWEENET, WICHAELF	CHIEF CAMIFUS COUNSEL	UCD	IVIAL	Percentile	\$455,48U	\$3U4,UZZ							\$3U4,UZZ	T	iN	iN		IN		<u> </u>
	DIRECTOR - FIXED INCOME AND SENIOR	l		Below the Maximum																
SWETT, MICHAEL ALLEN	PORTFOLIO MANAGER	UCOP	Salary Range	Salary Range	\$260,000	\$252,904	\$92,871				1	\$5,156	\$350,931	N	N	N		N	1	1

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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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
CHAINIAGUS BONIAI D				Delessable Massissus																1 '
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	<u> </u>
																				1
SYMONS, TIMOTHY JAMES	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 25th Percentile	\$332,964	\$324,884							\$324,884	Υ	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		1
1711200111, 30371113711	oca marcin	OCD.	Salary Hange	Salary Hange	\$307,034	\$377,020	<i>\$74,510</i>				914,E3E		\$400,434							
TANJI, LORELEI A	UNIVERSITY LIBRARIAN	UCI	MRZ	Below the 90th Percentile	6255.247	\$248,225							\$248,225	v	N	N	5%	N		
TANSI, LORELETA	UNIVERSITY EIBRARIAN	UCI	IVINZ	reicentile	\$255,317	\$248,225							\$248,225	Ť	IN	IN	5%	IN		
	VICE CHANCELLOR - RESEARCH AND			Below the 50th																
TRAINA, SAMUEL JUSTIN	ECONOMIC DEVELOPMENT ASSOCIATE VICE PRESIDENT - BUSINESS	UCM	MRZ	Percentile	\$274,359	\$270,304							\$270,304	Y	N	N		N		\$276,000
	OPERATIONS, AGRICULTURE AND			Below the 50th																
TRAN, TU M	NATURAL RESOURCES	UCOP	MRZ	Percentile	\$249,660	\$244,731							\$244,731	Υ	N	N	5%	N		
	CAMPUS PROVOST/ EXECUTIVE VICE			Below the 50th																1
TROMP, MARLENE A	CHANCELLOR	UCSC	MRZ	Percentile	\$381,100	\$362,958				\$8,916			\$371,874	Υ	N	N		N		
				No Independent Survey Data																
TUIASOSOPO, MARQUES T	TIGHT ENDS COACH - MEN'S FOOTBALL	UCB	Salary Range	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		
				Below the 60th			+/				400/000									
TURTELTAUB, RHEA P	VICE CHANCELLOREXTERNAL AFFAIRS	UCLA	MRZ	Percentile	\$470,453	\$457,385				\$8,916			\$466,301	Υ	N	N	5%	N		t
VAUGHN, KEVIN	DEAN - UNIVERSITY EXTENSION	UCR	MRZ	Below the 75th Percentile	\$256,346	\$231,311							\$231,311	Υ	N	N		N	\$4,244	
WAKIMOTO, ROGER M	VICE CHANCELLOR FOR RESEARCH	UCLA	MRZ	Below the 50th Percentile	\$365,650	\$359,437							\$359,437	Υ	N	N		N		\$1,400,000
	VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER- ADULTSVCS/PHYSICIAN ORGANIZATIONS			Below the Maximum																
WALLACE, TAMMY LEHR	UCSF HEALTH	UCSF	Salary Range	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	Υ	N	N	5%	N		
	CHIEF PHARMACY OFFICER/VICE PRESIDENT-CLINICAL SERVICES, UCSF	ucce	Color Dance	Below the Maximum	¢357.801		657.005				\$17,615		\$43C 3EC	N	N	N				
WANDRES, DANIEL	HEALTH	UCSF	Salary Range	Salary Range	\$367,801	\$360,646	\$57,995				\$17,015		\$436,256	N	IN .	iN		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		
	EXECUTIVE VICE CHANCELLOR AND			Below the 50th						4-			4							
WAUGH, SCOTT L	PROVOST	UCLA	MRZ	Percentile No Indopendent	\$457,330	\$447,069				\$8,916			\$455,985	Υ	N	N	5%	N		
				No Independent Survey Data																
WILCOX, JUSTIN D	HEAD COACH - MEN'S FOOTBALL	UCB	Salary Range	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	Υ	Υ	N		N		

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 Supple- mental Benefit	Additional Post- Retirement Benefits	Reimburse Moving Costs	University- Provided Home Mortgage
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	Υ	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		

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 AN	ND VICE DEAN-CLIN	ICAL 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) PI ANNING	
ASSOCIATE VICE I RESIDENT - BODGET ANALTSIS AND	J LAMMING	
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.

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		
	SS DEVELOPMENT FOR	UCSF HEALTH'S WOMEN'S AND CHILDREN'S SERVICES, UCSF HEALTH
		Effective 7/1/18, a merit based salary increase and an equity increase were received consistent with
Annual Base as of Dec 31	\$278,330	the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$271,474	
		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
Incentive	\$37,311	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.
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ALFORD,STEPHEN TODD UCLA		
HEAD COACH - MEN'S BASKETBALL		
		Employee separated prior to the certification process. Base salary approved as part of negotiated
Annual Base as of Dec 31	\$300,000	contract.
Actual Base Salary Received	\$300,000	
Coach - Incentive	\$45,500	Annual performance-based incentive opportunity as part of negotiated coach's contract.
	42 200 000	Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$2,300,000	campus as negotiated in the contract. Payout based on annual participation in summer camps approved as part of negotiated athletics
Other Cash Compensation/Payments	\$40,000	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 SponsorUnder Armour, Inc.
Other Benefit	71,230	r ersonar apparer anowance provided by sponsor-order Armour, inc.

Compensation Element	Amount	Staff Comments
ALIVISATOS,ARMAND P UCB		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
I		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$495,430	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		
		Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$359,508	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		
- 		Effective 7/1/18, appointed as Interim Dean - University Extension; approved by the President on
I		5/1/18. Also effective 7/1/18, a merit based increase was received consistent with the 2018
Annual Base as of Dec 31	\$169,950	Systemwide Merit Program.
Actual Base Salary Received	\$143,601	
		Stipend received for additional duties as Assistant Dean; paid prior to SMG appointment; approved
Stipend	\$3,400	under local authority.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.

Compensation Element	Amount	Staff Comments
ANANTHASWAMY,SATISH UCOP		
MANAGING DIRECTOR, SENIOR PORTFOLIO MANAGER		
	\$222.500	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$323,688	Program.
Actual Base Salary Received	\$318,008	
		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
Office of the Chief Investment Officer Annual Incentive Plan	\$143,337	approved by the Administrative Oversight Committee.
ANDERSON,MICHAEL R UCSF		
SENIOR VICE PRESIDENT-CHILDREN'S SERVICES/PRESIDE	NT-BENIOFF CH	LDREN'S HOSPITAL, UCSF HEALTH
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$974,380	Merit Program.
Actual Base Salary Received	\$955,432	
		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
Clinical Enterprise Management Recognition Program	\$153,640	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.
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ANDRIOLA,THOMAS UCOP		
VICE PRESIDENT AND CHIEF INFORMATION OFFICER		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$388,368	Program.
Actual Base Salary Received	\$381,764	
Executive Disability		Per policy, eligible; five-year vesting requirement met.

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
- Common Management Cappinent	<u> </u>	i. e. penery englare to participate, approximent approximent to sharinge in penery duties e, 25, 27.
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.
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ANTRUM,SHEILA E UCSF		
SENIOR VICE PRESIDENT-ADULT SERVICES/CHIEF OPER	ATING OFFICER, U	ICSF HEALTH
	Т	
Annual Base as of Dec 31	\$724,880	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Actual Base Salary Received	\$724,880	Merit Program.
Actual base salary necessed	\$707,141	
		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
Clinical Enterprise Management Recognition Program	\$130,625	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.
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ARDESHIR,SAHAND UCOP		
INVESTMENTS DIRECTOR		
		Employee was on leave at the time of the certification process. Effective 7/1/18, a merit based
Annual Base as of Dec 31	\$245,000	increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$188,854	

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.
Office of the Chief investment Officer Affilia intentive Flan	\$103,433	approved by the Administrative Oversight Committee.
ARNETT, JENNIFER P. UCSF		
VICE CHANCELLOR-UNIVERSITY DEVELOPMENT AND ALL	JMNI RELATIONS	
Annual Base as of Dec 31	¢404.400	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
Actual Base Salary Received	\$494,400 \$480,667	consistent with the 2018 Systemwide Merit Program.
Actual base saidly Received	\$460,007	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month). Data reflects 11
Executive Auto Allowance	\$8,173	months of auto allowance since she was appointed in 1/1/18.
Executive Disability	7-7	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, I	JCLA 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	-0 · , · · · · · · · · · · · · · · · · ·
		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
Clinical Enterprise Management Recognition Program	\$66,001	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.

Compensation Element	Amount	Staff Comments
ARRIVAS,PEGGY MCNAMARA UCOP		
ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLL	ER	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$346,968	Program.
Actual Base Salary Received	\$341,072	
		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
Stipend	\$8,498	7/20/18.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Continue Management Consultance at		Describes distribute analysis to associate and associate about a local section of 105 /47
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
AZAD DICHADD E LICLA		
AZAR,RICHARD F UCLA		
CHIEF OPERATING OFFICER, UCLA HEALTH SYSTEM		
	1	Effective 2/25/18, appointed as Chief Operating Officer, UCLA Health System; approved by the
Annual Base as of Dec 31	¢61F 000	President on 2/20/18.
Actual Base Salary Received	\$615,000 \$548,315	President on 2/20/16.
Actual Base Salary Received	\$548,315	
		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
Incentive	\$83,025	Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability	1 /	Per policy, eligible; has not yet met the five-year vesting requirement.
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Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
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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	
·		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$400,000	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.

Compensation Element	Amount	Staff Comments
Moving Expenses - Moving Services	\$16,764	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
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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 SponsorUnder Armour, Inc.
DA CHUISD IA COSED CINCULUCOD		
BACHHER, JAGDEEP SINGH UCOP CHIEF INVESTMENT OFFICER		
CHIEF INVESTIMENT OFFICER		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$672,036	Program.
Actual Base Salary Received	\$660,613	1105101111
,	. ,	
		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
Office of the Chief Investment Officer Annual Incentive Plan	\$466,547	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	Ψ0,310	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive Disability		Tel policy, engine, has not yet met the live 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		
	4.0	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$403,339	Program.
Actual Base Salary Received	\$394,682	
		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
Clinical Enterprise Management Recognition Program	\$70,504	performance against pre-established goals.
Executive Disability	770,304	Per policy, eligible; five-year vesting requirement met.
Executive Disability		i ci poncy, ciigloic, five year vesting requirement met.

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
	I	- F
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.
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$320,000	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$369,770	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 of \$65,000 to be paid over four years in connection with prior MSP appointment;
Relocation Allowance	\$1,625	approved under local authority on 2/9/15. Data reflects portion paid in 2018.
DECK MICHAEL TOUNTHOUA		
BECK, MICHAEL JOHN UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
	<u> </u>	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$381,924	Program.
Actual Base Salary Received	\$375,435	i i ogi um.
Executive Disability	7575,755	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive Districty		r or posicy, esgable, has not yet met the live 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.

Compensation Element	Amount	Staff Comments
BEIL, JOHN EDWARD UCOP		
MANAGING DIRECTOR - PRIVATE EQUITY		
		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
Annual Base as of Dec 31	\$320,000	11/1/18.
Actual Base Salary Received	\$258,420	
		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
Office of the Chief Investment Officer Annual Incentive Plan	\$134,059	approved by the Administrative Oversight Committee.
BENGFORT, JOSEPH UCSF		
SENIOR VICE PRESIDENT-INFORMATION TECHNOLOGY,	CAMPUS,UCSF H	EALTH
		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
Annual Base as of Dec 31	\$497,908	local authority.
Actual Base Salary Received	\$484,589	
		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
Clinical Enterprise Management Recognition Program	\$97,645	Committee. Actual award amount is based on performance against pre-established objectives.

Compensation Element	Amount	Staff Comments
P5-W-4-W-4-5-G-1-005		
BENNAN, JAMES UCSF	EDVICES LIGSELIE	
VICE PRESIDENT/CHIEF OPERATING OFFICER-ADULT SI	ERVICES, UCSF HEA	ALTH
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$366,611	Merit Program.
Actual Base Salary Received	\$359,483	Ment Program.
Actual base salary neceived	, 3337,463	
		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
Clinical Enterprise Management Recognition Program	\$63,240	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$258,185	Program.
Actual Base Salary Received	\$253,870	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
	T	
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	
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$173,913	campus as negotiated in the contract.
L	44.200	
Moving Expenses - Moving Services	\$4,290	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Maying Evnances - Temporary Housing	\$4,541	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Temporary Housing Other Benefit	\$4,341	Personal apparel allowance provided by SponsorUnder Armour, Inc.
Other Benefit	\$1,210	Personal apparet allowance provided by SponsorOnder Armour, Inc.

Compensation Element	Amount	Staff Comments
BLAIR, JEFFREY A LBNL		
CHIEF LABORATORY COUNSEL		
		Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$340,032	Program.
Actual Base Salary Received	\$329,132	
	4	Stipend received to recognize significant additional duties of managing the newly established
Stipend	\$9,809	Contracts and Grants group; approved by the President on 05/15/2018.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Conica Managament Consulars ant		Downstier, sligible to governous and single annual
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
DLOCK CENTED LICLA		
BLOCK,GENE D. UCLA CHANCELLOR		
CHANCELLOR		
		TSC - 1: - 7/4/40
Annual Pass as of Dog 21	¢402.257	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$482,257	Program.
Actual Base Salary Received	\$474,063	Downstier, sligible, annual auto allowance neumant of \$0.045 (\$742 non month)
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.
DILINATATIVAL OF OR OF DILINGS		
BLUMENTHAL, GEORGE R UCSC		
CHANCELLOR		
		Tett 11 7/4/40 11 11 11 11 11 11 11 11 11 11 11 11 11
Assessed Bases are of Base 24	4440.000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$418,690	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.

Compensation Element	Amount	Staff Comments
		Per policy, amount is for ongoing residential maintenance expenses including security system service
House Maintenance (tel, util, etc.)	\$6,735	and monthly storage charges related to pest issues.
BOEHMER, JUDIE K UCD		
EXECUTIVE DIRECTOR, PATIENT CARE SERVICES		
		Effective 1/1/18, an equity increase was received, followed by a merit based increase consistent with
Annual Base as of Dec 31	\$278,811	the 2018 Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$271,905	
		Date well-asked in the pastual account for 2017-10 an arranged by the Administrative Organisht
		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
	4.0.05	Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20
Clinical Enterprise Management Recognition Program	\$43,265	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.
DOMOTTI CEDADO		
BOMOTTI,GERARD		
VICE CHANCELLOR - PLANNING & BUDGET		
	1	Effective 2/1/18, appointed as Vice Chancellor - Chief Financial Officer; approved by the President on
Annual Bass as of Day 24	¢205.000	
Annual Base as of Dec 31	\$295,000	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.
out in an age ment outplement		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Shipment of Household Goods	\$11,981	President on 12/15/17.
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BOOKSTABER,RICHARD M. UCOP		
MANAGING DIRECTOR - RISK MANAGEMENT		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$350,000	Program, followed by an equity increase, effective 11/1/18.
Actual Base Salary Received	\$323,949	

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.
	Ψ <u></u>	approved by the running date of the general section of the section
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 Davis as of David	¢204.702	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
Annual Base as of Dec 31	\$384,792 \$277,160	Systemwide Merit Program.
Actual Base Salary Received Executive Disability	\$277,100	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive Disability		rei policy, eligible, has not yet met the live-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.

Compensation Element	Amount	Staff Comments
DELIVERY COOPERATIONS		
BRANDT,SCOTT A UCSC		
VICE CHANCELLOR - RESEARCH		
	I	Terror - 7/4/40
Annual Base as of Dec 31	6221 210	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
	\$331,310	Program.
Actual Base Salary Received	\$325,681	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement	A574 500	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$323,020	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.
зеню манадетент зиррієтент		rei policy, eligible to participate, appointment approved prior to change in policy dated 3/23/17.
BRASE,WENDELL C UCI		
ASSOCIATE CHANCELLOR - SUSTAINABILITY		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$356,360	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 S	ERVICES, UCSF HE	ALTH
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$317,731	Merit Program.
Actual Base Salary Received	\$309,178	

Compensation Element	Amount	Staff Comments
		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
Clinical Enterprise Management Recognition Program	\$51,984	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.
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BRENNER, DAVID ALLEN UCSD		
VICE CHANCELLOR - HEALTH SCIENCES		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$617,874	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		
	T	
	4427.400	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$437,100	Program.
Actual Base Salary Received	\$429,668	December 21: 11: 11: 11: 11: 11: 11: 11: 11: 11:
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.
Senior Wanagement Supplement		rei policy, eligible to participate, appointment approved prior to change in policy dated 3/23/17.
BROWN, MICHAEL TALIFERRO UCOP		
PROVOST AND EXECUTIVE VICE PRESIDENT - ACADEMIC	AFFAIRS	
The state of the s		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$390,372	Program.
Actual Base Salary Received	\$383,738	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Schol Wanagement Supplement		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Family's Move	\$286	Regents on 7/13/17.
Accrual of Sabbatical Credits	γΞου	Per policy, accrual of sabbatical credits as a member of tenured faculty.
	-	
BROWN, PAMELA HOPE UCOP		
VICE PRESIDENT - INSTITUTIONAL RESEARCH AND	ACADEMIC PLANNING	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$309,312	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$348,970	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 & COUNS	SELING	
_		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$403,632	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.

Compensation Element	Amount	Staff Comments
BUDIL,KIMBERLY SUSAN UCOP		
VICE PRESIDENT - NATIONAL LABORATORIES		
		Employee separated prior to the certification process. Effective 7/1/18, a merit based increase was
Annual Base as of Dec 31	\$387,924	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 CHANCEL	LOR	
		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
Annual Base as of Dec 31	\$225,535	the President on 12/17/18.
Actual Base Salary Received	\$221,456	
		Stipend received prior to Acting Provost and Executive Vice Chancellor appointment in recognition of
Stipend	\$31,235	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	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$360,504	Program.
Actual Base Salary Received	\$354,377	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
		5 " ' " ' " ' ' ' ' ' ' ' ' ' ' ' ' ' '
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
	40.00	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Family's Move	\$2,406	Regents on 7/13/17.
Marian Francisco Other	¢4.60	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Other	\$168	Regents on 7/13/17.

Annual Base as of Dec 31 \$250,00 Actual Base Salary Received \$180,87 Executive Disability Senior Management Supplement Other Benefit \$19,682 CAMFIELD,GREGG EARL UCM INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST	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. Per policy, ineligible to participate due to interim appointment. Per policy, ineligible due to interim appointment. Per contract, data reflects imputed income for the costs of furnished rental accommodations paid
Annual Base as of Dec 31 \$250,00 Actual Base Salary Received \$180,87 Executive Disability Senior Management Supplement Other Benefit \$19,682 CAMFIELD,GREGG EARL UCM	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. Per policy, ineligible to participate due to interim appointment. Per policy, ineligible due to interim appointment. Per contract, data reflects imputed income for the costs of furnished rental accommodations paid
Actual Base Salary Received \$180,87 Executive Disability Senior Management Supplement Other Benefit \$19,682 CAMFIELD, GREGG EARL UCM	3/1/18. Effective 11/1/18, returned to role as Executive Advisor to the Executive Vice Chancellor of Academic Affairs. Per policy, ineligible to participate due to interim appointment. Per policy, ineligible due to interim appointment. Per contract, data reflects imputed income for the costs of furnished rental accommodations paid
Actual Base Salary Received \$180,87 Executive Disability Senior Management Supplement Other Benefit \$19,682 CAMFIELD, GREGG EARL UCM	3/1/18. Effective 11/1/18, returned to role as Executive Advisor to the Executive Vice Chancellor of Academic Affairs. Per policy, ineligible to participate due to interim appointment. Per policy, ineligible due to interim appointment. Per contract, data reflects imputed income for the costs of furnished rental accommodations paid
Actual Base Salary Received \$180,87 Executive Disability Senior Management Supplement Other Benefit \$19,682 CAMFIELD, GREGG EARL UCM	Academic Affairs. Per policy, ineligible to participate due to interim appointment. Per policy, ineligible due to interim appointment. Per contract, data reflects imputed income for the costs of furnished rental accommodations paid
Actual Base Salary Received \$180,87 Executive Disability Senior Management Supplement Other Benefit \$19,682 CAMFIELD, GREGG EARL UCM	Per policy, ineligible to participate due to interim appointment. Per policy, ineligible due to interim appointment. Per contract, data reflects imputed income for the costs of furnished rental accommodations paid
Executive Disability Senior Management Supplement Other Benefit \$19,682 CAMFIELD, GREGG EARL UCM	Per policy, ineligible to participate due to interim appointment. Per policy, ineligible due to interim appointment. Per contract, data reflects imputed income for the costs of furnished rental accommodations paid
Senior Management Supplement Other Benefit \$19,682 CAMFIELD, GREGG EARL UCM	Per policy, ineligible due to interim appointment. Per contract, data reflects imputed income for the costs of furnished rental accommodations paid
Other Benefit \$19,682 CAMFIELD,GREGG EARL UCM	Per contract, data reflects imputed income for the costs of furnished rental accommodations paid
CAMFIELD,GREGG EARL UCM	
CAMFIELD,GREGG EARL UCM	between 3/31/18 to 11/30/18.
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INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST	
	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
Annual Base as of Dec 31 \$309,60	0 with the 2018 Systemwide Salary Program.
Actual Base Salary Received \$267,43	9
Other Cash Compensation/Payments \$23,689	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	
	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31 \$319,58	9 Program.
Actual Base Salary Received \$312,73	1
	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
Clinical Enterprise Management Recognition Program \$57,925	
Executive Disability	Committee. Actual award amount is based on performance against pre-established objectives.
Senior Management Supplement	

Compensation Element	Amount	Staff Comments
CANARI,CHARLOTTE S UCSF		
EXECUTIVE DIRECTOR-GOVERNMENT REIMBURS	EMENT SERVICES, UCSF	HEALTH
	1	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$279,103	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
	\$16,040	Data reflects payment for paid time off in excess of accumulation limits.
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		
VICE PROVOST - ACADEMIC I ENSONNEL		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$303,180	Program.
Actual Base Salary Received	\$296,372	1105.4
Executive Disability	1,	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.
	<u> </u>	,
CARRICO,KATHRYN A UCLA		
ASSOCIATE VICE CHANCELLOR, HEALTH SCIENCES	DEVELOPMENT	
·		
		Employee separated on prior to the certification process. Effective 7/1/18, a merit based increase was
Annual Base as of Dec 31	\$372,262	received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$365,937	
CATES, DOUGLAS ADDISON UCSD		
CHIEF STRATEGY OFFICER		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$350,220	Program.

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$343,402	
		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
Clinical Enterprise Management Recognition Program	\$61,454	Committee. Actual award amount is based on performance against pre-established objectives.
CATRON,SUSAN D UCD		
INTERIM DEAN - DIVISION OF CONTINUING AND PROF	ESSIONAL EDUCAT	TION .
INTERIM DEAN - DIVISION OF CONTINUING AND FROM	LOSIONAL LOCA	
		Effective 7/1/18 through 12/31/19, appointed as Interim Dean-Continuing and Professional Education;
Annual Base as of Dec 31	\$225,000	approved by the President on 7/17/18.
Actual Base Salary Received	\$190,380	
		Stipend received prior to Interim Dean position in recognition of additional administrative
Stipend	\$6,300	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	
	1	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$312,365	Merit Program.
Actual Base Salary Received	\$305,971	Went Flogram.
Actual base salary received	7303,371	
		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
Clinical Enterprise Management Recognition Program	\$53,653	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		
	1	TESS - 15 - C 67 60
Assessed Boson as of Boson 24	6204 224	Effective 6/17/18, an equity increase was received, followed by a merit based increase consistent with
Annual Base as of Dec 31	\$301,331	the 2018 Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$279,850	

Compensation Element	Amount	Staff Comments
		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
Clinical Enterprise Management Recognition Program	\$51,902	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.
The case companion, a finance	¥10,100	Jaka Tenesia payment tan pana time on in okoose of accumulation in inter-
CHOI,LEI UCSF		
DIRECTOR-LEAN PROMOTION OFFICE, UCSF HEALTH		
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$314,703	Merit Program.
Actual Base Salary Received	\$308,581	
		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
Incentive	\$42.611	Committee. Actual award amount is based on performance against pre-established objectives
incentive	342,011	Committee. Actual award amount is based on performance against pre-established objectives
CHRISMAN,MAYE C. UCSF		
VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL O	F MEDICINE	
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$388,505	Merit Program.
Actual Base Salary Received	\$381,478	
		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
Clinical Enterprise Management Recognition Program	\$66,788	Committee. Actual award amount is based on performance against pre-established objectives.
CHRIST,CAROL T UCB		
CHANCELLOR		
O. W. COLLON		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$547,897	Program.
Actual Base Salary Received	\$538,588	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
·		· · · · · · · · · · · · · · · · · · ·

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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$347,844	Program.
Actual Base Salary Received	\$341,929	
CLOSE CORL DACHEL LICLA		
CLOSE,CORI RASHEL UCLA HEAD COACH, WOMEN'S BASKETBALL		
HEAD COACH, WOIVIEN 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	base saidily approved as part of negotiated afficies contract.
Account Buse Sulary Received		
Coach - Incentive	\$64,500	Annual performance-based incentive opportunity as part of negotiated coach's contract.
		Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not
Coach Auto Allowance	\$2,057	available. Data reflects the actual amount received in 2018.
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$194,167	campus as negotiated in the contract.
		Payout based on annual participation in summer camps approved as part of negotiated athletics
Other Cash Compensation/Payments	\$4,783	contract.
Other Benefit	\$2,557	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$5,000	Personal apparel allowance provided by SponsorUnder Armour, Inc.
COLLING HEIDI MODEL HCCE		
COLLINS,HEIDI MODEL UCSF VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH		
VICE PRESIDENT-CLINICAL STSTEIVIS, OCSF REALTH		
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$338,193	Merit Program.
Actual Base Salary Received	\$329,920	
		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
Clinical Enterprise Management Recognition Program	\$63,382	Committee. Actual award amount is based on performance against pre-established objectives.

Compensation Element	Amount	Staff Comments
CONRAD,LARRY UCB		
ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATI	ION OFFICER	
	<u> </u>	Temporal Parks and the second state of the sec
18 18 18 18 18 18 18 18 18 18 18 18 18 18 18 18 18 18	6244.647	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$344,647	Program.
Actual Base Salary Received	\$340,705	
COOK,JOHN K UCD		
INTERIM CHIEF INFORMATION OFFICER - UC DAVIS HE	-ΔITH	
INTERNIT CHIEF HAT CHAPACHOT CONTICENCE OF BANDON		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
I		Program. Effective 8/1/18, the interim appointment (originally 8/1/17 to 7/31/18) was extended
Annual Base as of Dec 31	\$339,759	through 7/31/19; approved by the President on 8/13/18.
Actual Base Salary Received	\$334,925	
·		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-
Clinical Enterprise Management Recognition Program	\$55,580	established goals.
		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
Incentive	\$3,695	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 C	FFICER	
	<u> </u>	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$363,888	Program.
Actual Base Salary Received	\$357,700	Donalis distribution of the second state of th
Executive Disability		Per policy, eligible; five-year vesting requirement met.

Compensation Element	Amount	Staff Comments
		Per approval of his appointment, a 5 percent contribution was incorporated into his base salary at the
Senior Management Supplement		time of appointment; approved by former University President Yudof on 1/13/13.
Series Management Supplement		time of appointment, approved by former orintersity mestache radio on 1/15/15.
CORTEZ,RONALD SOCORIO UCI		
CHIEF FINANCIAL OFFICER AND VICE CHANCELLOR	- FINANCE, ADMINIST	RATION, AND OPERATIONS
	·	
		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
Annual Base as of Dec 31	\$409,940	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	4504400	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		
VICE CHANCELLOR/CHIEF FINANCIAL OFFICER		
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$347,301	Merit Program.
Actual Base Salary Received	\$341,400	
Executive Disability	φο (1) (σο	Per policy, eligible; has not yet met the five-year vesting requirement.
		respective from the first from the f
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		
		Effective 7/1/18, a market-based adjustment was received; approved by the Regents on 9/27/18,
Annual Base as of Dec 31	\$257,500	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.

Compensation Element	Amount	Staff Comments
CRISWELL,LINDSEY A UCSF		
VICE CHANCELLOR-RESEARCH/PROFESSOR		
		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
Annual Base as of Dec 31	\$279,682	academic.
Actual Base Salary Received	\$273,382	
		Per policy, eligible to participate in the Health Sciences Compensation Plan. Data reflects a "Z"
Health Sciences Compensation Plan	\$75,000	Incentive payment for FY18.
		Stipend approved on an ongoing basis in recognition of the Vice Chancellor - Research responsibilities;
Stipend	\$13,670	approved by the President 10/31/17.
	420.000	
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.
COCCUTTO LAURA E LICCE		
CROCITTO,LAURA E. UCSF		
VICE PRESIDENT/CHIEF MEDICAL OFFICER-CANCE	R SERVICES, UCSF HEAL	_TH
	4	Effective 4/23/18, hired as Vice President and Chief Medical Officer - Cancer Services, UCSF Health;
Annual Base as of Dec 31	\$570,000	approved by Chancellor Hawgood on 2/16/18.
Actual Base Salary Received	\$371,266	
	40.000	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under
Moving Expenses - Family's Move	\$8,008	local authority.
Moving Expenses - Temporary Housing	\$4,727	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
World Expenses - Temporary Housing	Ş4,727	rei policy, reimbursement of actual and reasonable moving and relocation expenses.
CRONER,JULIE ELIZABETH UCSD		
CHIEF ADMINISTRATIVE OFFICER - ONCOLOGY AN		V CEDVICEC
CHIEF ADMINISTRATIVE OFFICER - UNCOLUGY AI	NO RADIATION THERAP	Y SERVICES
	T	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$300,860	•
		Program.
Actual Base Salary Received	\$295,003	

Compensation Element	Amount	Staff Comments
		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
Clinical Enterprise Management Recognition Program	\$52,793	Committee. Actual award amount is based on performance against pre-established objectives.
DAVIC DONALD ANTHONY LICEA		
DAVIS,RONALD ANTHONY UCLA CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
CHELLING WERE CHICER, CELLINGSHIME SISTEM		
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	Flograni.
		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
Clinical Enterprise Management Recognition Program	\$80,903	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,JOSENOR UCLA		
CHIEF PHARMACY DIRECTOR		
CHELLITATION OF BINECION		
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.

Compensation Element	Amount	Staff Comments
DEADLE TANANAVALLICED		
DEARIE, TAMMY N UCSD	ICEC/ECONAED INTE	PRIA LIMIN/EDCITY/ LIDD A DIAM
ASSOCIATE UNIVERSITY LIBRARIAN-ENTERPRISE SERV	ICES/FORMER INTE	RIM UNIVERSITY LIBRARIAN
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$167.046	· · · · ·
Annual Base as of Dec 31	\$167,046	Program. Earnings for 2018 include compensation as Interim University Librarian and as Associate University
Actual Base Salary Received	\$179,419	Librarian (eff. 4/16/18) after the Interim role ended.
Actual base Salary neceived	\$175,415	Librarian (en. 4/10/16) after the internitrole ended.
		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
Stipend	\$10,688	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.
3	•	
DECOSTA,SHELBY K. UCSF		
SENIOR VICE PRESIDENT -STRATEGIC PLANNING/BUSI	NESS DEVELOPME	NT, UCSF HEALTH
,		·
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$592,096	Program, followed by an equity increase, effective 8/12/18; approved under local authority.
Actual Base Salary Received	\$563,496	
		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
Clinical Enterprise Management Recognition Program	\$110,284	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 of \$107,500 to be paid over four years, effective 11/30/15; approved under local
Relocation Allowance	\$20,880	authority. Data reflects the portion paid in 2018.
DELANEY,MARGARET L UCSC		
VICE CHANCELLOR - PLANNING AND BUDGET		
	1	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$299,948	Program.
Actual Base Salary Received	\$294,852	
Executive Disability		Per policy, eligible; five-year vesting requirement met.

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 LINEBA	ACKERS	
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$125,000	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 WAREHOUS	E, UCSF HEALTH	
	•	
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$346,086	Merit Program.
Actual Base Salary Received	\$339,350	
		Development of the second classical and the Charlest Establish Management Development Development (CEAADD)
		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
Clinical Enterprise Management Recognition Program	\$60,600	Committee. Actual award amount for 2017-18 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Clinical Enterprise Management Recognition Program	\$68,682	committee. Actual award amount is based on performance against pre-established objectives.
DONALDSON,LORI R UCSD		
CHIEF FINANCIAL OFFICER - UC SAN DIEGO HEALTH		
CHIEF THVANCIAE OFFICER - OC SAN DIEGO HEAETH		
		Effective 5/1/18, a market-based equity adjustment was received, followed by a merit based increase
Annual Base as of Dec 31	\$481,848	consistent with the 2018 Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$437,609	
	+,	
		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
Clinical Enterprise Management Recognition Program	\$78,789	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.

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
	<u> </u>	i. e. penery englare to participate, approximent approximent to sharinge in penery dates e, 25, 27.
DORMITORIO,EDGAR J UCI		
INTERIM VICE CHANCELLOR FOR STUDENT AFFAIRS		
		Effective 6/29/18, appointed as Interim Vice Chancellor - Student Affairs; approved by the President
Annual Base as of Dec 31	\$200,000	on 6/21/18.
Actual Base Salary Received	\$180,231	
		STAR (Staff Appreciation and Recognition Plan) Award received in 2018, prior to interim appointment,
Recognition Award	\$2,000	under campus-wide program for Policy-Covered Staff. Actual award amount is based on performance.
	4	Stipend received for providing interim leadership to Enrollment Services prior to appointment as
Stipend	\$4,000	Interim VCSA.
Executive Disability		Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
DOLLCHEDTY IANAES MICHAEL LICLA		
DOUGHERTY, JAMES MICHAEL UCLA ASSISTANT FOOTBALL COACH		
ASSISTANT FOOTBALL COACH		
Annual Bass as of Day 24	¢250,000	Dana salam ammusiyad oo naut of a saatistaad athilatisa sautusat
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not
Coach Auto Allowance	\$5,400	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	\$50,000	Payout based on annual participation in summer camps approved as part of negotiated athletics
Other Cash Compensation/Payments	\$10,000	contract.
other eash compensation, ayments	710,000	Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$20,833	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 SponsorUnder Armour, Inc.
	, -	11 27 27 27 27 27 27 27 27 27 27 27 27 27
DUBON,OSCAR D UCB		
VICE CHANCELLOR - EQUITY AND INCLUSION		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$257,500	Program.
Actual Base Salary Received	\$253,125	

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		
	T	
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	·	based increase was received consistent with the 2018 systemwide Ment Program.
Executive Auto Allowance	\$342,579	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
	\$8,916	Per policy, eligible; five-year vesting requirement met.
Executive Disability		Per policy, eligible; live-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.
Home Eduli Frogram	\$505,100	rer policy, engine to participate in the octronic countriogram.
DURAND, DAVID J UCSF		
VICE PRESIDENT/CHIEF MEDICAL OFFICER-BENIOFF CHI	LDREN'S HOSPITA	AL OAKLAND, UCSF HEALTH
,		, , , , , , , , , , , , , , , , , , ,
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$444,138	Merit Program.
Actual Base Salary Received	\$434,384	
		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
Clinical Enterprise Management Recognition Program	\$76,131	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		
	4004 40-	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$281,190	Program.
Actual Base Salary Received	\$275,330	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
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ECKBLAD,J STUART UCSF		
VICE PRESIDENT-MAJOR CAPITAL PROJECTS, UCSF HEA	LTH	
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$309,108	Merit Program.
Actual Base Salary Received	\$303,096	
		Development of the second triangle for the Clinical Enterprise Advances and Development Development (CEAADD)
		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
Clinical Enterprise Management Description Description	ĆE2 242	
Clinical Enterprise Management Recognition Program	\$53,242 \$2,247	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		
·	DERATING OFFICE	ER, AMBULATORY & COMMUNITY PRACTICES, UCLA HEALTH
CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CHIEF O	TENATING OTTICE	IN, AMBOLATONT & COMMONITY FRACTICES, OCEA HEALTH
	1	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$426,400	Program.
Actual Base Salary Received	\$416,833	
	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
		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
Clinical Enterprise Management Recognition Program	\$82,082	Committee. Actual award amount is based on performance against pre-established objectives.
ELLIS,ARTHUR BARON UCOP		
VICE PRESIDENT - RESEARCH AND GRADUATE STUDIES		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$319,824	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.
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Compensation Element	Amount	Staff Comments
ENGEL, ELIZABETH ANN UCOP		
ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER	}	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$396,552	Program.
Actual Base Salary Received	\$389,813	
	465.444	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
Clinical Enterprise Management Recognition Program	\$65,141	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	<u> </u>	
SENIOR DIRECTOR, TALENT ACQUISTION & WORKFORD	E DI ANNING LICI	A HEALTH
SENIOR DIRECTOR, TALLINT ACQUISTION & WORKTONG	E PLAININING, OCI	A REALIN
	T	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$296,104	Program.
Actual Base Salary Received	\$290,813	rrogram.
Actual base Salary neceived	3230,013	
		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
Incentive	\$40,130	Committee. Actual award amount is based on performance against pre-established objectives.
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FABER, MICHAEL J UCSF		
ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPM	ENT	
		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
Annual Base as of Dec 31	\$416,312	increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$400,330	

Compensation Element	Amount	Staff Comments
FALLE,GARY UCOP		
EXECUTIVE DIRECTOR - FEDERAL GOVERNMENT RELATI	ONS - UC NATION	NAL LABS
	1	
		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
Annual Base as of Dec 31	\$339,504	consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$331,501	
FAWLEY,REECE I UCSF		
VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED C	ARE, UCSF HEALT	Н
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$443,115	Merit Program.
Actual Base Salary Received	\$432,278	
		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
Clinical Enterprise Management Recognition Program	\$83,048	Committee. Actual award amount is based on performance against pre-established objectives.
FISHER,MARC P UCB		
VICE CHANCELLOR - ADMINISTRATION		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$369,770	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.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Initial Househunting	\$3,466	President on 8/17/17.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Family's Move	\$7,790	President on 8/17/17.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Temporary Housing	\$20,700	President on 8/17/17.

Compensation Element	Amount	Staff Comments
FLAHERTY,KIERAN UCOP		
ASSOCIATE VICE PRESIDENT - STATE GOVERMENT RELAT	IONS	
7.050 CIATE VICE I RESIDENT STATE GOVERNMENT REDAT	10113	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$258,756	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$366,180	Program.
Actual Base Salary Received	\$356,742	
		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
Office of the Chief Investment Officer Annual Incentive Plan	\$226,356	approved by the Administrative Oversight Committee.
FRENCH,BARBARA J. UCSF		
VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIV	ERSITY RELATIO	ONS CONTRACTOR OF THE PROPERTY
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$353,012	Merit Program.
Actual Base Salary Received	\$347,014	
Executive Disability		Per policy, ineligible; the Vice Chancellor - Strategic Communications/University Relations is an MSP position.
·		Per policy, ineligible; the Vice Chancellor - Strategic Communications/University Relations is an MSP
Senior Management Supplement		position.

Compensation Element	Amount	Staff Comments
EDIEC DODEDT C. LICCE		
FRIES,ROBERT S. UCSF		
VICE PRESIDENT-CHILDREN'S SVCS FINANCE/CFO, CHIL	LDREN'S HOSPITAL	OAKLAND, UCSF HEALTH
	-	
Annual Base as of Dec 31	\$534,403	
Actual Base Salary Received	\$532,355	
		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
Clinical Enterprise Management Recognition Program	\$100,152	Committee. Actual award amount is based on performance against pre-established objectives.
		Relocation allowance of \$128,750 to be paid over four years, effective 12/1/15; approved under local
Relocation Allowance	\$25,255	authority. Data reflects the portion paid in 2018.
FRYE,JUSTIN M UCLA		
ASSISTANT FOOTBALL COACH		
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	, <u>.</u>
,	. ,	Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$249,167	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 SponsorUnder 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	
	7-00,007	

Compensation Element	Amount	Staff Comments
		Stingard received as Associate Vice Chancellar and ariar to Interim appointment in recognition of
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	\$5,520	Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Senior Management Supplement	1	rer policy, meligible 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 Executive Disability	\$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. Per policy, eligible; has not yet met the five-year vesting requirement.
Executive disability		rei policy, eligible, has not yet met the live-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	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$282,120	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.

Compensation Element	Amount	Staff Comments
GIL,GLORIA BROWNING UCOP		
SENIOR MANAGING DIRECTOR - REAL ESTATE		
SENIOR MANAGING BIRECTOR - REAL ESTATE		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$366,180	Program.
Actual Base Salary Received	\$356,742	
Office of the Chief Investment Officer Approach Inscribe Plan	Ć466 027	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
Office of the Chief Investment Officer Annual Incentive Plan	\$166,927	approved by the Administrative Oversight Committee.
Home Loan Program	\$726,200	Per policy, eligible to participate in the UC Home Loan Program.
CHIECDIE VINADEDI VII HOCD		
GILLESPIE, KIMBERLY H UCSD		
CHIEF COUNSEL, UCSD HEALTH		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	¢22// 10/	Program.
Actual Base Salary Received	\$328,506	riogiani.
Actual base Salary Neceived	3328,300	
GILLMAN,HOWARD AARON UCI		
CHANCELLOR		
or in the case of		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$529,973	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.

Compensation Element	Amount	Staff Comments
COLDIN ALANILLICI		
GOLDIN, ALAN L UCI		
INTERIM VICE CHANCELLOR FOR HEALTH AFFAIRS		
	<u> </u>	Effective 3/1/18, appointed as Interim Vice Chancellor for Health Affairs; approved by the President on
Annual Base as of Dec 31	\$400.000	3/13/18.
Actual Base Salary Received	\$361,975	3/13/10.
Actual Base Salary Received	\$301,373	Per policy, eligible to participate in Health Sciences Compensation Plan prior to appointment as
Health Sciences Compensation Plan	\$19,926	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.
Accidal of Sabbatical Cledits		Per policy, accrual of Sabbatical credits as a member of faculty.
GOLDMAN,GREGG UCLA		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
		Effective 10/22/18, appointed as Vice Chancellor and Chief Financial Officer; approved by the Regents
Annual Base as of Dec 31	\$425,000	on 8/7/18.
Actual Base Salary Received	\$47,736	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Consider Management Consultation of		Described to the light and the second and the secon
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		
VICE CHARCELLON - STODENT ATTAINS		
		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
Annual Base as of Dec 31	\$321,672	Program.
Actual Base Salary Received	\$304,527	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		
	•	

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.
		Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not
Coach Auto Allowance	\$5,400	available. Data reflects the actual amount received in 2018.
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$232,500	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.
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$102,500	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$407,035	Program.
Actual Base Salary Received	\$397,075	
		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.
Clinical Enternation Management Basemition Branch	675 770	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Clinical Enterprise Management Recognition Program	\$75,770	Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability	1	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.

Compensation Element	Amount	Staff Comments
GROSENHEIDER,ALAN ARTHUR UCSB		
DEPUTY UNIVERSITY LIBRARIAN/FORMER ACTING	UNIVERSITY LIBRARIAI	N
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$198,177	Program.
		Earnings for 2018 include compensation as Acting University Librarian and compensation as Deputy
Actual Base Salary Received	\$199,374	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		
DIRECTOR, INTERCOLLEGIATE ATTLETICS		
Annual Base as of Dec 31	\$937,779	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$922,894	
		Supplemental Compensation Opportunities based on performance-related goals set in employment
Incentive	\$83,750	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 SponsorUnder Armour, Inc.
		Per approved contract, eligible for an annual physical exam not to exceed \$3,500 as approved by the
Other Benefit	\$3,500	Regents in May 2008.
CHINAADAEC ADTIIUD DIDEIDO LICOD		
GUIMARAES, ARTHUR RIBEIRO UCOP		
ASSOCIATE CHIEF INVESTMENT OFFICER		
		Effective 7/4/10 a great hand in account and a great that with the 2010 Continued to the
Applied Pass as of Day 21	6270 702	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$378,792	Program.
Actual Base Salary Received	\$369,030	

Compensation Element	Amount	Staff Comments
		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
Office of the Chief Investment Officer Annual Incentive Plan	\$216,215	approved by the Administrative Oversight Committee.
Executive Disability	\$210,215	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive Disability		rei policy, eligible, has not yet met the live-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	ENTREPRENEUR	SHIP
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$355,356	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.
Coniar Managament Cumplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$270,312	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		
CHILL CAMI OF COOKSEL		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$253,111	Program.
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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$244,324	
		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
Stipend	\$10,000	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 MEDICINI		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$304,562	Program.
Actual Base Salary Received	\$298,554	
		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
Incentive	\$26,484	Committee. Actual award amount is based on performance against pre-established objectives.
HAMILL,NANCY G UCSB		
CHIEF CAMPUS COUNSEL		
		Effective 5 /4 /40 agreeinted as Chief Commun Counsell agreement the Dussidest on 5 /4 /40. Effective
Annual Base as of Dec 31	6202.250	Effective 5/1/18, appointed as Chief Campus Counsel; approved by the President on 5/1/18. Effective
Annual Base as of Dec 31	\$283,250	7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$257,448	Day notice, clinible, has not not the five year vesting requirement
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 I	IFE SERVICES	
Annual Bass as of Bas 24	6220 747	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$330,717	Merit Program.

Actual Base Salary Received ### ARRINGTON,CHRISTOPHER UCOP ### ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS Effective 2/1/18, appointed as Associate Vice President - Federal Government Relations; the President on 3/21/18. Actual Base as of Dec 31	
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS Effective 2/1/18, appointed as Associate Vice President - Federal Government Relations, the President on 3/21/18. Actual Base as of Dec 31	
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS Effective 2/1/18, appointed as Associate Vice President - Federal Government Relations, the President on 3/21/18.	
Effective 2/1/18, appointed as Associate Vice President - Federal Government Relations, the President on 3/21/18. Actual Base as of Dec 31 Actual Base Salary Received 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, have president on 3/21/18. Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Sy Merit Program. Actual Base as of Dec 31 Actual Base Salary Received \$8.916 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 five-year vesting requirement met. University Housing Per policy, eligible five-year vesting requirement met. Per policy, eligible for University-provided housing while serving as Chancellor. Senior Management Supplement Per policy, ineligible as a member of tenured faculty. Accural of Sabbatical Credits Per policy, ineligible as a member of tenured faculty. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemw. Program. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemw. Program. Annual Base as of Dec 31 S365,505 Program.	
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VICE CHANCELLOR - UNIVERSITY ADVANCEMENT Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemw Annual Base as of Dec 31 Actual Base Salary Received \$358,794	
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Actual Base Salary Received \$358,794	de Merit
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.	

Compensation Element	Amount	Staff Comments
HAYNE,CAY JOSE UCOP		
MANAGING DIRECTOR - REAL ESTATE		
		TSC - 1: - 7/4/40
		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,
Annual Base as of Dec 31	\$280,300	effective 11/1/18.
Actual Base Salary Received	\$280,300	effective 11/1/18.
Actual base Salary Received	\$250,095	
		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
Office of the Chief Investment Officer Annual Incentive Plan	\$89,352	approved by the Administrative Oversight Committee.
HAYNES, BRIAN UCR		
VICE CHANCELLOR - STUDENT AFFAIRS		
		Effective 8/15/18, appointed as Vice Chancellor - Student Affairs; approved by the President on
Annual Base as of Dec 31	\$260,000	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.
зенног манадентент зирргентент		rei policy, mengible, appointment approved on or after the change in policy dated 3/23/17.
HERVEY,BRIAN T UCI		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$406,325	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.
		Per policy, eligible to participate in the UC Home Loan Program, in accordance with applicable UC
Home Loan Program	\$529,200	policy.

Compensation Element	Amount	Staff Comments
HEXTER,RALPH J UCD		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
	<u> </u>	Effective 7/4/40 a month based increases we received associated to title the 2040 Content with Marit
Annual Base as of Dec 31	6420 202	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Actual Base Salary Received	\$429,382 \$422,087	Program.
Executive Auto Allowance		Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
	\$8,916	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement	¢607.500	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 HEALT	'LL LINIVEDCITY DEVELO	DDMENT/ALLIMANI DELATIONIS
ASSISTANT VICE CHANCELLOR-CHILDREN S HEALT	n, UNIVERSITY DEVELO	DPINIENT/ALUIVINI RELATIONS
		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
Annual Base as of Dec 31	\$353,000	position; approved under local authority.
Actual Base Salary Received	\$321,090	position, approved under local authority.
Actual base Salary Neceived	\$321,090	
		Received a portion of the 2018 merit increase as a lump-sum payment due to reaching the maximum
Other Cash Compensation/Payments	\$4,253	of salary range; approved by the Vice President - Systemwide Human Resources.
other cash compensation, rayments	ψ 1,233	or salary range, approved by the vice resident system range range residents.
HOLMES,CLAIRE ANNE UCOP		
SENIOR VICE PRESIDENT - EXTERNAL RELATIONS	AND COMMUNICATION	NS
		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
Annual Base as of Dec 31	\$360,000	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.

Compensation Element	Amount	Staff Comments
HOLMES-SULLIVAN, ROBIN HELENE UCOP		
VICE PRESIDENT - STUDENT AFFAIRS		
VICE I RESIDENT - STODENT ATTAINS		
		Employee separated prior to the certification process. Effective 7/1/18, a merit based increase was
Annual Base as of Dec 31	\$308,568	received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$303,319	received consistent with the 2010 system was ment ring anni
Executive Disability	φ303,313	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive Disability		rei peney, engine, nas not yet met the tive year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
3 11	<u>.</u>	
HOOPER,JULIE MORGAN UCB		
VICE CHANCELLOR OF UNIVERSITY DEVELOPMENT	TAND ALUMNI RELATION	ONS
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$403,142	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, UC	CLA HEALTH	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$416,786	Program.
Actual Base Salary Received	\$407,629	
		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
Incentive	\$56,377	Committee. Actual award amount is based on performance against pre-established objectives.
		Relocation allowance of \$78,600 to be paid over four years; approved under local authority on
Relocation Allowance	\$39,000	10/26/16. Data reflects the portion paid in 2018.

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
LIUDDADD CUCAN CUDAU		
HUBBARD, SUSAN S LBNL		
ASSOCIATE LABORATORY DIRECTOR		
		Tett 11 40/4/40 11 11 11 11 11 11 11 11 11 11 11 11 11
Assessed Base as of Base 24	¢202.264	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$393,264	Program.
Actual Base Salary Received	\$380,664	Bound the all the bound of the first of the
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 BENIO	FF CHILDREN'S HOSE	PITAL OAKLAND
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$431,381	Merit Program.
Actual Base Salary Received	\$421,474	
	4	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
Clinical Enterprise Management Recognition Program	\$74,058	Committee. Actual award amount is based on performance against pre-established objectives. Stipend received for assuming temporary duties as the Interim Chief Integration Officer, UCSF Benioff
Ctinand	\$42,307	Children's Hospital Oakland; approved under local authority.
Stipend	\$42,307	Children's Hospital Oakiana; approved under local authority.
HUEBNER,MINH-NGOC AGON LBNL		
INTERIM CHIEF FINANCIAL OFFICER		
INTERIIVI CHIEF FINANCIAL OFFICER		
		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
Annual Base as of Dec 31	\$301,240	9/13/18.
Actual Base Salary Received	\$258,985	3/ 13/ 10.
Executive Disability	7230,303	Per policy, ineligible to participate due to interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Semon management supplement		r er poner, menginte auc to interni appointment.
	40.40-	Received a SPOT Award in recognition of additional duties to support the leadership transition of the
Recognition Award	\$2,495	Deputy Laboratory Director of Operations; approved under local authority.

Compensation Element	Amount	Staff Comments
HUIE,CRAIG UCOP		
DIRECTOR - ABSOLUTE RETURN STRATEGIES		
		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
Annual Base as of Dec 31	\$250,000	11/1/18.
Actual Base Salary Received	\$213,025	
		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
Office of the Chief Investment Officer Annual Incentive Plan	\$102,590	approved by the Administrative Oversight Committee.
HUMISTON, GLENDA LEE UCOP		
VICE PRESIDENT - AGRICULTURE AND NATURAL RESOUR	CES	
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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$360,500	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.

Compensation Element	Amount	Staff Comments
INITINIADELLI CINIA NA LICCE		
INTINARELLI,GINA M UCSF	FARIE CARE ORGAN	UZATIONI LICCE LIFALTII
VICE PRESIDENT-POPULATION HEALTH AND ACCOUNT	TABLE CARE ORGAN	NIZATION, UCSF HEALTH
	1	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$309,353	Program, followed by an equity increase, effective 8/12/18; approved under local authority.
Actual Base Salary Received	\$296,876	
		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
Clinical Enterprise Management Recognition Program	\$61,342	Committee. Actual award amount is based on performance against pre-established objectives.
IYER,RAJU UCSF		
SENIOR VICE PRESIDENT-FINANCE AND CHIEF FINANC	IAL OFFICER	
		Effective 11/1/18, appointed as Senior Vice President - Finance and Chief Financial Officer; approved
Annual Base as of Dec 31	\$785,000	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.
		5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
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 ADMINISTRA	ATION	
SENIOR VICE CHANCELLON THANCE AND ADMINISTRA	ATION	
	1	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$390,411	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.

Compensation Element	Amount	Staff Comments
JENUSAITIS,MATTHEW UCSD		
CHIEF ADMINISTRATIVE OFFICER - INNOVATION AND	TRANSFORMATION	N
		•
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$300,860	Program.
Actual Base Salary Received	\$295,003	
		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
Clinical Enterprise Management Recognition Program	\$49,872	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	
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$750,000	campus as negotiated in the contract.
Coach - Incentive	\$35,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
		Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not
Coach Auto Allowance	\$5,400	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		
CHIEF HOWART RESOURCES OF FIGER		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$360,723	Program.
Actual Base Salary Received	\$353,707	
		Device alian aliante a participate in the Clinical Enterprise Management Describing Plan (CEMBR)
		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.
Clinical Enterprise Management Beneguities Brogger	¢65 624	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Clinical Enterprise Management Recognition Program	\$65,634	Committee. Actual award amount is based on performance against pre-established objectives.

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 SCIENCE	ES	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$416,786	Program.
Actual Base Salary Received	\$407,629	
		STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program
Recognition Award	\$7,500	for Policy-Covered Staff. Actual award amount is based on performance.
WANG JERRY LIGIA		
KANG, JERRY UCLA		
VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION	N	
		Tett 11 7/4/40 11 11 11 11 11 11 11 11 11 11 11 11 11
	4200 400	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$300,108	Program. Earnings for 2018 include compensation received as Vice Chancellor at 70 percent time and salary
Actual Pasa Calary Pasaiyad	\$310,145	received as Law Professor at 30 percent time.
Actual Base Salary Received		
Other Cash Compensation/Payments	\$78,189	Summer salary as faculty member (30% appointment).
		Per offer letter for academic appointment, a Faculty Housing Allowance was received, payable from
Housing Allowance	\$12,000	July 2015 through June 2019; approved by the Executive Vice Chancellor and Provost
Executive Disability	\$12,000	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.
Accidat of Subbatical Cicuits		Tel policy, accidal of Sabbatical credits as a member of tenured faculty.
KATZ,RANDY H UCB		
VICE CHANCELLOR - RESEARCH		
1,52 6.11 11,022 5.11		
		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
Annual Base as of Dec 31	\$406,850	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.

Compensation Element	Amount	Staff Comments
KEICTED CHALIN D LICD		
KEISTER,SHAUN B UCD	I DEL ATIONE	
VICE CHANCELLOR - DEVELOPMENT AND ALUMN	I RELATIONS	
	1	Teffective 7/4/40 a manifely and in appearance was president with the 2040 Contemposite Manife
Annual Bass as of Day 21	\$413,745	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31		Program.
Actual Base Salary Received	\$406,262	December 21:211-1 - 2000-1 - 1-211-1 - 2000-1 - 1-211-1 - 2000-1 - 1-211-1 - 2000-1 - 1-211-1 - 2000-1 - 1-211-1 - 2000-1 - 1-211-1 - 2000-1 - 1-211-1 - 2000-1 - 200
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.
School Wanagement Supplement		The policy, eligible to participate, appointment approved prior to change in policy dated 3/23/17.
KELLEN, VINCE UCSD		
CHIEF INFORMATION OFFICER		
CHE IN CHARTEN CHICEN		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$385,268	Program.
Actual Base Salary Received	\$377,878	1.100.00
Tiotaan Base Salar y Tiotainea	ψοι τηστο	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program
Recognition Award	\$5,000	for Policy-Covered Staff. Actual award amount is based on performance.
-	, ,	Relocation allowance of \$50,000 to be paid over three years, effective 6/1/16; approved under local
Relocation Allowance	\$16,667	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	
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$3,000,000	campus as negotiated in the contract.
Moving Expenses - Moving Services	\$9,349	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
	1	
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.
	\$50,000	
Other Benefit	\$80	Personal apparel allowance provided by SponsorUnder Armour, Inc.

Annual Base as of Dec 31 Actual Base Salary Received Clinical Enterprise Management Recognition Program Other Cash Compensation/Payments	\$340,800 \$286,666	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. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP),
Annual Base as of Dec 31 Actual Base Salary Received Clinical Enterprise Management Recognition Program	\$340,800	Merit Program. Effective 10/21/18, an increase was received for an upward reclassification of position; approved under local authority. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP),
Actual Base Salary Received Clinical Enterprise Management Recognition Program		Merit Program. Effective 10/21/18, an increase was received for an upward reclassification of position; approved under local authority. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP),
Actual Base Salary Received Clinical Enterprise Management Recognition Program		Merit Program. Effective 10/21/18, an increase was received for an upward reclassification of position; approved under local authority. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP),
Actual Base Salary Received Clinical Enterprise Management Recognition Program		position; approved under local authority. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP),
Actual Base Salary Received Clinical Enterprise Management Recognition Program		Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP),
Clinical Enterprise Management Recognition Program	\$286,666	
		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
Other Cash Compensation/Payments	\$49,819	Committee. Actual award amount is based on performance against pre-established objectives.
	\$13,930	Data reflects payment for paid time off in excess of accumulation limits.
KHAN,FARAZ KISHWAR UCSF		
VICE PRESIDENT-ACCOUNTING/CHIEF ACCOUNTING OFFICE	ER, UCSF HEA	LTH
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$362,414	Merit Program.
Actual Base Salary Received	\$354,362	
		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
Clinical Enterprise Management Recognition Program	\$53,276	Committee. Actual award amount is based on performance against pre-established objectives.
WHAD CONFINAD DRAMOD DIEG		
KHARGONEKAR, PRAMOD P UCI		
VICE CHANCELLOR - RESEARCH		
<u> </u>		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$379,802	Program.
Actual Base Salary Received	\$373,802	1105.4111
, state base salary necesses	+5,5,515	Per policy, a hiring bonus was approved to be paid in two annual installments. Per request, the first
Other One-Time Payment	\$35,800	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.

Compensation Element	Amount	Staff Comments
KHOSLA, PRADEEP K UCSD		
CHANCELLOR		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$476,565	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-I	MEDICAL AFFAIRS	
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$684,853	Merit Program.
Actual Base Salary Received	\$673,217	
		Per policy, eligible to participate in the Health Sciences Compensation Plan. Data reflects the combined
Health Sciences Compensation Plan	\$333,921	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$563,218	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.

Compensation Element	Amount	Staff Comments
		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-
Clinical Enterprise Management Recognition Program	\$100,199	established goals.
KLAWUNN,MARGARET M UCSB		
VICE CHANCELLOR - STUDENT AFFAIRS		
		_
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$289,562	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.
W. OTTOLED SILL SILVED THE EDWARD HOLD		
KLOTZBIER,ELLSWORTH EDWARD UCM VICE CHANCELLOR, CHIEF EXTERNAL RELATIONS OFFIC	`ED	
VICE CHANCELLOR, CHIEF EXTERNAL RELATIONS OFFICE	.EK	
		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
Annual Base as of Dec 31	\$294,120	with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$278,650	,
		Stipend received prior to appointment into SMG role for assuming additional duties after the
	4	retirement of the VC of Development and Alumni Relations in June 2017; approved under local
Stipend	\$2,500	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 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
Relocation Allowance	\$8,000	scheduled with Payroll and corrected in 2019.
nerocation / mowanice	70,000	ponedured with rayron and corrected in 2013.

Compensation Element	Amount	Staff Comments
KNOWLTON, JAMES UCB		
ATHLETICS DIRECTOR		
ATHLETICS DIRECTOR		
	1	Effective 5/21/18, hired as Athletic Director. Base salary approved as part of negotiated athletics
Annual Base as of Dec 31	\$275,000	contract.
Actual Base Salary Received	\$133,152	Contract.
rictual Buse sulary Received	V133)132	Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$223,696	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 EDUCATIO	N	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$286,761	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 INFORM	IATION OFFICER	
		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
Annual Base as of Dec 31	\$259,754	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.

Compensation Element	Amount	Staff Comments
KRAUS, DAVID V. UCSD		
CHIEF CONTRACTING OFFICER - MEDICAL CENTER		
CHIEF CONTRACTING OFFICER WIEDICAL CENTER		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$378,429	Program.
Actual Base Salary Received	\$370,304	
		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.
Clinical Enteropies Management December 1	674.240	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Clinical Enterprise Management Recognition Program	\$74,248	Committee. Actual award amount is based on performance against pre-established objectives. Stipend received for leading several higher level, enterprise-wide initiatives during FY 2017-18 and
Stipend	\$30,078	2018-19. Data reflects the amount received in 2018.
Superiu	φ30)07 0	2010 131 Butta reflected the difficulty received in 2020.
KREMER,BRENDAN REED UCSD		
CHIEF ADMINISTRATIVE OFFICER - OPERATIONS, UCSE	HEALTH & CHIEF	OPERATING OFFICER, UCSD PHYSICIAN GROUP
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$381,833	Program.
Actual Base Salary Received	\$374,400	
		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
Clinical Enterprise Management Recognition Program	\$63,294	Committee. Actual award amount is based on performance against pre-established objectives.
KUNZ,SAMUEL UCOP		
MANAGING DIRECTOR - ASSET ALLOCATION AND INV	ESTMENT STRATEG	Y
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$350,000	Program, followed by an equity increase, effective 11/1/18.
Actual Base Salary Received	\$307,338	

Compensation Element	Amount	Staff Comments
		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
Office of the Chief Investment Officer Annual Incentive Plan	\$123,000	approved by the Administrative Oversight Committee.
KUO,ALLEN UCOP		
DIRECTOR - RISK MANAGEMENT		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$275,000	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.

Compensation Element	Amount	Staff Comments
LAKE,GWENDOLINE E UCLA		
CONTROLLER, UCLA HOSPITAL SYSTEM		
	1	
	4200.250	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$309,358	Program.
Actual Base Salary Received	\$302,875	
		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
Incentive	\$41,927	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 HEA	\LTH	
		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
Annual Base as of Dec 31	\$1,430,000	with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$1,088,447	
		Develor aliable to went circle in the Clinical Enterprise Management Descrition Disc (CEMADD)
		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
Clinical Enterprise Management Recognition Program	\$262,118	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	Ψο,σ = 0	Per policy, eligible; five-year vesting requirement met.
		real pener, engines, me year recently requirement
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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$370,955	Program.
Actual Base Salary Received	\$364,754	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

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 ADMINISTRAT	TIVE SERVICES	
		Effective 7/1/18, a market-based adjustment was received; approved by the Regents on 9/27/18,
Annual Base as of Dec 31	\$329,600	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$421,708	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 SYST	EM	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$354,020	Program.
Actual Base Salary Received	\$343,954	
•		1

Compensation Element	Amount	Staff Comments
		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.
	4	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Incentive	\$47,888	Committee. Actual award amount is based on performance against pre-established objectives.
er.	40.500	Stipend received for taking on temporary responsibilities during the recruitment process of a new
Stipend	\$8,520	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 LABORATO	RIES	
		Effective 11/1/18, appointed as Associate Vice President - UC National Laboratories; approved by the
Annual Base as of Dec 31	\$350,000	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.
Semon Wanagement Supplement		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Family's Move	\$1,254	Regents on 9/20/18.
· ·	•	
LEE,ALBERT UCOP		
DIRECTOR - REAL ASSETS		
	<u> </u>	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$275,000	Program, followed by an increase for a promotion to Director, Real Assets, effective 11/1/18.
Actual Base Salary Received	\$225,510	
		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
	Ĩ	interest based on the Short-Term Investment Pool (STIP) rate of return); incentive payout award was
Office of the Chief Investment Officer Annual Incentive Plan	\$64,280	approved by the Administrative Oversight Committee.
Office of the Chief Investment Officer Annual Incentive Plan Relocation Allowance	\$64,280 \$3,500	

ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2018:

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

Actual Base Salary Received Executive Disability Senior Management Supplement LEINEN, MARGARET S UCSD	\$363,578	Effective 12/31/18, appointed as Chief Operating Officer; approved by the Regents' Health Services Committee on 12/11/18. Due to 12/31/18 hire date, no base salary was received in 2018. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17. ENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement LEINEN, MARGARET S UCSD	\$0 \$0 MARINE SCI \$363,578	Committee on 12/11/18. Due to 12/31/18 hire date, no base salary was received in 2018. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17. ENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Actual Base Salary Received Executive Disability Senior Management Supplement LEINEN, MARGARET S UCSD	\$0 \$0 MARINE SCI \$363,578	Committee on 12/11/18. Due to 12/31/18 hire date, no base salary was received in 2018. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17. ENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Actual Base Salary Received Executive Disability Senior Management Supplement LEINEN,MARGARET S UCSD	\$0 \$0 MARINE SCI \$363,578	Committee on 12/11/18. Due to 12/31/18 hire date, no base salary was received in 2018. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17. ENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Actual Base Salary Received Executive Disability Senior Management Supplement LEINEN, MARGARET S UCSD	\$0 \$0 MARINE SCI \$363,578	Due to 12/31/18 hire date, no base salary was received in 2018. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17. ENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Executive Disability Senior Management Supplement LEINEN, MARGARET S UCSD	MARINE SCI \$363,578	Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17. ENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Senior Management Supplement LEINEN, MARGARET S UCSD	\$363,578	Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17. ENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
LEINEN, MARGARET S UCSD	\$363,578	ENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
	\$363,578	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
·	\$363,578	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
	\$363,578	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
<u></u>		,
		,
Annual Base as of Dec 31	÷25.004	
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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
	\$418,690	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.
	\$328,333	

Compensation Element	Amount	Staff Comments
		Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not
Coach Auto Allowance	\$5,400	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		
	1	Tetta di la Fila Ida di la Characilla di Anadania Danasada di la da Danisla da di la da Danisla da di la da Danisla da di la da Danisla da di la da Danisla da di la da Danisla da di la da Danisla da da di la da da da da da da da da da da da da da
		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
Annual Base as of Dec 31	\$339,000	Program.
Actual Base Salary Received	\$333,000	Flograni.
Senior Management Supplement	\$333,336	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.
Accidat of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tendred faculty.
LI,HAIPENG UCM		
UNIVERSITY LIBRARIAN		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$218,329	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/CON	VICIEDGE/EVECLITIV	/E HEALTH LICSE HEALTH
VICE I RESIDENT-INTERNATIONAL DEVELOT MENT/COT	VCIENCE/ EXECUTIV	VEHICACITI, OCSI FICACITI
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$278,873	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.
Cililical Enterprise Management Recognition Program	725,007	Committee: Actual award amount is based on performance against pre-established objectives.

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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$296,037	Program.
Actual Base Salary Received	\$290,579	
		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
Incentive	\$40,317	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$264,756	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		
DIRECTOR - FIXED INCOINE		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Bass as of Bas 24	¢255.000	,
Annual Base as of Dec 31	\$255,000	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.

Compensation Element	Amount	Staff Comments
LODGE-LEMON,BERNADETTE UCLA		
REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$359,779	Program.
Actual Base Salary Received	\$350,658	
Stipend	\$22,380	Stipend erroneously paid in 2018; will be correctly captured in 2019 earnings.
		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
Incentive	\$48,388	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 PLAN	S	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$357,204	Program.
Actual Base Salary Received	\$351,135	
		Data reflected is the actual award amount for 2016-17 as approved by the Administrative Oversight
		Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan
		(CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual
Clinical Enterprise Management Recognition Program	\$60,413	salary. Actual award amount is based on performance against pre-established goals.
Executive Disability	700,113	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive Disability		rer policy, engine, has not yet met the live 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		
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$376,885	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.

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Semon Wanagement Supplement	<u> </u>	The policy, engine to participate, appointment approved prior to change in policy dated 3/23/17.
LUBARSKY,DAVID A UCD		
VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND C	CHIEF EXECUTIVE O	FFICER, UC DAVIS HEALTH
		Effective 7/2/18, appointed as Vice Chancellor - Human Health Sciences and Chief Executive Officer,
Annual Base as of Dec 31	\$750,000	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.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Temporary Housing	\$15,000	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.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Family's Move	\$870	President on 5/14/18.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Other	\$623	President on 5/14/18.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Shipment of Household Goods	\$19,508	President on 5/14/18.
L	40-0	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Moving Services	\$350	President on 5/14/18.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.
	4.00	Imputed Income; Med Comp Insurance for Dr. Lubarsky as a School of Medicine faculty member in
Other Benefit	\$432	2018.
LUDINI DEDTDANA LI LICCE		
LUBIN, BERTRAM H UCSF	COCIATE DEAN OF	CHILDRENIC HEALTH LICCE HEALTH
EXECUTIVE ADVISOR FOR CHILDREN'S HEALTH AND AS	SSUCIATE DEAN OF	CHILDREN'S HEALTH, UCSF HEALTH
		Employee separated prior to the certification process. Effective 7/1/18, a merit based salary increase
Annual Base as of Dec 31	\$477,860	was received consistent with the 2018 Systemwide Merit Program.
Actual Base Salary Received	\$467,842	
		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
Clinical Enterprise Management Recognition Program	\$98,260	Committee. Actual award amount is based on performance against pre-established objectives.
Cililical Litter prise ividilagement necognition Program	330,200	Committee. Actual award amount is based on performance against pre-established objectives.

Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$27,463	Data reflects payment for paid time off in excess of accumulation limits.
		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
Executive Life		12/20/13.
MAC DUEDCON CARRYL LICCR		
MAC PHERSON, GARRY L UCSB		
VICE CHANCELLOR, ADMINISTRATIVE SERVICES		
	1	Test at the Old /40 and the deal Vise Changellan Administrative Construction of the the Deal date and
Annual Base as of Dec 31	¢306.000	Effective 8/1/18, appointed as Vice Chancellor - Administrative Services; approved by the President on
	\$306,000	7/2/18.
Actual Base Salary Received	\$98,675	Day walling alliable, has not not read the five years unabling years increased
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
	7-2/2-5	Received a lump-sum payment in lieu of merit increase due to reaching the maximum of the salary
Other Cash Compensation/Payments	\$16,486	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.
other cash compensation, rayments	₹3,042	Data reflects payment for paid time on in excess of accumulation limits.

Compensation Element	Amount	Staff Comments
MACKIE-MASON, JEFFREY UCB		
UNIVERSITY LIBRARIAN AND CHIEF DIGITAL SCH	OLARSHIP OFFICER	
ONIVERSITY EIGHT WATER FROM THE SOFT	OLYMOITH OTTICEN	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$320,392	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$354,482	Program.
Actual Base Salary Received	\$346,693	
		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.
	4	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Incentive	\$47,949	Committee. Actual award amount is based on performance against pre-established objectives
AAANDENUUE CAAADLE CTEVENUL LICE		
MANDEVILLE-GAMBLE, STEVEN L. UCR		
UNIVERSITY LIBRARIAN		
	-	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$257.275	,
	\$257,375 \$253,073	Program.
Actual Base Salary Received	\$255,073	Par policy oligible five year vecting requirement met
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.

Compensation Element	Amount	Staff Comments
MARKLAND, JEANNE M UCLA	SERVICES O SOLUT	CIONIC/CARECONNECT
CHIEF OF STRATEGY & INTEGRATION, INFORMATION S	SERVICES & SOLUT	IONS/CARECONNECT
	1	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$354,354	,
Actual Base Salary Received	\$338,042	Program.
Actual base Salary Received	\$330,042	
		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
Incentive	\$78,138	performance against pre-established objectives.
MARSH,TOBY K UCD		
CHIEF NURSING AND PATIENT CARE SERVICES OFFICER	₹	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$369,193	Program.
Actual Base Salary Received	\$362,921	
		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
Clinian Fatauraia Managara Abana aniti an Banana	¢65 604	Management Recognition Program (CEMRP), with a target of 15 percent and max of 25 percent of
Clinical Enterprise Management Recognition Program	\$65,681	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.
- The stage of the		r or pointly) englishe to participate, appointment approved prior to original materials and action of action of action of action of actions of
MARSHALL, DAVID B UCSB		
EXECUTIVE VICE CHANCELLOR		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$360,163	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.

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	
		Payout based on annual participation in summer camps approved as part of negotiated athletics
Other Cash Compensation/Payments	\$166,913	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 SponsorUnder Armour, Inc.
MATTHEWS,GARY CLIFFORD UCSD		
VICE CHANCELLOR - RESOURCE MANAGEMENT AND F	PLANNING	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$356,932	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$477,610	Program.
Actual Base Salary Received	\$470,815	Data of last of last distribution of last distribut
		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
Clinical Enterprise Management Recognition Program	\$82,308	award of 25 percent of annual salary. Actual award amount is based on performance against preestablished goals.
Clinical Enterprise Management Recognition Program	\$82,308	
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.
Demoi management Supplement	L	The policy, eligible to participate, appointment approved prior to cliange in policy dated 5/25/17.

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		
		Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$363,420	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.
MANY CARVIC LICE		
MAY,GARY S UCD		
CHANCELLOR		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$507,600	
Actual Base Salary Received	\$500,250	Program.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Auto Allowance Executive Disability	\$6,910	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.
Accidat of Sabbatical Credits		rei policy, accidal of Sabbatical credits as a member of tendred faculty.
MAYSENT, PATRICIA SPEES UCSD		
CHIEF EXECUTIVE OFFICER, UC SAN DIEGO HEALTH		
CHIEF EXECUTIVE OFFICER, OC SAN DIEGO HEXETT		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$907,194	Program.
Actual Base Salary Received	\$889,194	
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		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
Clinical Enterprise Management Recognition Program	\$185,840	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.

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Schol Wanagement Supplement		Tel policy, eligible to participate, appointment approved prior to charge in policy dated 3/23/17.
MAZZIOTTA,JOHN UCLA		
VICE CHANCELLOR-HEALTH SCIENCES & CEO-UC	LA HEALTH	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$668,429	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 OFFIC	CER	
		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
Annual Base as of Dec 31	\$287,001	Systemwide Merit Program.
Actual Base Salary Received	\$269,744	
·		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
Stipend	\$5,673	the amount received in 2018.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Consider Management Complement		Downstier, inclinible, consistenced approach on an effect the change is notice, dated 5/25/47
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
		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
Relocation Allowance	\$7,906	scheduled with Payroll and corrected in 2019.
Home Loan Program	\$296,000	Per policy, eligible to participate in the UC Home Loan Program.

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	I 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 Actual Base Salary Received	\$290,000 \$233,277	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.
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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.

Compensation Element	Amount	Staff Comments
MICHAELSEN, JOEL C UCSB		
FACULTY ADVISOR/ FORMER INTERIM VICE CHANC	ELLOR - ADMINISTRA	TIVE SERVICES
		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
Annual Base as of Dec 31	\$69,782	President on 2/23/18.
		Earnings for 2018 include compensation as Interim Vice Chancellor - Administrative Services and
Actual Base Salary Received	\$127,116	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		
		Effective 4/16/18, appointed as Audrey Geisel University Librarian; approved by the President on
Annual Base as of Dec 31	\$220,000	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.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Initial Househunting	\$1,459	President on 2/20/18.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Shipment of Household Goods	\$2,955	President on 2/20/18.
Moving Expenses - Temporary Housing	\$8,100	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Other	\$825	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	
		Per policy, received additional summer compensation for research done prior to 7/1/18 appointment
Other Cash Compensation/Payments	\$12,882	as Vice Chancellor - Research.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.

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, UC	CSF HEALTH	
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$341,659	Merit Program.
Actual Base Salary Received	\$333,306	
		Downstier, sligible to governote in the Clinical Enterprise Management Decompilies District (CEMADD)
		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.
	4-0.0-0	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Clinical Enterprise Management Recognition Program	\$53,356	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		
SCIENTIFIC DIVISION DIRECTOR		
	Ī	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$350,832	Program.
Actual Base Salary Received	\$335,402	
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MUNOZ,SANTIAGO III UCLA		
CHIEF STRATEGY OFFICER, UCLA HEALTH		
A	6420.000	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$420,928	Program.
Actual Base Salary Received	\$410,627	
		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
Clinical Enterprise Management Recognition Program	\$88,104	Committee. Actual award amount is based on performance against pre-established objectives.

Compensation Element	Amount	Staff Comments
		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
Stipend	\$86,627	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 TE	CHNOLOGY AND C	HIEF INFORMATION OFFICER
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$356,697	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 DE	ERMATOLOGY SERVICES
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$300,860	Program.
Actual Base Salary Received	\$295,003	
		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
Clinical Enterprise Management Recognition Program	\$50,846	Committee. Actual award amount is based on performance against pre-established objectives.
NAURERC ANAIR HANGCHAIG		
NAIBERG,AMIR HANOCH UCLA	CUNIOLOGY BEVEL	ODMENT COOLD
ASSOCIATE VICE CHANCELLOR, CEO & PRESIDENTTEO	CHNOLOGY DEVEL	OPMENT GROUP
	1	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$410.070	·
Actual Base Salary Received	\$410,970	Program.
Actual base salary Received	\$399,554	CTAD (Chaff Appropriation and Decognition Dlan) Assent received in 2010 and a second in
December Assessed	640.000	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program
Recognition Award	\$10,000	for Policy-Covered Staff. Actual award amount is based on performance.
Delegation Allowance	625.402	Relocation allowance of \$95,000 to be paid over four years; approved under local authority on
Relocation Allowance	\$25,402	5/16/16. Data reflects the portion paid in 2018.

Amount	Staff Comments
	President Napolitano's annual base salary has remained without increase since her appointment in
\$570,000	2013.
\$570,000	
\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
	Per policy, eligible; five-year vesting requirement met.
	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.
	Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
	у ст. ретоду сторите размерате, орранизация в предоставления де третод и поставления де третод и поставления де
	President Napolitano requires the use of a storage unit to store business and personal effects.
\$39,107	For residential operating and maintenance expenses, per policy.
\$5,713	Imputed income for use of staff time spent for personal purposes.
EDICINE	
Т	
40-0 0-0	Employee separated prior to the certification process. Effective 7/1/18, a merit based increase was
	received consistent with the 2018 Systemwide Merit Program.
\$345,592	
	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
\$47,797	Committee. Actual award amount is based on performance against pre-established objectives
. , -	Relocation allowance of \$72,500 to be paid over four years; approved under local authority on
1	
	\$570,000 \$570,000 \$8,916 \$39,107

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
NATION,CATHRYN L UCOP		
ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$280,452	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 OPERATI	NG OFFICER	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$381,108	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.
NAVADDO I DENEE LICCE		
NAVARRO,J RENEE UCSF VICE CHANCELLOR-DIVERSITY AND OUTREACH		
VICE CHANCELLOR-DIVERSITY AND OUTREACH		
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$316,134	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.

Compensation Element	Amount	Staff Comments
NEATON, JEFFREY B LBNL		
ASSOCIATE LABORATORY DIRECTOR		
ASSOCIATE EABORATORY DIRECTOR		
		Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$350,832	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 CHANCELLORLEGAL AFFAIRS AND ASSOCIA	TE GENERAL COUNSEL	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$316,004	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$269,748	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.

Compensation Element	Amount	Staff Comments
NOSOWSKY,RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH LAW AND	MEDICAL CENTER SERV	ICES
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$380,000	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, DEPARTM	IENT OF MEDICINE, SCHO	OOL OF MEDICINE
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$308,734	Merit Program, followed by an equity increase, effective 9/1/18; approved under local authority.
Actual Base Salary Received	\$291,708	
		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
Incentive	\$39,734	Committee. Actual award amount is based on performance against pre-established objectives
	700/.0.	
O'NEILL,GEOFFREY A UCOP		
ASSISTANT VICE PRESIDENT - INSTITUTIONAL A	DVANCEMENT	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$215,220	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.

Compensation Element	Amount	Staff Comments
ODATO DAVID LICCE		
ODATO, DAVID UCSF	D IIIIMANI DECOLI	DCCC CAMBLIC LICCCLICALTII
SENIOR VICE PRESIDENT/ASSOCIATE VICE CHANCELLO	K-HUIVIAIN KESUU	RCES, CAMPUS,UCSF HEALITI
	1	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$445,308	Merit Program.
Actual Base Salary Received	\$438,002	
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		Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP),
I		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
Clinical Enterprise Management Recognition Program	\$77,150	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.
OUILLET, PIERRE-YVES UCSD		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
		Tett 11 7/4/40 11 11 11 11 11 11 11 11 11 11 11 11 11
Assessed Book on af Don 24	6420.254	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$438,354	Program.
Actual Base Salary Received	\$429,946	Described the least of the last
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.
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PAARDEKOOPER,JANNA M UCLA		
SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINIST	RATION, SCHOOL	OF MEDICINE
	·	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$393,499	Program, followed by an equity increase, effective 10/1/18.
Actual Base Salary Received	\$356,632	
		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.
I		Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Clinical Enterprise Management Recognition Program	\$69,195	Committee. Actual award amount is based on performance against pre-established objectives.
chinear Enterprise Management Recognition Flogram	705,133	recommittee. Actual award amount is based on performance against pre-established objectives.

Compensation Element	Amount	Staff Comments
PANION, MICHAEL CHARLES UCSF		
ASSOCIATE CHAIR-FINANCE/ADMINISTRATION, [DEPARTMENT OF SURGE	RY, SCHOOL OF MEDICINE
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$293,029	Merit Program.
Actual Base Salary Received	\$287,729	
		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
Incentive	\$37,901	Committee. Actual award amount is based on performance against pre-established objectives
PARK,DANIEL W UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENE	RAL COUNSEL	
		Effective 7/1/18, a merit based increase was received consistent with the Systemwide Merit Program,
Annual Base as of Dec 31	\$325,900	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		
ASSOCIATE VICE CHANCELLOR, DEVELOPMENT		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$341,281	Program.
Actual Base Salary Received	\$330,012	110014111
Actual Base Salary Received	7550,012	
		STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program
Recognition Award	\$3,000	for Policy-Covered Staff. Actual award amount is based on performance.

Compensation Element	Amount	Staff Comments
PASTERNACK, 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	
		Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not
Coach Auto Allowance	\$5,483	available. Data reflects the actual amount received in 2018.
		Payout based on annual participation in summer camps approved as part of negotiated athletics
Other Cash Compensation/Payments	\$50,700	contract.
PATRICK,DAVID ALEXANDER UCR		
MEN'S BASKETBALL HEAD COACH		
		Effective 3/23/18, hired as Men's Head Basketball Coach. Base salary approved as part of negotiated
Annual Base as of Dec 31	\$261,000	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.
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PATTISON,KEVIN VAUGHN UCSF		
VICE PRESIDENT-SUPPLY CHAIN/SUPPORT SERVICES, U	JCSF HEALTH	
		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;
Annual Base as of Dec 31	\$316,697	approved under local authority.
Actual Base Salary Received	\$282,435	
		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.
	4=	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Clinical Enterprise Management Recognition Program	\$51,168	Committee. Actual award amount is based on performance against pre-established objectives.

Compensation Element	Amount	Staff Comments
PATTON,HAROLD GUY UCI		
CHIEF NURSING OFFICER		
CHILD WORDS CHARLES		
		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
Annual Base as of Dec 31	\$340,930	Merit Program.
Actual Base Salary Received	\$327,041	
		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
Clinical Enterprise Management Recognition Program	\$60,653	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.
	I	- - - - - - - - - -
PAZZANI,MICHAEL J. UCR		
VICE CHANCELLOR FOR RESEARCH AND ECONOMIC D	EVELOPMENT	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$362,326	Program.
Actual Base Salary Received	\$356,270	
		Stipend received for assuming temporary responsibility for two units (Architects and Engineers;
Chinand	\$5,279	Facilities Services), effective 12/1/16 to 11/30/17; approved by the President on 12/1/16. The stipend
Stipend Executive Disability	\$5,279	was extended from 12/1/17 to 6/31/18; approved by the President on 12/18/17. 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, Heigible as a Herriber of terribred faculty. Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits	7000,000	Per policy, accrual of sabbatical credits as a member of tenured faculty.
rectail of Subpatical Circuits		r or policy, accreai or subbatical circuits as a member of tenarea 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	

Compensation Element	Amount	Staff Comments
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$100,000	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 SponsorUnder 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 om 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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$275,308	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	713,023	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.

Compensation Element	Amount	Staff Comments
BUILLING DAVID LOUIS LICOD		
PHILLIPS, DAVID LOUIS UCOP ASSOCIATE VICE PRESIDENT - ENERGY AND SUSTAIN	IADILITY	
ASSOCIATE VICE PRESIDENT - ENERGY AND SUSTAIN	IABILITY	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$240,180	Program.
Actual Base Salary Received	\$234,145	1 Togram.
Executive Disability	Ų254,145	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive Disability		rei poney, engine, nuo not yet met the nive 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, BENIO	FF CHILDREN'S HOSE	PITAL, UCSF HEALTH
		Effective 4/23/18, hired as Vice President - Chief Operating Officer, Benioff Children's Hospital, UCSF
Annual Base as of Dec 31	\$650,000	Health; approved under local authority.
Actual Base Salary Received	\$415,897	
	412.707	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under
Moving Expenses - Moving Services	\$12,787	local authority. Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under
Moving Expenses - Shipment of Household Goods	\$6,982	local authority.
Widthing Expenses Simplifient of Household Goods	70,302	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under
Moving Expenses - Temporary Housing	\$703	local authority.
PODESTA,CHARLES H UCI		
CHIEF INFORMATION OFFICER		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$434,439	Program.
Actual Base Salary Received	\$423,543	
		Date well-asked in the general in the asked account for 2017 40 or assessed by the state of the
		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
Clinical Enterprise Management Recognition Program	\$64,635	percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability	704,033	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive bisability		rer poney, engine, 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.

Compensation Element	Amount	Staff Comments
POLEK,ELIZABETH UCSF		
VICE PRESIDENT-NEW HOSPITAL OPERATIONS	PLANNING/ACTIVATION,	UCSF HEALTH
		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
Annual Base as of Dec 31	\$309,003	Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$290,154	
		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
Incentive	\$38,253	Committee. Actual award amount is based on performance against pre-established objectives
		Stipend received for assuming an expanded scope of responsibilities related to new hospital
Stipend	\$1,786	operations planning/activation, UCSF Health; approved under local authority.
POLLACK, ELLEN S. UCLA		
CHIEF NURSING INFORMATICS OFFICER, UCLA	HEALTH SYSTEM	
		Effective 6/3/18, an equity increase was received; approved under local authority, followed by a merit
Annual Base as of Dec 31	\$353,964	based increase was received consistent with the 2018 Systemwide Merit Program, effective 7/1/18.
Actual Base Salary Received	\$333,867	
		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.
Incentive	¢44.120	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
incentive	\$44,129	Committee. Actual award amount is based on performance against pre-established objectives.
POWERS-SCHILLING, WENDY UCOP		
ASSOCIATE VICE PRESIDENT - ACADEMIC PROG	GRAMS AND STRATEGIC IN	IITIATIVES (ANR)
ACCOUNTE VICE TRESIDENT - ACADEMIC FROM	MANUAL STRATEGIC IN	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$259,680	Program.
Executive Disability	,,	Per policy, eligible; has not yet met the five-year vesting requirement.
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Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
·	\$253,848	Per policy, eligible; has not yet met the five-year vesting requirement.

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 ADM	INICTRATION	
VICE CHANCELLOR - FINANCE, OPERATIONS AND ADM	INISTRATION	
	1	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
Annual Base as of Dec 31	\$350,880	Merit Program.
Actual Base Salary Received	\$339,190	
notaun Bubb Galary Hobbitou	+ + + + + + + + + + + + + + + + + + + 	
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	
	40	Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$244,048	campus as negotiated in the contract.
Moving Expenses - Initial Househunting	\$1,229	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
INIOVING EXPENSES - IIIILIAI HOUSEHUHLING	Ş1,223	rei 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.
	7000	- 5. Finally, constant of detail and constant of the firs
Moving Expenses - Moving Services	\$23,615	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

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 SponsorUnder Armour, Inc.
RIDLEY,LORI LOU UCSF		
EXECUTIVE DIRECTOR-CLINICAL SYSTEMS, UCSF HEAL	TH	
	_	
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$303,303	Merit Program.
Actual Base Salary Received	\$295,510	
		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
Incentive	\$34,779	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 FINAN	CIAL OFFICER -UCS	SF MC, UCSF HEALTH
		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
Annual Base as of Dec 31	\$385,444	local authority, effective 8/12/18.
Actual Base Salary Received	\$335,462	
·		
		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
Clinical Enterprise Management Recognition Program	\$78,162	Committee. Actual award amount is based on performance against pre-established objectives.
		Stipend received for assuming a temporary expanded scope of responsibilities from the vacant
Stipend	\$28,397	Executive Director-Financial Operations position, UCSF Health; approved under local authority.

Compensation Element	Amount	Staff Comments
RIMICCI,JANET LYNNE UCLA		
EXECUTIVE DIRECTORQUALITY MANAGEMENT, I	JCLA HEALTH SYSTEM	
		Tett 11 7/4/0 11 11 11 11 11 11 11 11 2000 1 11 14 11
Assurab Base as of Dec 24	¢205 704	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$305,791	Program.
Actual Base Salary Received	\$298,612	Stipend received to reflect temporary expanded responsibilities; approved locally by the Chancellor on
Stipend	\$8,803	7/10/18.
Stipend	70,003	7/10/10.
		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
Incentive	\$41,243	Committee. Actual award amount is based on performance against pre-established objectives.
ROBINSON,CHARLES F UCOP		
GENERAL COUNSEL AND VICE PRESIDENT - LEGAL	AFFAIRS	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$468,216	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		
CHIEF CAIVIFUS COUNSEL		
		Effective 6/1/18, appointed as Chief Campus Counsel; approved by the President on 5/22/18. Effective
Annual Base as of Dec 31	\$301,790	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.

Amount	Staff Comments
LLER AND FINANCIA	L OFFICER - SCHOOL OF MEDICINE
	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
	Program.
\$318,854	
	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program
\$10,000	for Policy-Covered Staff. Actual award amount is based on performance.
Ψ20,000	ion rough out and an action and an action is successful.
G & BUDGET	
	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
\$319,218	Program.
\$312,056	
	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program
\$10,000	for Policy-Covered Staff. Actual award amount is based on performance.
ć12.000	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.
\$1,233,000	
	Effective, 11/1/18, appointed as Vice Chancellor - Student Affairs; approved by the President on
\$270,000	10/3/18.
Ţ=,530	Per policy, eligible; has not yet met the five-year vesting requirement.
	1 1, 0 , 1 1 0 1
	Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
	\$325,090 \$318,854 \$10,000 G & BUDGET

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	
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$300,000	campus as negotiated in the contract.
	4450.000	
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.
Lau	454.000	Payout based on annual participation in summer camps approved as part of negotiated athletics
Other Cash Compensation/Payments	\$51,983	contract.
Other Benefit	\$15,252	Per contract, data reflects imputed income for courtesy vehicle.
COLUMNIC DE DETER LICI		
SCHNEIDER, PETER UCI		
CHIEF HEALTH SCIENCES COUNSEL		
		Tt
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$327,087	Program.
Actual Base Salary Received	\$321,710	
SCHNETZLER,GRETA UCSF		
CHIEF CAMPUS COUNSEL		
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$305,679	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 MANA	AGER	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$314,388	Program.

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$308,873	
Office of the Chief Investment Officer Annual Incentive Plan	\$114,498	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.
COLOCCIA ANICELA LIVANI LICED		
SCIOSCIA, ANGELA LYNN UCSD		
CLINICAL PROFESSIONAL SERVICE MANAGER/FORMER	HIEF MEDICAL C	DEFICER
		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
Annual Base as of Dec 31	\$195,397	at 43 percent time.
		Earnings for 2018 include compensation as Chief Medical Officer and as Clinical Professional Service
Actual Base Salary Received	\$347,723	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. Per policy, eligible; five-year vesting requirement met. Employee was no longer eligible for the benefit
Executive Disability		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 F	RANCISCO, UCSF	HEALTH
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$368,699	Merit Program.
Actual Base Salary Received	\$357,867	

	Amount	Staff Comments
		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
Clinical Enterprise Management Recognition Program	\$65,807	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.
CELICK HADOLD E HOCE		
SELICK, HAROLD E UCSF	VATIONI AND DARTA	IEDCI IIDC
VICE CHANCELLOR-BUSINESS DEVELOPMENT, INNO	IVATION, AND PARTN	JEKSHIPS
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$432,600	Merit Program.
Actual Base Salary Received	\$425,250	Went Hogiani.
	\$423,230	Dor notice of cities has not yet mot the five year vesting requirement
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Soniar Managament Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
SHAFFER,CHRISTOPHER J UCSF		
•	OR-ACADEMIC INFOR	MATION MANAGEMENT
UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELL	OR-ACADEMIC INFOR	MATION MANAGEMENT
•	OR-ACADEMIC INFOR	
•		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELL Annual Base as of Dec 31	\$283,250	
UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELL Annual Base as of Dec 31 Actual Base Salary Received		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELL Annual Base as of Dec 31	\$283,250	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELL Annual Base as of Dec 31 Actual Base Salary Received	\$283,250	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program.
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement	\$283,250	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement.
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement SHAW,ANNE UCOP	\$283,250	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement.
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement	\$283,250	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement.
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement SHAW,ANNE UCOP	\$283,250	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement SHAW,ANNE UCOP	\$283,250	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement.
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement SHAW,ANNE UCOP	\$283,250	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement SHAW,ANNE UCOP SECRETARY AND CHIEF OF STAFF TO THE REGENTS	\$283,250 \$278,438	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement SHAW,ANNE UCOP SECRETARY AND CHIEF OF STAFF TO THE REGENTS Annual Base as of Dec 31	\$283,250 \$278,438 \$245,864	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement SHAW,ANNE UCOP SECRETARY AND CHIEF OF STAFF TO THE REGENTS Annual Base as of Dec 31 Actual Base Salary Received	\$283,250 \$278,438 \$245,864 \$241,687	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program.
Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Senior Management Supplement SHAW,ANNE UCOP SECRETARY AND CHIEF OF STAFF TO THE REGENTS Annual Base as of Dec 31 Actual Base Salary Received Executive Auto Allowance	\$283,250 \$278,438 \$245,864 \$241,687	Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit Program. Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).

Compensation Element	Amount	Staff Comments
SIAL,AJAY UCI		
CHIEF FINANCIAL OFFICER - UCI HEALTH SYSTEM		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$591,993	Program.
Actual Base Salary Received	\$577,145	
		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
	4	Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25
Clinical Enterprise Management Recognition Program	\$98,617	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.
Senior Management Supplement		rei policy, eligible to participate, appointment approved prior to change in policy dated 3/23/17.
SIMMONS,BLAKE LBNL		
SCIENTIFIC DIVISION DIRECTOR		
SCIENTIFIC DIVISION DIRECTOR		
	T	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$335,640	Program.
Actual Base Salary Received	\$324,585	
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SIMMONS,BRADLEY W UCD		
CHIEF OPERATING OFFICER, MEDICAL CENTER AND INT	ERIM CHIEF EXEC	UTIVE OFFICER, MEDICAL CENTER
,		·
		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
Annual Base as of Dec 31	\$732,022	Regents on 10/9/18.
Actual Base Salary Received	\$619,987	
		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
	44	award of 25 percent of annual salary. Actual award amount is based on performance against pre-
Clinical Enterprise Management Recognition Program	\$104,577	established goals.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Conian Managament Connels and the		Doubelies, elicible to posticipate, consistence to provide the above in a climate of 105 /47
Senior Management Supplement	1	Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

Compensation Element	Amount	Staff Comments
SIMMONS,ELIZABETH H UCSD		
EXECUTIVE VICE CHANCELLOR-ACADEMIC AFFAIRS		
		T
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$396,550	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.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Family's Move	\$1,283	President on 7/25/17.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Shipment of Household Goods	\$7,159	President on 7/25/17.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Temporary Housing	\$6,000	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		
		Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$458,892	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.
Trome Louis Frogram	71,037,730	Tel policy, engine to participate in the obtaining countriogram.
SINA,JULIE A UCLA		
ASSOCIATE VICE CHANCELLOR, ALUMNI AFFAIRS & (CFO. UCLA FOUNDAT	ION
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$329,317	Program.
Actual Base Salary Received	\$320,169	
,	,,	STAR (Staff Appreciation and Recognition Plan) Award received in 2018 under campus-wide program
Recognition Award	\$5,000	for Policy-Covered Staff. Actual award amount is based on performance.
	73,000	

Compensation Element	Amount	Staff Comments
SIRMON, PETER A UCB		
FOOTBALL - CO-DEFENSIVE COORDINATOR/ASSOC. HI	EAD COACH AND IN	ISIDE LINEBACKERS COACH
12 f D 24	¢250.000	Effective 1/19/18, hired as Football Assistant Coach. Base salary approved as part of negotiated
Annual Base as of Dec 31	\$250,000	athletics contract.
Actual Base Salary Received	\$216,485	T-last for any next of averaged as a second for next in participation in outside events representing the
Other Cash Companyation/Paymonts	\$116.002	Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments Other Cash Compensation/Payments	\$116,902 \$240,000	campus as negotiated in the contract. 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		
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$314,265	Merit Program.
Actual Base Salary Received	\$307,282	
		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
Clinical Enterprise Management Recognition Program	\$60,216	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		
		Inffication 7/4/40 a respit based increases was received consistent with the 2010 Systemwide Marit
Annual Base as of Dec 31	\$281,130	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Actual Base Salary Received	\$275,968	Program.
·	\$275,900	Describer ellethia five year verting requirement mat
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.

Compensation Element	Amount	Staff Comments
SMITH,MARCIA LEE UCLA		
ASSOCIATE VICE CHANCELLOR, OFFICE OF RESEARCH	ADMINISTRATION	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$332,518	Program.
Actual Base Salary Received	\$325,058	
SMITH,SUSAN D. UCSF		
SENIOR VICE PRESIDENT/CHIEF-FACULTY PRACTICES (FFICER, UCSF HEA	LTH
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$595,164	Merit Program.
Actual Base Salary Received	\$544,888	
		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
Clinical Enterprise Management Recognition Program	\$108,292	Committee. Actual award amount is based on performance against pre-established objectives.
SMITH,THOMAS UCR		
PROFESSOR AND DEAN OF GRADUATE STUDIES/FORM	MER ACTING VICE C	HANCELLOR - STUDENT AFFAIRS
		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
Annual Base as of Dec 31	\$256,568	increase was received consistent with the 2018 Systemwide Merit Program.
		Earnings for 2018 include compensation as Acting Vice Chancellor - Student Affairs and compensation
Actual Base Salary Received	\$267,978	as Professor and Dean of Graduate Studies (eff. 8/15/18) after the Acting role ended.
Executive Disability	3207,378	Per policy, ineligible to participate due to acting appointment.
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Senior Management Supplement	¢630,000	Per policy, ineligible due to acting appointment.
Home Loan Program	\$630,000	Per policy, eligible to participate in the UC Home Loan Program.

Compensation Element	Amount	Staff Comments
SPISSO, JOHNESE MARIA UCLA		
PRESIDENT, UCLA HEALTH/CEO, UCLA HOSPITAL SYSTE	ΞM	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$1,059,472	
	- ' ' '	Program.
Actual Base Salary Received	\$1,038,859	+
		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
Clinical Enterprise Management Recognition Program	\$234,523	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	75,525	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive Disastincy	+	Tel 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.
out was a supplier of the supp		The benefit engine to be uniformly approximately approxima
STATON,PAUL A UCLA		
SENIOR VICE PRESIDENT AND CHIEF FINANCIAL OFFICE	FR LICIA HEALTH	
	,	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$689,370	Program.
Actual Base Salary Received	\$672,509	
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		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
Clinical Enterprise Management Recognition Program	\$132,704	Committee. Actual award amount is based on performance against pre-established objectives.
	1	Stipend received for assuming leadership and oversight of the Revenue Cycle Steering Committee, a
Stipend	\$63,524	UCOP initiative; approved by President Napolitano on 2/23/18.
		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
Other Cash Compensation/Payments	\$66,286	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.

Compensation Element	Amount	Staff Comments
STEEL, VIRGINIA UCLA		
UNIVERSITY LIBRARIAN		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$283,558	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$364,212	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$652,800	Program.
Actual Base Salary Received	\$641,706	

Compensation Element	Amount	Staff Comments
		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
Clinical Estamaia Managamat Bassacitica Bassaci	6440.700	Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30
Clinical Enterprise Management Recognition Program	\$140,700	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 HEA	ALTH	
	1	True 1 7/4/40
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Bass as of Bas 31	¢224 C00	Merit Program, followed by an increase for an upward reclassification of position, effective 10/21/18;
Annual Base as of Dec 31	\$324,600	approved under local authority.
Actual Base Salary Received	\$291,437	
		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
Clinical Enterprise Management Recognition Program	\$51,195	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.
other cash compensation, rayments	ψο,	para renests payment for para time on me encode of account action mines.
STRICKLAND,BARRIE E UCSF		
SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL O	FFICER, UCSF HEAI	LTH
Annual Base as of Dec 31	\$736,000	Employee separated prior to the certification process.
Actual Base Salary Received	\$733,179	
		Described to a state of the Civital Enteresis Advances at Describing Disc (CEAADD)
		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.
Clinical Estamatics Management Bases within 2	6427.024	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Clinical Enterprise Management Recognition Program	\$137,934	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.

Compensation Element	Amount	Staff Comments
SUTTON,STEPHEN UCB		
VICE CHANCELLOR - STUDENT AFFAIRS		
		Effective 7/4/40 are sixted as Vice Chancelley Chancel Affects, and we have been as 7/2/40
		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
Annual Base as of Dec 31	\$290,460	Program.
Actual Base Salary Received	\$266,324	Program.
Executive Disability	3200,324	Per policy, eligible; has not yet met the five-year vesting requirement.
Executive Disability		rei policy, eligible, has not yet met the live-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		
		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
Annual Base as of Dec 31	\$299,280	Program.
		A retroactive equity adjustment was received for 7/1/16 to 5/31/17, while in previous position of
Actual Base Salary Received	\$304,022	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.
Executive Disability		r er poney, engine, not not yet met the nive year vesting requirement.
SWETT,MICHAEL ALLEN UCOP		
DIRECTOR - FIXED INCOME AND SENIOR PORTFOLIO MA	NAGER	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$260,000	Program, followed by an equity increase, effective 11/1/18.
Actual Base Salary Received	\$252,904	
		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
	402.074	interest based on the Short-Term Investment Pool (STIP) rate of return); incentive payout award was
Office of the Chief Investment Officer Annual Incentive Plan	\$92,871	approved by the Administrative Oversight Committee.

Compensation Element	Amount	Staff Comments
		Relocation allowance of \$56,250 to be paid over four years; approved by the President on 9/29/14.
Relocation Allowance	\$5,156	Data reflects the portion paid in 2018.
SWINKELS,RONALD BERNARDUS UCOP		
MANAGING DIRECTOR - PUBLIC EQUITY		
		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,
Annual Base as of Dec 31	\$320,000	effective 11/1/18.
Actual Base Salary Received	\$266,012	
		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
Office of the Chief Investment Office Association Plans	624.520	interest based on the Short-Term Investment Pool (STIP) rate of return); incentive payout award was
Office of the Chief Investment Officer Annual Incentive Plan	\$24,528	approved by the Administrative Oversight Committee.
Moving Expenses - Family's Move	\$15,083	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
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SYMONS,TIMOTHY JAMES LBNL		
ASSOCIATE LABORATORY DIRECTOR		
		Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$332,964	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$387,094	Program.
Actual Base Salary Received	\$377,626	

Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Per policy, eligible; has not yet met the five-year vesting requirement. 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 Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Mer Annual Base as of Dec 31 Actual Base Salary Received Executive Disability Per policy, eligible; five-year vesting requirement met. Per policy, eligible; five-year vesting requirement met. Per policy, eligible 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, eligible to participate in the UC Home Loan Program. Accrual of Sabbatical Credits Per policy, eligible to participate in the UC Home Loan Program. Accrual of Sabbatical Credits Per policy, eligible to participate in the UC Home Loan Program. Accrual of Sabbatical Credits Per policy, eligible to participate in the UC Home Loan Program. Accrual of Sabbatical Credits Per policy, eligible to participate in the UC Home Loan Program. Accrual of Sabbatical Credits Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Mer Annual Base as of Dec 31 Actual Base Salary Received Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Mer Annual Base Salary Received Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Mer Annual Base Salary Received Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Mer Annual Base Salary Received Effective President with the 2018 Systemwide Mer Annual Base Salary Received Effective President with the 2018 Systemwide Mer Annual Base Salary Received Effective President with the 2018 Systemwide Mer Annual Base Salary Received Effective Pre	Compensation Element	Amount	Staff Comments
with a target award of 15 percent and a maximum potential award of 25 percent of annual salar Data reflected is the actual award amount for 2017-18 as approved by the Administrative Overs Committee. Actual award amount for 2017-18 as approved by the Administrative Overs Committee. Actual award amount for 2017-18 as approved by the Administrative Overs Committee. Actual award amount is based on performance against pre-established objectives. TANI, LORELEI A UCI UNIVERSITY LIBRARIAN Annual Base as of Dec 31 Actual Base Salary Received S248,225 Executive Disability Per policy, eligible; has not yet met the five-year vesting requirement. Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/1: TRAINA, SAMUEL JUSTIN UCM VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT Annual Base as of Dec 31 Actual Base Salary Received S270,304 Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Mer Program. Actual Base Salary Received S270,304 Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Mer Program. Actual Base Salary Received \$270,304 Per policy, eligible; five-year vesting requirement met. Per policy, eligible to participate in the UC Home Loan Program. Accrual of Sabbatical Credits 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, eligible; five-year vesting requirement met. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Mer Program. Accrual of Sabbatical Credits Per policy, eligible; five-year vesting requirement met. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Mer Program. Accrual Sase Salary Received Per policy, eligible; five-year vesting requirement met. Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwid			Per policy oligible to participate in the Clinical Enterprise Management Recognition Plan (CEMPR)
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Senior Management Supplement Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17	,		
	Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

Compensation Element	Amount	Staff Comments
TROMP, MARLENE A UCSC		
CAMPUS PROVOST/ EXECUTIVE VICE CHANCELLOR		
		Effective 7/1/18, a market-based salary adjustment was received; approved by the President om
Annual Base as of Dec 31	\$381,100	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	
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$115,000	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 I	NSTITUTE AND CL	INICS, UCSF HEALTH
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$284,427	Merit Program.
Actual Base Salary Received	\$275,427	
		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
Incentive	\$34,711	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.

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.
	. ,	Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$85,000	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 CHANCELLOREXTERNAL AFFAIRS		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$470,453	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.
WALICHNI KEVAN LICE		
VAUGHN,KEVIN UCR DEAN - UNIVERSITY EXTENSION		
DEAN - UNIVERSITY EXTENSION		
	1	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
Annual Base as of Dec 31	\$256,346	Program.
Actual Base Salary Received	\$231,311	i i vajamii
Executive Disability	7-0-/0	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.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Other	\$4,244	President on 11/29/17.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of faculty.

Compensation Element	Amount	Staff Comments
MANUACTO DOCEDALLICIA		
WAKIMOTO,ROGER M UCLA		
VICE CHANCELLOR FOR RESEARCH		
	1	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$365,650	Program.
Actual Base Salary Received	\$359,437	i rogram.
Actual Buse sulary Necesveu	7555,457	
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.
	•	<u> </u>
WALLACE, TAMMY LEHR UCSF		
VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER-	ADULTSVCS/PHYSI	CIAN ORGANIZATIONS, UCSF HEALTH
		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
Annual Base as of Dec 31	\$385,034	local authority, effective 8/12/18.
Actual Base Salary Received	\$341,0822	
		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.
Clinical Enterprise Management Decognition Program	\$80.272	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Clinical Enterprise Management Recognition Program	\$80,272	Committee. Actual award amount is based on performance against pre-established objectives.
		Stipend received for assuming a temporary expanded scope of responsibilities due to the departure of
Stipend	\$25,042	the Vice President-Financial Planning and Budgeting, UCSF Health; approved under local authority.
on point	Ψ=5/6 :=	and the record remainder that the grade state of the stat
WALSHOK,MARY LINDENSTEIN UCSD		
ASSOCIATE VICE CHANCELLOR - EXTENDED STUDIES A	AND PUBLIC SERVIC	CE, DEAN-UNIVERSITY EXTENSION
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$220,963	Program.
Actual Base Salary Received	\$216,724	
Executive Disability		Per policy, eligible; five-year vesting requirement met.

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
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WANDRES, DANIEL UCSF		
CHIEF PHARMACY OFFICER/VICE PRESIDENT-CLINICAL	SERVICES, UCSF H	EALTH
	·	
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$367,801	Merit Program.
Actual Base Salary Received	\$360,646	
		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
Clinical Enterprise Management Recognition Program	\$57,995	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/DEAL	N-GRADUATE DIVI	SION
		Appointment as Vice Chancellor - Student Academic Affairs is an SMG appointment without salary;
Annual Base as of Dec 31	\$375,000	employee's primary appointment as Dean-Graduate Division is academic.
Actual Base Salary Received	\$339,464	
		Per policy, ineligible to participate due to academic appointment and without salary SMG
Executive Disability		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		
	•	
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$457,330	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.

Compensation Element	Amount	Staff Comments
		Per policy, remained eligible after change in policy dated 6/30/96, which allowed Senior Managers to
Senior Management Supplement		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		
HEAD COACH - WEN 3 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.
		Talent fees are part of guaranteed compensation for participation in outside events representing the
Other Cash Compensation/Payments	\$1,437,500	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		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$418,690	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	/	
The state of the s		
		Effective 7/1/2018, appointed as Vice Chancellor - Information Technology; approved by the President
Annual Base as of Dec 31	\$298,000	on 4/2/18.

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.
		Reimbursement of temporary housing for 90 days; approved by the President and the Regents on
Moving Expenses - Temporary Housing	\$15,300	11/21/18.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Family's Move	\$1,208	President on 4/2/18.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Initial Househunting	\$302	President on 4/2/18.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Moving Services	\$9,025	President on 4/2/18.
		Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the
Moving Expenses - Other	\$4,318	President on 4/2/18.
WILSON, WILLIAM C UCI		
CHIEF MEDICAL OFFICER		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$484,100	Program.
Actual Base Salary Received	\$475,875	
		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
Clinical Enterprise Management Recognition Program	\$78,811	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		
		Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$466,800	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).
Exceedite / tato / thowards	70,710	is a posicy, engine, armadi dato anomance payment of 20,010 (2740 per month).

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 ADM	INISTRATION, UCS	SF HEALTH
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$291,735	Merit Program.
Actual Base Salary Received	\$284,749	
		Describing distribute and distribute in the Clinical Enterprise Management Describing Distribution 2 (CEMBD2)
		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.
la contina	¢25.245	Data reflected is the actual award amount for 2017-18 as approved by the Administrative Oversight
Incentive	\$35,245	Committee. Actual award amount is based on performance against pre-established objectives
WONG,ANNIE M UCD		
DIRECTOR - HEALTH SYSTEM CONTRACTS		
DIRECTOR - HEALTH STSTEW CONTRACTS		
		Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$276,164	Program.
Actual Base Salary Received	\$269,968	i i va i i i i i i i i i i i i i i i i i
Notice Buse Saidily Necested	Ψ203,300	
		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-
Clinical Enterprise Management Recognition Program	\$48,658	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/ASSOCIA	ATE CHIEF INFORM	MATION OFFICER, CAMPUS,UCSF HEALTH
		Effective 7/1/18, a merit based salary increase was received consistent with the 2018 Systemwide
Annual Base as of Dec 31	\$323,786	Merit Program.
Actual Base Salary Received	\$315,870	

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.
		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
Incentive	\$34,116	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 A	ND 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		
		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
Annual Base as of Dec 31	\$254,410	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.

Compensation Element	Amount	Staff Comments
WU,MARGARET L UCOP		
DEPUTY GENERAL COUNSEL - LITIGATION AND CA	APITAL STRATEGIES	
	4	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$281,388	Program.
Actual Base Salary Received	\$276,495	
		Chinard washing for Day 2017 and posited for any major libitation and agricultant are according libitation
Ctinond	¢1.0F0	Stipend received for Dec 2017 pay period, for assuming litigation and capital strategies responsibilities
Stipend Evacuative Disability	\$1,058	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.
Semon Management Supplement		rei poney, engine to participate, appointment approved prior to change in poney duted 3/23/17.
YAMAMOTO,KEITH UCSF		
VICE CHANCELLOR-SCIENCE POLICY AND STRATEG	GY/PROFESSOR	
	.,	
		Appointment as Vice Chancellor - Science Policy and Strategy is an SMG appointment without salary;
Annual Base as of Dec 31	\$424,769	employee's primary appointment as Professor is academic.
Actual Base Salary Received	\$418,263	
,	. ,	Stipend approved on an ongoing basis in recognition of the Vice Chancellor - Science Policy and
Stipend	\$21,447	Strategy responsibilities.
		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
Other Cash Compensation/Payments	\$1,000	policies.
		Per policy, ineligible to participate due to academic appointment and without salary SMG
Executive Disability		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		
CHANCELLOR		
	<u> </u>	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$425,443	Program.
Actual Base Salary Received	\$418,214	i rogium.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
LACCULIVE AUTO AHOWAIICE	70,510	Trei policy, eligible, allitudi duto dilowalice payment oi 30,310 (3745 per montri).

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.
		Per policy, remained eligible after change in policy dated 6/30/96, which allowed Senior Managers to
Senior Management Supplement		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		
	1	Effective 10/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$396,048	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 INCOM	E INVESTMENTS	
	Ī	Effective 7/1/18, a merit based increase was received consistent with the 2018 Systemwide Merit
Annual Base as of Dec 31	\$255,132	· · · ·
Actual Base Salary Received	\$250,656	Program.
		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
Office of the Chief Investment Officer Annual Incentive Plan	\$84,456	approved by the Administrative Oversight Committee.