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September 4, 2020

MEMBERS OF THE GOVERNANCE COMMITTEE

I am pleased to submit for your review the *Annual Report on Executive Compensation* for calendar year 2019.

The *Annual Report on Executive Compensation* provides detailed information on compensation paid to the members of the Senior Management Group (SMG) and officers of the University as well as certain highly compensated non-SMG employees who have met the reporting criteria.

Any questions may be directed to Interim Vice President – Systemwide Human Resources Cheryl Lloyd.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael V. Drake".

Michael V. Drake, MD
President

Attachment

cc: All Regents
Chancellors

bcc: Executive Vice President – Chief Operating Officer Rachael Nava
Interim Vice President – Systemwide Human Resources Cheryl Lloyd

**ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR
CALENDAR YEAR 2019: INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG)
POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

EXECUTIVE SUMMARY

The University of California is committed to transparency and accountability in reporting the compensation of its employees. As part of this commitment, this report provides detailed information on compensation paid to the University's highest level administrators, the Senior Management Group (SMG) and officers of the University, regardless of compensation amount. This report also includes certain highly compensated non-SMG employees who met the report criteria. The report is posted on UC's Compensation Reporting website (<https://www.ucop.edu/institutional-research-academic-planning/content-analysis/employees/compensation-reporting.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 2019 for the following employees who were active employees as of December 31, 2019: (1) all incumbents in the SMG personnel program and incumbents in an acting or interim SMG role, regardless of their total cash compensation, (2) all officers of the University, regardless of their total cash compensation, (3) all incumbents in administrator positions who are non-academic, non-represented, exempt employees whose total cash compensation exceeded the Indexed Compensation Level (ICL) effective at the end of calendar year 2019, 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 2019 was \$323,700.

OBSERVATIONS

- **Executive compensation remains a small percentage of payroll:** Compensation for incumbents included in this report that are appointed into positions in the Senior Management Group represents less than 1 percent of UC's total annual payroll of \$17.0 billion.
- **UC health sciences personnel and coaches remain the highest paid employees:** As in previous years, athletic coaches and medical center senior administrators – who are included in this report – were among the top-earning employees at UC in 2019. 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 2019: Deans and Certain Full-Time Faculty Administrators. This report is also posted on UC's compensation reporting website (<https://www.ucop.edu/institutional-research-academic-planning/content-analysis/employees/compensation-reporting.html>).
- **2019 Systemwide Merit Program**

Consistent with the 2019-2020 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 2019-2020 salary program are noted in the report. The President of the University was eligible to receive an increase under the 2019-2020 salary program, but chose not to participate.

- **UC Chancellors' compensation relative to market:** In 2019, UC Chancellors' average salaries were 35 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 2019, the salaries of most UC Chancellors continue to fall in the bottom third as compared to other Association of American Universities (AAU) institutions. Many institutions, particularly private ones, offer much higher cash compensation and additional forms of compensation that UC does not offer, which further exacerbates the disparity.

- **Incentive compensation is used to motivate excellent performance in support of University priorities:** Like many public institutions nationwide, UC uses incentive compensation plans to encourage and reward sustained individual and group performance in support of key University objectives in the following areas:
 - **Medical Centers:** Incentive compensation plans for UC medical centers include employees at all levels – from clerical and custodial staff to senior leadership – and reward individual as well as group efforts that accomplish key priorities, such as improving patient care and safety, enhancing operational efficiency and maintaining sound financial management. Medical center incentive compensation is funded by health system revenue, using no state funds.
 - **Office of the Chief Investment Officer:** Consistent with industry standards, the Office of the Chief Investment Officer (OCIO) has an annual incentive compensation plan that motivates and rewards employees responsible for maximizing long-term total investment returns while assuming appropriate levels of risk and promoting teamwork. OCIO incentive compensation is funded entirely through investment returns, using no state funds.
 - **Athletic Directors, Coaches and Other Athletic Positions:** For athletic directors, coaches and other incumbents in athletic positions included in this report, incentive compensation is funded by athletic department revenue or other non-state sources, including revenue generated from television and radio contracts, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. The incentive compensation for

athletic directors, coaches and other athletic positions is typically tied to the attainment of specific goals, such as winning a national championship, and is paid only if those goals are met. As teams improve their winning records, national attention brings outside employment opportunities, which may require adjusting compensation terms to retain successful coaches. When hiring a new coach or retaining an existing coach, the market demand for their services necessarily plays a role in determining the compensation offered by the University. The compensation offered to UC coaches is also aligned with that of other coaches in the PAC-12 with comparable win/loss records.

- **No state funds used for incentives:** State funds were not used to fund incentive award payments for clinical and health sciences personnel, OCIO personnel, or coaches and other athletic personnel included in this report.
- **Funding source for recognition awards:** By policy, only non-SMG staff were eligible to receive recognition awards. Funding for recognition awards is provided by local resources within division and departmental budget guidelines, which may include unrestricted fund sources (mainly general and common funds). The use of restricted funds is subject to any restrictions on those funds.
- **Incentive and recognition award pay by the numbers:** Of the 342 employees included in this report, 154 received incentive or recognition award pay, which collectively totaled approximately \$13.6 million, or approximately 0.08 percent of UC's \$17.0 billion annual payroll. Of this \$13.6 million, \$7.6 million, or 69.5 percent, consisted of payments from the medical enterprise's Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans. Approximately \$5.3 million, or 15.6 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 \$649,500, or 8.4 percent. Recognition award program payments of approximately \$33,150 made up the remainder.

REPORT FORMAT AND CONTENT

The report includes compensation information for 342 University employees who were employed in a position that met the reportable population criteria on December 31, 2019.

The report consists of two sections: (1) a list of the employees and the compensation elements for each employee that make up their total cash compensation during the calendar year, and (2) an addendum with footnotes that provides additional information regarding some of the compensation elements listed for particular employees.

The following information provides a description of the data in each column of the report:

Annualized Base Salary as of December 31: This column reports the annualized base salary rate for the employee and includes any changes to the employee's base salary as of December 31, 2019 such as market, equity, merit, and other salary adjustments.

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

Actual Bonuses/Incentives Received: This column reports the total incentive awards and/or recognition awards received by the employee during the calendar year. Such compensation falls into one of the following categories: (a) incentive and/or recognition award compensation received by coaches and athletic directors, (b) incentive awards from the clinical incentive plans, CEMRP and CEMRP2, (c) incentive awards from the OCIO's AIP, and (d) awards from recognition award plans.

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

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

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

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

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

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

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

University-Provided Housing: A “Y” in this column indicates that the employee received University housing, which is provided to the President of the University and the Chancellors.

Severance Benefits: A “Y” in this column indicates that an individual received pay pursuant to a severance or separation agreement.

Senior Management Supplemental Benefit: This column reports the percentage of the employee’s total eligible salary that the University contributed on the employee’s behalf to the Senior Management Supplemental Benefit Program during the calendar year if the employee is an SMG member eligible for this benefit. SMG members with dual academic appointments are not eligible to receive this benefit unless it has been approved as an exception to policy. As of May 25, 2017, this benefit was no longer available to newly appointed SMGs whose appointment was approved on or after that date.

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

Reimbursed Moving Costs: This column reports the total amount of reimbursements the employee received during the calendar year in connection with moving, temporary housing expenses, house-hunting trip expenses, travel expenses, and payments to outside vendors for the shipment of household goods, storage fees, or other moving expenses consistent with policy.

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

DATA COLLECTION, REVIEW, AND CERTIFICATION PROCESS

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

(Attachments)



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2019:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)

Employee Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/Payments Received	Actual Temporary Housing/Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
ADLER, JOSHUA S	EXECUTIVE VICE PRESIDENT - PHYSICIAN SERVICES/VICE DEAN - CLINICAL AFFAIRS, UCSF HEALTH	UCSF	MRZ	Below the 50th Percentile	\$706,896	\$690,475	\$64,094						\$754,569	Y	N	N	5%	N		
AFSARMANESH, NASIM	CHIEF AMBULATORY OFFICER	UCI	Salary Range	At the Midpoint Salary Range	\$512,800	\$430,215	\$77,438						\$507,653	N	N	N		N		
AGARWAL, PRADEEP KUMAR	DEAN - UNIVERSITY EXTENSION	UCSC	MRZ	Below the 75th Percentile	\$260,000	\$86,667							\$86,667	N	N	N		N		
ALCOCCER, DAVID	ASSOCIATE VICE PRESIDENT - BUDGET ANALYSIS AND PLANNING	UCOP	MRZ	Below the 60th Percentile	\$269,712	\$250,232							\$250,232	Y	N	N		N		
ALEXANDER, STACY HOLM	VICE PRESIDENT-WOMEN'S AND CHILDREN'S HEALTH, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$334,748	\$313,931	\$22,750		\$5,992		\$17,087		\$359,760	N	N	N		N		
ALIVISATOS, ARMAND P	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCB	MRZ	Below the 90th Percentile	\$510,300	\$501,626							\$501,626	Y	N	N		N		\$1,330,000
ALTSHULE, REBECCA	DIRECTOR, MANAGED CARE CONTRACTING	UCLA	Salary Range	Below the Maximum Salary Range	\$327,596	\$319,578	\$45,674						\$365,252	N	N	N		N		
ALVAREZ, ROSIO	CHIEF INFORMATION OFFICER	LBNL	Salary Range	Below the Maximum Salary Range	\$372,096	\$361,606							\$361,606	N	N	N		N		
AMMIRO, THERESE M	ASSISTANT DEAN/FORMER INTERIM DEAN - UNIVERSITY EXTENSION	UCSC	Salary Range	No longer in SMG role; On Academic Pay Scale	\$143,000	\$161,392							\$161,392	N	N	N		N		
ANANTHAWAMY, SATISH	MANAGING DIRECTOR, SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$333,408	\$327,738	\$232,291						\$560,029	N	N	N		N		
ANDERSON, MICHAEL R	SENIOR VICE PRESIDENT-CHILDREN'S SERVICES/PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH	UCSF	MRZ	Below the 90th Percentile	\$994,608	\$979,946	\$97,343						\$1,077,289	Y	N	N	5%	N		
ANDREADIS, TANYA	CHIEF MARKETING & DIGITAL COMMUNICATIONS OFFICER, UCLA HEALTH	UCLA	Salary Range	At the Maximum Salary Range	\$385,000	\$367,007	\$43,546				\$6,400		\$416,953	N	N	N		N	\$7,719	
ANDRIOLA, THOMAS	EXECUTIVE DIRECTOR OF INFORMATION TECHNOLOGY	UCI	Salary Range	Below the Midpoint Salary Range	\$500,000	\$403,934							\$403,934	Y	N	N	5%	N	\$3,018	
ANSTINE, LARRY	INTERIM CHIEF EXECUTIVE OFFICER, UCI HEALTH SYSTEM	UCI	MRZ	Below the 50th Percentile	\$850,000	\$212,500							\$212,500	N	N	N		N	\$21,753	
ANTELMAN, KRISTIN A	UNIVERSITY LIBRARIAN	UCSB	MRZ	Below the 90th Percentile	\$257,508	\$253,128							\$253,128	N	N	N		N		\$672,000
ANTRUM, SHEILA E	SENIOR VICE PRESIDENT-ADULT SERVICES/CHIEF OPERATING OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 90th Percentile	\$746,628	\$732,096	\$48,859						\$780,955	Y	N	N	5%	N		
ARDESHIR, SAHAND	INVESTMENT DIRECTOR	UCOP	Salary Range	Below the Maximum Salary Range	\$264,012	\$154,847	\$93,006						\$247,853	N	N	N		N		
ARMBRUSTER, MARGARET A	EXECUTIVE DIRECTOR, EMERGENCY & TRAUMA SERVICES/CLINICAL REGULATORY AFFAIRS	UCLA	Salary Range	Below the Maximum Salary Range	\$305,537	\$302,663	\$42,907				\$1,184		\$346,754	N	N	N		N		
ARNETT, JENNIFER P	VICE CHANCELLOR-UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCSF	MRZ	Below the 75th Percentile	\$509,232	\$500,580				\$8,916			\$509,496	Y	N	N	5%	N		
ARRINGTON, JONATHON DUANE	CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$392,242	\$382,651	\$80,485				\$14,337		\$477,473	N	N	N		N		
ARRIVAS, PEGGY MCNAMARA	ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER/INTERIM ASSOCIATE VICE PRESIDENT - CAPITAL ASSET STRATEGIES	UCOP	MRZ	Below the 90th Percentile	\$384,252	\$373,201							\$373,201	Y	N	N	5%	N		
AZAR, RICHARD F	CHIEF OPERATING OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 25th Percentile	\$639,600	\$623,952	\$127,182						\$751,134	Y	N	N		N		
AZZINARO, JERRY	DEFENSIVE COORDINATOR - FOOTBALL	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$425,000		\$675,000	N	N	N		N		
BACHHER, JAGDEEP SINGH	CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$692,208	\$680,441	\$1,142,309			\$8,916			\$1,831,666	Y	N	N	5%	N		\$1,800,000
BAGGETT, MARGARITA M	CHIEF CLINICAL AND SUPPORT SERVICES OFFICER	UCSD	MRZ	Below the 75th Percentile	\$416,869	\$408,014	\$59,118						\$467,132	Y	N	N	5%	N		



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BALDWIN, BEAU D	OFFENSIVE COORDINATOR/QBS - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$10,000				\$400,000		\$660,000	N	N	N		N		
BALLA, ROSEMARIE A	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCB	MRZ	Below the 90th Percentile	\$380,868	\$374,394							\$374,394	Y	N	N		N		
BANKS, WILLIE L	VICE CHANCELLOR OF STUDENT AFFAIRS	UCI	MRZ	Below the 25th Percentile	\$270,000	\$125,217							\$125,217	Y	N	N		N	\$3,971	
BECK, MICHAEL JOHN	ADMINISTRATIVE VICE CHANCELLOR	UCLA	MRZ	Below the 90th Percentile	\$393,384	\$386,699							\$386,699	Y	N	N	5%	N		\$1,015,000
BEIL, JOHN EDWARD	MANAGING DIRECTOR - PRIVATE EQUITY INVESTMENTS	UCOP	Salary Range	Below the Maximum Salary Range	\$329,604	\$324,002	\$209,241						\$533,243	N	N	N		N		
BENGFORT, JOSEPH	SENIOR VICE PRESIDENT - INFORMATION TECHNOLOGY, CAMPUS/UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$541,097	\$515,366	\$52,481						\$567,847	N	N	N		N		
BENNAN, JAMES	VICE PRESIDENT/CHIEF OPERATING OFFICER-ADULT SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$377,615	\$370,266	\$24,710				\$10,594		\$405,570	N	N	N		N		
BERGQUIST, DAVID	CHIEF CAMPUS COUNSEL	UCR	MRZ	Below the 50th Percentile	\$265,416	\$261,198							\$261,198	Y	N	N	5%	N		
BIBLE, DANA	QUARTERBACKS COACH - FOOTBALL	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$200,000		\$450,000	N	N	N		N		
BLAIR, JEFFREY A	LABORATORY COUNSEL	LBNL	MRZ	Below the 60th Percentile	\$353,628	\$342,298			\$6,539				\$348,837	Y	N	N	5%	N		
BLOCK, GENE D	CHANCELLOR	UCLA	MRZ	Below the 25th Percentile	\$496,728	\$488,287				\$8,916			\$497,203	Y	Y	N		N		
BLUMENTHAL, GEORGE R	PROFESSOR/FORMER CHANCELLOR	UCSC	Salary Range	No longer in SMG role; On Academic Pay Scale	\$275,000	\$288,325				\$5,164	\$77,000		\$370,489	N	Y	N		N		
BOEHMER, JUDIE K	EXECUTIVE DIRECTOR, PATIENT CARE SERVICES	UCD	Salary Range	Below the Maximum Salary Range	\$289,963	\$283,457	\$43,205				\$14,958		\$341,620	N	N	N		N		
BOMOTTI, GERARD	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER, DIVISION OF PLANNING, BUDGET, AND ADMINISTRATION	UCR	MRZ	Below the 50th Percentile	\$304,296	\$298,873							\$298,873	N	N	N		N		
BOOKSTABER, RICHARD M	CHIEF RISK OFFICER AND SENIOR MANAGING DIRECTOR	UCOP	Salary Range	Below the Maximum Salary Range	\$360,504	\$284,490	\$306,298						\$590,788	N	N	N		N		
BOUBELIK, JANE ESTHER	CHIEF LEGAL COUNSEL, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$339,828	\$332,786	\$10,000				\$23,443		\$366,229	N	N	N		N		
BRANDT, MICHAEL THOMAS	DEPUTY LABORATORY DIRECTOR FOR OPERATIONS	LBNL	MRZ	Below the 75th Percentile	\$400,188	\$387,358							\$387,358	Y	N	N		N	\$40,930	
BRANDT, SCOTT A	VICE CHANCELLOR - RESEARCH	UCSC	MRZ	Below the 50th Percentile	\$341,256	\$335,454							\$335,454	Y	N	N		N		\$571,500
BRAY-HANIN, LAUREL R	VICE PRESIDENT/CHIEF OPERATING OFFICER-HDFCCC, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$333,621	\$323,819	\$27,898				\$19,174		\$370,891	N	N	N		N		
BRENNER, DAVID ALLEN	VICE CHANCELLOR - HEALTH SCIENCES	UCSD	MRZ	Below the 50th Percentile	\$633,324	\$624,312		\$220,000					\$844,312	Y	N	N		N		\$2,660,000
BROSTROM, NATHAN ERIC	INTERIM CHANCELLOR	UCM	MRZ	Below the 25th Percentile	\$450,216	\$442,565				\$8,916		\$10,000	\$461,481	Y	N	N	5%	N		
BROWN, DAVID LESLIE	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$338,664	\$328,684							\$328,684	N	N	N		N		
BROWN, MICHAEL TALUFERRO	PROVOST AND EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS	UCOP	MRZ	Below the 50th Percentile	\$402,084	\$395,292							\$395,292	Y	N	N		N		
BROWN, PAMELA HOPE	VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING	UCOP	MRZ	Below the 75th Percentile	\$321,972	\$314,587							\$314,587	Y	N	N	5%	N		
BROWN, SANDRA A	VICE CHANCELLOR - RESEARCH	UCSD	MRZ	Below the 50th Percentile	\$359,448	\$353,336							\$353,336	Y	N	N		N		
BUCHMAN, BRAD	CMO MED CTR	UCOP	MRZ	Below the 90th Percentile	\$416,760	\$409,102							\$409,102	Y	N	N	5%	N		
BURGER, JENNIFER	EXECUTIVE DIRECTOR OF EPIC APPLICATIONS, UC DAVIS HEALTH	UCD	Salary Range	Below the Maximum Salary Range	\$296,299	\$289,651	\$35,470						\$325,121	N	N	N		N		
BURTIS, KENNETH C	FACULTY ADVISOR/FORMER ACTING PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	Salary Range	No longer in SMG role; On Academic Pay Scale	\$233,428	\$232,037			\$31,849				\$263,886	N	N	N		N		



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BUSTAMANTE, ALEXANDER ALI	SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER	UCOP	MRZ	Below the 75th Percentile	\$371,328	\$365,014							\$365,014	Y	N	N		N	\$19,923	
BYINGTON, CARRIE	EXECUTIVE VICE PRESIDENT - UC HEALTH	UCOP	MRZ	Below the 75th Percentile	\$869,800	\$75,635							\$75,635	N	N	N		N	\$9,113	
CAMFIELD, GREGG EARL	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCM	MRZ	Below the 25th Percentile	\$361,728	\$351,520							\$351,520	Y	N	N		N		\$395,100
CAMPBELL, ANN SPIRA	ASSOC VICE CHANC/LEADERSHIP STRATEGY ENGAGEMENT	UCSD	Salary Range	Below the Maximum Salary Range	\$328,452	\$322,238	\$5,000						\$327,238	N	N	N		N		
CAMPBELL, JOHN DUNCAN	CHIEF OPERATING OFFICER, UCSD HEALTH PHYSICIAN NETWORK	UCSD	MRZ	Below the 50th Percentile	\$330,301	\$323,290	\$54,833						\$378,123	Y	N	N	5%	N		
CARLSON, SUSAN L	VICE PROVOST - ACADEMIC PERSONNEL/FORMER INTERIM PROVOST AND EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS	UCOP	MRZ	Below the 75th Percentile	\$315,588	\$314,517							\$314,517	Y	N	N		N		
CARTER, EMILY ANN	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	MRZ	Below the 75th Percentile	\$579,000	\$144,750					\$115,800		\$260,550	Y	N	N		N		
CATES, DOUGLAS ADDISON	CHIEF STRATEGY OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$360,744	\$353,717	\$53,668						\$407,385	N	N	N		N		
CATRON, SUSAN D	DEAN - DIVISION OF CONTINUING AND PROFESSIONAL EDUCATION	UCD	MRZ	Below the 50th Percentile	\$263,928	\$251,220							\$251,220	Y	N	N		N		
CHIARAPPA, CYNTHIA L	VICE PRESIDENT-MEDICAL CENTER ADMINISTRATION, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$338,479	\$322,869	\$23,397				\$11,497		\$357,763	N	N	N		N		
CHIU, JEFFREY S	VICE PRESIDENT-HUMAN RESOURCES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$310,966	\$304,600	\$24,829		\$10,533		\$12,299		\$352,261	N	N	N		N		
CHOI, LEI	MEDICAL DIRECTOR-LEAN PROMOTION OFFICE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$324,141	\$317,837	\$16,365						\$334,202	N	N	N		N		
CHRISMAN, MAYE C	VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Midpoint Salary Range	\$404,554	\$393,855	\$45,611						\$439,466	N	N	N		N		
CHRIST, CAROL T	CHANCELLOR	UCB	MRZ	Below the 50th Percentile	\$564,336	\$554,747							\$554,747	Y	Y	N		N		
CIANCA, MARK	INTERIM VICE PRESIDENT AND CHIEF INFORMATION OFFICER	UCOP	MRZ	Below the 50th Percentile	\$375,504	\$356,390							\$356,390	N	N	N		N		
CLOSE, CORI RASHEL	HEAD COACH, WOMEN'S BASKETBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$64,500				\$240,699		\$605,199	N	N	N		N		
CLOUD-GLAAB, REBECCA	SENIOR DIRECTOR, REVENUE CYCLE	UCI	Salary Range	Below the Maximum Salary Range	\$281,700	\$279,932	\$37,607						\$338,697	N	N	N		N		
COLLINS, HEIDI MODEL	VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$348,341	\$341,563	\$39,705						\$381,268	N	N	N		N		
COLLINS, WILLIAM DREW	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$333,456	\$324,316							\$324,316	N	N	N		N		
CONRAD, LARRY D	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCB	Salary Range	Below the Maximum Salary Range	\$354,996	\$348,959							\$348,959	N	N	N		N		
COOK, JOHN K	INTERIM CHIEF INFORMATION OFFICER - UC DAVIS HEALTH	UCD	MRZ	Below the 75th Percentile	\$349,956	\$344,008	\$63,951						\$407,959	N	N	N		N		
COOPER, WILLIAM MAURICE	ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$378,444	\$369,953							\$369,953	Y	N	N		N		
CORTEZ, RONALD SOCORIO	CHIEF FINANCIAL OFFICER AND VICE CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$422,244	\$415,067							\$415,067	Y	N	N		N		\$594,100
COWELL, M ELIZABETH	UNIVERSITY LIBRARIAN	UCSC	MRZ	Below the 90th Percentile	\$265,236	\$260,723							\$260,723	Y	N	N	5%	N		
CRANSTON, BETH	DIRECTOR, RAPE TREATMENT CENTER, UCLA-SANTA MONICA MEDICAL CENTER	UCLA	Salary Range	Below the Maximum Salary Range	\$274,990	\$284,294	\$25,105		\$19,248				\$328,647	N	N	N		N		
CRISWELL, LINDSEY A	VICE CHANCELLOR-RESEARCH	UCSF	MRZ	Below the 50th Percentile	\$365,652	\$355,994							\$355,994	Y	N	N		N		
CROCITTO, LAURA E	VICE PRESIDENT/CHIEF MEDICAL OFFICER-CANCER SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$587,104	\$575,682	\$60,307						\$635,989	N	N	N		N		



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Employee Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/Payments Received	Actual Temporary Housing/Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
CRONER, JULIE ELIZABETH	CHIEF ADMINISTRATIVE OFFICER - ONCOLOGY AND RADIATION THERAPY SERVICES	UCSD	Salary Range	Below the Midpoint Salary Range	\$309,901	\$303,864	\$48,110						\$351,974	N	N	N		N		
CRONIN, MICHAEL	HEAD COACH, MEN'S BASKETBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$192,045					\$4,048,485		\$4,240,530	N	N	N		N	\$39,167	
CURRY, RHONDA	CHIEF OF COMMUNICATIONS, UCLA HEALTH	UCLA	Salary Range	At the Maximum Salary Range	\$385,000	\$354,944	\$40,046				\$6,400		\$401,390	N	N	N		N	\$6,392	
DAVOL MUXEN, SCOTT ARTHUR	ASSOCIATE VICE CHANCELLOR-CAPITAL PROGRAMS, REAL ESTATE	UCSF	Salary Range	Below the Maximum Salary Range	\$331,789	\$325,064							\$325,064	N	N	N		N		
DE JESUS, JOSENOB	CHIEF PHARMACY OFFICER	UCLA	Salary Range	Below the Maximum Salary Range	\$386,948	\$351,517	\$48,538						\$400,055	N	N	N		N		
DEAS, DEBORAH	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE	UCR	MRZ	Below the 50th Percentile	\$697,608	\$685,178		\$150,000					\$835,178	N	N	N		N		
DECOSTA, SHELBY K	PRESIDENT-UCSF HEALTH AFFILIATES NETWORK/CHIEF STRATEGY OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 60th Percentile	\$735,368	\$634,569	\$71,171		\$36,755			\$10,130	\$752,625	Y	N	N		N		
DELANEY, MARGARET L	VICE CHANCELLOR - PLANNING AND BUDGET	UCSC	MRZ	Above the 90th Percentile	\$308,208	\$303,390							\$303,390	Y	N	N		N		
DERUYTER, TIMOTHY J	DEFENSIVE COORDINATOR/OUTSIDE LINEBACKERS - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$10,000				\$537,500		\$797,500	N	N	N		N		
DOBBS, DAVID O	EXECUTIVE DIRECTOR-NETWORKED DATA WAREHOUSE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$351,285	\$347,150	\$36,478						\$383,628	N	N	N		N		
DONALDSON, LORI R	CHIEF FINANCIAL OFFICER - UC SAN DIEGO HEALTH	UCSD	MRZ	Below the 75th Percentile	\$557,266	\$503,325	\$79,459				\$1,250		\$584,034	Y	N	N	5%	N		
DORMITORIO, EDGAR J	ASSISTANT VICE CHANCELLOR & CHIEF OF STAFF/ FORMER INTERIM VICE CHANCELLOR FOR STUDENT AFFAIRS	UCI	Salary Range	Below the Maximum Salary Range	\$198,790	\$179,698	\$1,000						\$180,698	N	N	N		N		
DOSANJH, SUDIP SINGH	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$338,664	\$328,684							\$328,684	N	N	N		N		
DOUGHERTY, JAMES MICHAEL	ASSISTANT COACH, FOOTBALL	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000				\$900	\$129,500		\$380,400	N	N	N		N		
DRUMM, KELLY	INTERIM DEPUTY GENERAL COUNSEL - BUSINESS, FINANCE AND INNOVATION/CHIEF OF STAFF & SPECIAL COUNSEL	UCOP	MRZ	Below the 60th Percentile	\$291,558	\$291,229							\$291,229	N	N	N		N		
DUBON, OSCAR D	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	MRZ	Below the 75th Percentile	\$265,236	\$260,723							\$260,723	Y	N	N		N		
DUCKETT, DWAIN BRIAN	VICE PRESIDENT-HUMAN RESOURCES	UCOP	MRZ	Below the 60th Percentile	\$349,476	\$349,476				\$8,916			\$358,392	Y	N	N	5%	N		\$989,100
DUMAS, WILLIAM R	INVESTMENT RISK OFFICER	UCOP	Salary Range	Below the Maximum Salary Range	\$222,144	\$218,364	\$108,862						\$327,226	N	N	N		N		
EATON, ANDREA GUNN	CHIEF CAMPUS COUNSEL	UCI	MRZ	Below the 50th Percentile	\$292,440	\$285,878							\$285,878	Y	N	N		N		
ECKBLAD, J STUART	VICE PRESIDENT-MAJOR CAPITAL PROJECTS, UCSF HEALTH	UCSF	Salary Range	At the Maximum Salary Range	\$321,000	\$313,532	\$30,881				\$24,681		\$369,094	N	N	N		N		
EDWARD, AMIR ADOLPHE	CHIEF EXECUTIVE OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$387,595	\$368,588	\$56,251						\$424,839	N	N	N		N		
ELAHI, FARANAK K	CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CHIEF OPERATING OFFICER, AMBULATORY & COMMUNITY PRACTICES, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$443,456	\$433,507	\$90,994						\$524,501	N	N	N		N		
ENGEL, ELIZABETH ANN	ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER, UC HEALTH	UCOP	MRZ	Below the 25th Percentile	\$409,440	\$401,922	\$70,685						\$472,607	Y	N	N	5%	N		
ENGELBACH, KARL M	ASSOCIATE CHANCELLOR	UCD	Salary Range	Below the Maximum Salary Range	\$326,424	\$327,033							\$327,033	N	N	N		N		
EPSTEIN LUDEWIG, ROBIN	SR DIRECTOR, TALENT ACQUISITION & WORKFORCE PLANNING, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$310,028	\$302,443	\$43,225						\$345,668	N	N	N		N		



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FABER, MICHAEL J	ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPMENT	UCSF	Salary Range	Below the Maximum Salary Range	\$416,312	\$416,312					\$17,846		\$434,158	N	N	N		N		
FALLE, GARY	EXECUTIVE DIRECTOR - FEDERAL GOVERNMENT RELATIONS - UC NATIONAL LABS	UCOP	Salary Range	Above the Maximum Salary Range	\$349,692	\$343,749					\$3,000		\$346,749	N	N	N		N		
FARMER, KEITH D	DIRECTOR-MEDICAL CENTER ACCOUNTING, UCSF HEALTH	UCSF	Salary Range	Above the Maximum Salary Range	\$288,499	\$287,394	\$14,136				\$32,482		\$334,012	N	N	N		N		
FAWLEY, REECE I	VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$456,416	\$447,533	\$52,023						\$499,556	N	N	N		N		
FISHER, MARC P	VICE CHANCELLOR - ADMINISTRATION	UCB	MRZ	Below the 90th Percentile	\$380,868	\$374,394							\$374,394	Y	N	N		N		
FLAHERTY, KIERAN	ASSOCIATE VICE PRESIDENT - STATE GOVERNMENT RELATIONS	UCOP	MRZ	Below the 75th Percentile	\$269,112	\$263,071							\$263,071	Y	N	N	5%	N		\$360,000
FONG, EDMOND	SENIOR MANAGING DIRECTOR - ABSOLUTE RETURNS	UCOP	Salary Range	Below the Maximum Salary Range	\$377,172	\$370,760	\$325,685						\$696,445	N	N	N		N		
FOX, MARK L	HEAD COACH - MEN'S BASKETBALL	UCB	Salary Range	No Independent Survey Data Available	\$275,000	\$183,333					\$916,667		\$1,100,000	N	N	N		N		
FRIES, ROBERT S	VP-CHILDREN'S SVCS FINANCE/CFO, CHILDREN'S HOSPITAL OAKLAND, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$534,403	\$532,355					\$2,570	\$12,380	\$547,305	N	N	N		N		
FRYE, JUSTIN	OFFENSIVE COORDINATOR/OFFENSIVE LINE COACH - FOOTBALL	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$422,917		\$672,917	N	N	N		N		
GALINDO, EMILY C	INTERIM VICE CHANCELLOR - STUDENT AFFAIRS	UCD	MRZ	Below the 25th Percentile	\$261,012	\$256,575	\$350						\$256,925	N	N	N		N		
GIL, GLORIA BROWNING	MANAGING DIRECTOR - REAL ESTATE	UCOP	Salary Range	Below the Maximum Salary Range	\$377,172	\$370,760	\$253,141						\$623,901	N	N	N		N		\$726,200
GILLMAN, HOWARD AARON	CHANCELLOR	UCI	MRZ	Below the 25th Percentile	\$545,880	\$536,601				\$8,916			\$545,517	Y	Y	N		N		
GOLDIN, ALAN L	ASSOCIATE VICE CHANCELLOR FOR FACULTY AFFAIRS/FORMER INTERIM VICE CHANCELLOR FOR HEALTH AFFAIRS	UCI	Salary Range	No longer in SMG role; On Academic Pay Scale	\$263,500	\$204,868		\$106,084					\$310,952	N	N	N		N		
GOLDMAN, GREGG	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCLA	MRZ	Below the 90th Percentile	\$442,008	\$432,087							\$432,087	Y	N	N		N	\$15,018	
GOLDSTEIN, STEVEN A. N.	VICE CHANCELLOR FOR HEALTH AFFAIRS	UCI	MRZ	Below the 50th Percentile	\$772,500	\$634,375		\$125,000				\$150,000	\$909,375	Y	N	N		N	\$170,394	
GORDEN JR., MONROE	VICE CHANCELLOR - STUDENT AFFAIRS	UCLA	MRZ	Below the 90th Percentile	\$355,392	\$345,165							\$345,165	Y	N	N		N		
GRAHAM, DOUGALD STEWART	CHIEF TRANSFORMATION OFFICER	UCOP	MRZ	Below the 50th Percentile	\$450,000	\$225,000							\$225,000	Y	N	N		N		
GREATWOOD, STEVEN E	OFFENSIVE LINE COACH - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$10,000				\$120,000		\$380,000	N	N	N		N		
GRIMLEY, KAREN ANN	CHIEF NURSING EXECUTIVE, UCLA HEALTH	UCLA	MRZ	Below the 50th Percentile	\$423,324	\$412,963	\$77,459						\$490,422	Y	N	N	5%	N		
GUERRERO, DANIEL GENE	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No Independent Survey Data Available	\$984,668	\$969,038	\$95,000						\$1,064,038	N	N	N		N		\$850,000
GUIMARAES, ARTHUR RIBEIRO	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 50th Percentile	\$390,156	\$383,527	\$317,132						\$700,659	Y	N	N	5%	N		\$1,330,000
GULLATT, VELVIA YVETTE	VICE PROVOST - DIVERSITY & ENGAGEMENT/INTERIM VICE PRESIDENT - STUDENT AFFAIRS	UCOP	MRZ	Below the 50th Percentile	\$315,132	\$304,813							\$304,813	Y	N	N	5%	N		
GUNTHER, ELISABETH R	CHIEF CAMPUS COUNSEL	UCM	MRZ	Below the 50th Percentile	\$260,076	\$255,043			\$14,000				\$269,043	Y	N	N	5%	N		
HA, WON S	VICE CHANCELLOR-COMMUNICATIONS	UCSF	MRZ	Below the 75th Percentile	\$280,000	\$75,304							\$75,304	Y	N	N		N		
HAJEK, CHARLES	CHIEF FINANCIAL OFFICER, SCHOOL OF MEDICINE	UCLA	Salary Range	Above the Maximum Salary Range	\$315,228	\$309,006	\$31,218						\$340,224	N	N	N		N		
HAMILL, NANCY G	CHIEF CAMPUS COUNSEL	UCSB	MRZ	Below the 60th Percentile	\$291,756	\$286,794							\$286,794	N	N	N		N		
HANSEN SHINNERL, CLARE T	SENIOR ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES	UCSF	Salary Range	Below the Maximum Salary Range	\$340,638	\$334,850							\$334,850	N	N	N		N		



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HARRINGTON, CHRISTOPHER	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	MRZ	Below the 50th Percentile	\$260,004	\$255,668							\$255,668	Y	N	N		N		
HASEGAWA, GENE F	CHIEF OPERATING OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$284,350	\$278,896	\$59,195						\$338,091	N	N	N		N		
HAWGOOD, SAMUEL	CHANCELLOR	UCSF	MRZ	Below the 60th Percentile	\$869,460	\$854,685				\$8,916			\$863,601	Y	Y	N		N		
HAYASHIDA, PETER A	VICE CHANCELLOR DEVELOPMENT AND UNIVERSITY RELATIONS	UCR	MRZ	Below the 25th Percentile	\$375,744	\$369,771				\$8,916			\$378,687	Y	N	N	5%	N		\$409,500
HAYNE, CAY JOSE	MANAGING DIRECTOR - REAL ESTATE	UCOP	Salary Range	Below the Midpoint Salary Range	\$288,720	\$283,808	\$153,258						\$437,066	N	N	N		N		
HAYNES, BRIAN	VICE CHANCELLOR - STUDENT AFFAIRS	UCR	MRZ	Below the 25th Percentile	\$268,200	\$263,417							\$263,417	N	N	N		N		
HAYNES, DOUGLAS M	VICE CHANCELLOR OF EQUITY, DIVERSITY AND INCLUSION	UCI	MRZ	Below the 60th Percentile	\$282,400	\$268,144			\$9,405		\$1,000		\$278,549	Y	N	N		N		
HERVEY, BRIAN T	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT AND ALUMNI RELATIONS/PRESIDENT, UCI FOUNDATION	UCI	MRZ	Below the 50th Percentile	\$418,524	\$411,408				\$8,916			\$420,324	Y	N	N	5%	N		\$529,200
HEXTER, RALPH J	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	MRZ	Below the 25th Percentile	\$442,272	\$434,753				\$8,916			\$443,669	Y	N	N		N		
HICKEY, ERIN E	ASSISTANT VICE CHANCELLOR- CHILDREN'S HEALTH, UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS	UCSF	Salary Range	Below the Maximum Salary Range	\$367,120	\$358,883							\$358,883	N	N	N		N		
HOLMES, CLAIRE ANNE	SENIOR VICE PRESIDENT - EXTERNAL RELATIONS AND COMMUNICATIONS	UCOP	MRZ	Below the 75th Percentile	\$370,800	\$364,500							\$364,500	Y	N	N		N		
HOOPER, JULIE MORGAN	VICE CHANCELLOR OF UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCB	MRZ	Below the 60th Percentile	\$415,248	\$408,186				\$8,916			\$417,102	Y	N	N	5%	N		
HORSE GRANT, DESERT	SR DIRECTOR, RESEARCH & INNOVATION, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$433,457	\$422,850	\$60,434					\$7,800	\$491,084	N	N	N		N		
HUBBARD, SUSAN S	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$408,996	\$395,886							\$395,886	Y	N	N	5%	N		
HUDSON, PAMELA LOU	EXECUTIVE DIRECTOR/CHIEF OPERATING OFFICER-CENTER DIGITAL HEALTH INNOVATION, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$444,243	\$435,642	\$55,729		\$23,226				\$514,597	N	N	N		N		
HUEBNER, MINH-NGOC AGON	CHIEF FINANCIAL OFFICER	LBNL	MRZ	Below the 50th Percentile	\$323,760	\$313,228							\$313,228	Y	N	N		N		
HUIE, CRAIG	DIRECTOR - ABSOLUTE RETURNS	UCOP	Salary Range	Below the Maximum Salary Range	\$257,508	\$253,128	\$152,971						\$406,099	N	N	N		N		
HUMISTON, GLENDA LEE	VICE PRESIDENT - ANR	UCOP	MRZ	Below the 50th Percentile	\$304,500	\$299,320							\$299,320	Y	N	N	5%	N		
INCANDELA, JOSEPH ROBERT	VICE CHANCELLOR FOR RESEARCH	UCSB	MRZ	Below the 75th Percentile	\$382,464	\$389,288							\$389,288	N	N	N		N		
INTINARELLI, GINA M	VICE PRESIDENT-POPULATION HEALTH AND ACCOUNTABLE CARE ORGANIZATION, UCSF HEALTH/ASSOCIATE DEAN-SCHOOL OF NURSING	UCSF	Salary Range	Below the Maximum Salary Range	\$325,012	\$315,250	\$36,424		\$22,411				\$374,085	N	N	N		N		
ISBLE, KAREN	ASSOCIATE VICE CHANCELLOR & CAMPAIGN DIR., UNIVERSITY ADVANCEMENT	UCI	Salary Range	At the Maximum Salary Range	\$328,700	\$318,083	\$4,300				\$2,050		\$324,433	N	N	N		N		
IYER, RAJU	SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 75th Percentile	\$808,560	\$792,826	\$48,382						\$841,208	Y	N	N		N		
JENNY, PAUL E	UCSF SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION/UC INTERIM EXECUTIVE VICE PRESIDENT-CHIEF FINANCIAL OFFICER	UCSF	MRZ	Below the 50th Percentile	\$442,344	\$410,593							\$410,593	Y	N	N	5%	N		\$1,260,000
JENUSAITIS, MATTHEW	CHIEF ADMINISTRATIVE OFFICER - INNOVATION AND TRANSFORMATION	UCSD	Salary Range	Below the Maximum Salary Range	\$309,901	\$303,864	\$49,614						\$353,478	N	N	N		N		



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Employee Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/Payments Received	Actual Temporary Housing/Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
KAMERMAN, JANET L	CHIEF HUMAN RESOURCES OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$371,560	\$364,323	\$61,890						\$426,213	N	N	N		N		
KANG, DEREK HOUGHS	CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES	UCLA	Salary Range	Below the Maximum Salary Range	\$432,415	\$422,379	\$1,000				\$9,183		\$432,562	N	N	N		N		
KANG, JERRY	VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION	UCLA	MRZ	Below the 75th Percentile	\$310,620	\$323,827					\$81,622	\$7,000	\$412,449	Y	N	N		N		
KATZ, RANDY H	VICE CHANCELLOR - RESEARCH	UCB	MRZ	Below the 90th Percentile	\$419,065	\$411,940							\$411,940	Y	N	N		N		
KEISTER, SHAUN B	VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS	UCD	MRZ	Below the 50th Percentile	\$426,168	\$418,921				\$8,916			\$427,837	Y	N	N	5%	N		
KELLEN, VINCENT JAMES	CHIEF INFORMATION OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$398,184	\$390,650	\$5,000						\$395,650	N	N	N		N		
KELLY, CHARLES	HEAD COACH - FOOTBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$45,000				\$3,183,333		\$3,528,333	N	N	N		N		
KEMBY, KAREN	VICE PRESIDENT-STRATEGY/CANCER ENTERPRISE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$358,048	\$347,293	\$36,057				\$16,023		\$399,373	N	N	N		N		
KHAN, FARAZ KISHWAR	VICE PRESIDENT-ACCOUNTING/CHIEF ACCOUNTING OFFICER, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$371,476	\$365,192	\$38,344						\$403,536	N	N	N		N	\$4,892	
KHARGONEKAR, PRAMOD P	VICE CHANCELLOR - RESEARCH	UCI	MRZ	Below the 60th Percentile	\$391,200	\$384,551					\$35,800		\$420,351	Y	N	N		N		
KHOSLA, PRADEEP K	CHANCELLOR	UCSD	MRZ	Below the 25th Percentile	\$490,872	\$482,526				\$8,916			\$491,442	Y	Y	N		N		
KING JR, TALMADGE E	DEAN-SCHOOL OF MEDICINE/VICE CHANCELLOR-MEDICAL AFFAIRS	UCSF	MRZ	Below the 50th Percentile	\$705,408	\$693,418		\$278,053					\$971,471	Y	N	N		N		
KIRK, JAMES D	CHIEF MEDICAL OFFICER	UCD	MRZ	Below the 50th Percentile	\$580,116	\$570,259	\$106,012						\$676,271	Y	N	N	5%	N		
KLAWUNN, MARGARET M	VICE CHANCELLOR - STUDENT AFFAIRS	UCSB	MRZ	Below the 75th Percentile	\$298,260	\$293,186							\$293,186	N	N	N		N		\$500,550
KLETZER, LORI G	INTERIM CAMPUS PROVOST/EXECUTIVE VICE CHANCELLOR	UCSC	MRZ	Below the 25th Percentile	\$360,504	\$342,260							\$342,260	N	N	N		N		
KLOHN, JOHANNA LEGATH	RISK MANAGEMENT DIRECTOR, UCLA HEALTH	UCLA	Salary Range	Above the Maximum Salary Range	\$353,604	\$295,845	\$36,025				\$8,772		\$340,642	N	N	N		N		
KLOTZBIER, ELLSWORTH EDWARD	VICE CHANCELLOR, CHIEF EXTERNAL RELATIONS OFFICER	UCM	MRZ	Below the 25th Percentile	\$303,540	\$298,045						\$4,000	\$302,045	Y	N	N		N		
KNOWLTON, JAMES	ATHLETICS DIRECTOR	UCB	Salary Range	No Independent Survey Data Available	\$275,000	\$275,000	\$215,000				\$395,000		\$885,000	N	N	N		N		
KOSHLAND, CATHERINE P	VICE CHANCELLOR - UNDERGRADUATE EDUCATION	UCB	MRZ	Below the 90th Percentile	\$295,368	\$290,347							\$290,347	Y	N	N		N		
KOVALCHICK, ANN EUZABETH	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCM	MRZ	Below the 50th Percentile	\$267,552	\$263,003							\$263,003	Y	N	N	5%	N		\$314,900
KRAUS, DAVID V	CHIEF CONTRACTING OFFICER - MEDICAL CENTER	UCSD	Salary Range	Below the Maximum Salary Range	\$391,124	\$382,816	\$70,109		\$30,078				\$483,003	N	N	N		N		
KREMER, BRENDAN REED	CHIEF ADMINISTRATIVE OFFICER - OPERATIONS, UCSD HEALTH & CHIEF OPERATING OFFICER, UCSD PHYSICIAN GROUP	UCSD	Salary Range	Above the Maximum Salary Range	\$393,296	\$385,640	\$62,966						\$448,606	N	N	N		N		
KUNZ, SAMUEL	SENIOR MANAGING DIRECTOR	UCOP	Salary Range	Below the Maximum Salary Range	\$360,504	\$357,474	\$243,050						\$600,524	N	N	N		N		
KUO, ALLEN	DIRECTOR	UCOP	Salary Range	Below the Maximum Salary Range	\$283,260	\$278,442	\$192,867						\$471,309	N	N	N		N		
LAKE, GWENDOLINE E	CONTROLLER, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Above the Maximum Salary Range	\$321,744	\$313,866	\$44,857				\$18,497		\$377,220	N	N	N		N		
LARET, MARK R	PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 60th Percentile	\$1,472,916	\$1,444,258	\$333,435			\$8,916			\$1,786,609	Y	N	N	5%	N		
LARIVE, CYNTHIA KATHLEEN	CHANCELLOR	UCSC	MRZ	Below the 25th Percentile	\$425,000	\$393,474							\$393,474	Y	Y	N	5%	N	\$8,645	



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LARSEN JR., DONALD	CHIEF EXECUTIVE OFFICER, UCR HEALTH	UCR	MRZ	Below the 75th Percentile	\$500,000	\$190,217							\$190,217	N	N	N		N		
LATHAM, SARAH CHRISTINA	VICE CHANCELLOR -BUSINESS ADMINISTRATION SERVICES	UCSC	MRZ	Below the 90th Percentile	\$339,492	\$333,722							\$333,722	Y	N	N	5%	N		\$662,350
LAVERNIA, ENRIQUE JOSE	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$458,352	\$442,799				\$8,916			\$451,715	Y	N	N		N		
LAZARUS, WILLIAM C	CHIEF TECHNOLOGY OFFICER, UCLA HEALTH SYSTEM	UCLA	Salary Range	Above the Maximum Salary Range	\$365,526	\$357,954	\$51,333				\$11,549		\$420,836	N	N	N		N		
LEASURE, CRAIG SCOTT	VICE PRESIDENT - UC NATIONAL LABORATORIES	UCOP	MRZ	Below the 60th Percentile	\$384,500	\$367,009							\$367,009	N	N	N		N		
LEE, ALBERT	DIRECTOR - PRIVATE EQUITY	UCOP	Salary Range	Below the Maximum Salary Range	\$283,260	\$278,442	\$139,643					\$500	\$418,585	N	N	N		N		
LEFTERIS, CHAD THURMAN	CHIEF OPERATING OFFICER	UCI	MRZ	Below the 75th Percentile	\$688,000	\$593,421	\$71,808						\$665,229	Y	N	N		N	\$9,640	
LEINEN, MARGARET S	VICE CHANCELLOR MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	MRZ	Below the 50th Percentile	\$375,768	\$368,657							\$368,657	Y	N	N		N		
LELAND, DOROTHY JANE	FORMER CHANCELLOR - UC MERCED	UCM	MRZ	Below the 25th Percentile	\$418,690	\$418,690				\$6,282			\$424,972	Y	Y	N		N		
LES, JAMES A	HEAD COACH - MEN'S BASKETBALL	UCD	Salary Range	No Independent Survey Data Available	\$350,000	\$344,167	\$10,000			\$5,400	\$53,333		\$412,900	N	N	N		N		
LEVINE, MICHAEL S	VICE CHANCELLOR - ACADEMIC PERSONNEL	UCLA	MRZ	Below the 90th Percentile	\$350,100	\$344,150							\$344,150	Y	N	N		N		
LI, HAIPENG	UNIVERSITY LIBRARIAN	UCM	MRZ	Below the 60th Percentile	\$224,340	\$220,834							\$220,834	Y	N	N	5%	N		
LISKA, EUGENIE L	DIRECTOR, HOSPITAL SYSTEM FINANCIAL OPERATIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$304,918	\$298,982	\$42,925				\$5,847		\$347,754	N	N	N		N		
LLOYD, CHERYL A	CHIEF RISK OFFICER/ACTING VICE PRESIDENT - SYSTEMWIDE HUMAN RESOURCES	UCOP	MRZ	Below the 60th Percentile	\$313,400	\$283,313							\$283,313	Y	N	N	5%	N		
LO, TONY	DIRECTOR - FIXED INCOME	UCOP	Salary Range	Below the Maximum Salary Range	\$262,656	\$258,190	\$122,422						\$380,612	N	N	N		N		
LODGE-LEMON, BERNADETTE	REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$373,827	\$364,686	\$52,120		\$5,371		\$30,086		\$452,263	N	N	N		N		
LOWENSTEIN, DANIEL H	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	MRZ	Below the 50th Percentile	\$391,968	\$383,170				\$8,916			\$392,086	Y	N	N	5%	N		
LUBARSKY, DAVID A	VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER, UC DAVIS HEALTH	UCD	MRZ	Below the 50th Percentile	\$772,500	\$759,375		\$200,700					\$960,075	Y	N	N		N	\$3,783	\$899,000
MAC PHERSON, GARRY L	VICE CHANCELLOR, ADMINISTRATIVE SERVICES	UCSB	MRZ	Below the 75th Percentile	\$315,180	\$309,825							\$309,825	N	N	N		N		
MACKIE-MASON, JEFFREY	UNIVERSITY LIBRARIAN AND CHIEF DIGITAL SCHOLARSHIP OFFICER	UCB	MRZ	Above the 90th Percentile	\$330,012	\$324,400							\$324,400	Y	N	N		N		\$1,330,000
MAHBOUBA, MOHAMMED H. MAHDI	FORMER CHIEF DATA OFFICER, UCLA HEALTH SYSTEM	UCLA	Salary Range	Above the Maximum Salary Range	\$367,773	\$330,715	\$51,400						\$382,115	N	N	N		N		
MANDEVILLE-GAMBLE, STEVEN	UNIVERSITY LIBRARIAN	UCR	MRZ	Below the 60th Percentile	\$264,588	\$260,380							\$260,380	Y	N	N	5%	N		
MARCUS, EMILIE	EXECUTIVE STRATEGY OFFICER, DAVID GEFKEN SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$377,775	\$370,323							\$370,323	N	N	N		N		
MARKLAND, JEANNE M	CHIEF OF ENTERPRISE APPLICATIONS	UCLA	Salary Range	Above the Maximum Salary Range	\$367,644	\$359,112	\$58,571						\$417,683	N	N	N		N		
MARSH, TOBY K	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER	UCD	MRZ	Below the 50th Percentile	\$380,280	\$373,813	\$67,030						\$440,843	Y	N	N	5%	N		
MARSHALL, DAVID B	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$370,968	\$364,665				\$8,916			\$373,581	Y	N	N		N		
MARTIN, WILLIAM W	HEAD COACH - MEN'S TENNIS	UCLA	Salary Range	No Independent Survey Data Available	\$177,500	\$176,042	\$7,500				\$168,109		\$351,651	N	N	N		N		
MATTHEWS, GARY CLIFFORD	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	MRZ	Below the 75th Percentile	\$365,856	\$360,650							\$360,650	Y	N	N	5%	N		



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MAURICE, TIMOTHY R	CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH	UCD	MRZ	Below the 50th Percentile	\$585,000	\$522,356	\$86,713						\$609,069	Y	N	N	5%	N		\$485,000
MAXON, MARY E	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$377,952	\$365,842							\$365,842	Y	N	N		N		
MAY, GARY S	CHANCELLOR	UCD	MRZ	Below the 25th Percentile	\$525,156	\$517,165				\$8,916			\$526,081	Y	Y	N		N		
MAYSENT, PATRICIA SPEES	CHIEF EXECUTIVE OFFICER, UC SAN DIEGO HEALTH	UCSD	MRZ	Below the 50th Percentile	\$934,422	\$916,237	\$272,016			\$8,573			\$1,196,826	Y	N	N	5%	N		
MAZZIOTTA, JOHN	VICE CHANCELLOR - HEALTH SCIENCES/CEO - UCLA HEALTH	UCLA	MRZ	Below the 75th Percentile	\$695,172	\$679,572		\$340,000					\$1,019,572	Y	N	N		N		
MCLEOD, MICHAEL J	VICE CHANCELLOR & CHIEF OPERATING OFFICER	UCM	MRZ	Below the 75th Percentile	\$295,620	\$290,216						\$4,973	\$295,189	Y	N	N		N		\$296,000
MERZ, MARCO	MANAGING DIRECTOR - DEFINED CONTRIBUTIONS PRODUCTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$298,704	\$293,627	\$209,801						\$503,428	N	N	N		N		
MITCHELL, ERIK T	UNIVERSITY LIBRARIAN	UCSD	MRZ	Below the 50th Percentile	\$226,608	\$222,753							\$222,753	Y	N	N		N		\$643,500
MIURA, EIMEE	PROCUREMENT DIRECTOR, UCLA HEALTH/DIRECTOR OF SUPPLY CHAIN OPERATIONS, UC HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$312,004	\$304,374	\$43,501				\$25,110		\$372,985	N	N	N		N		
MOHAPATRA, PRASANT	VICE CHANCELLOR -RESEARCH	UCD	MRZ	Below the 50th Percentile	\$350,208	\$344,253							\$344,253	Y	N	N		N		
MONGA, INDER	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$333,408	\$323,568					\$1,529		\$325,097	N	N	N		N		
MORGAN, DAVID R	VICE PRESIDENT-FACULTY PRACTICE OPERATIONS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$358,947	\$348,164	\$31,570				\$19,152		\$398,886	N	N	N		N		
MOUNCEY, NIGEL	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$363,984	\$350,325							\$350,325	N	N	N		N		
MUNOZ III, SANTIAGO	CHIEF STRATEGY OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$437,760	\$427,054	\$107,867		\$101,184		\$31,877		\$667,982	N	N	N		N		
MURALIDHARAN, VIJAYALAKSHMI	VICE PROVOST -INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 75th Percentile	\$369,192	\$361,903							\$361,903	Y	N	N	5%	N		\$810,000
MURPHY, LISA CAROLE	CHIEF ADMINISTRATIVE OFFICER - CARDIOVASCULAR, MEDICINE AND DERMATOLOGY SERVICES	UCSD	Salary Range	Below the Midpoint Salary Range	\$309,901	\$298,451	\$42,593						\$341,044	N	N	N		N		
NAIBERG, AMIR HANOCH	ASSOCIATE VICE CHANCELLOR, CEO & PRESIDENT - TECHNOLOGY DEVELOPMENT GROUP	UCLA	Salary Range	Below the Maximum Salary Range	\$444,465	\$424,121						\$15,833	\$439,954	N	N	N		N		\$1,500,000
NAPOLITANO, JANET ANN	PRESIDENT OF THE UNIV	UCOP	MRZ	Below the 50th Percentile	\$570,000	\$570,000				\$8,916			\$578,916	Y	Y	N	5%	N		
NATION, CATHRYN L	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	MRZ	Below the 75th Percentile	\$402,675	\$472,147							\$472,147	Y	N	N	5%	N		
NAVA, RACHAEL OLSON	EXECUTIVE VICE PRESIDENT & CHIEF OPERATING OFFICER	UCOP	MRZ	Below the 50th Percentile	\$392,544	\$385,873				\$8,916			\$394,789	Y	N	N	5%	N		\$1,498,500
NAVARRO, J RENEE	VICE CHANCELLOR-DIVERSITY AND OUTREACH	UCSF	MRZ	Below the 75th Percentile	\$325,620	\$320,087							\$320,087	Y	N	N	5%	N		
NEATON, JEFFREY B	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 50th Percentile	\$364,860	\$353,170							\$353,170	Y	N	N		N		\$666,750
NELSON, LOUISE COLLEEN	VICE CHANCELLOR - LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL	UCLA	MRZ	Below the 50th Percentile	\$325,656	\$321,276							\$321,276	Y	N	N	5%	N		
NEWMAN, BRIAN M	SENIOR ASSOCIATE VICE CHANCELLOR/VICE PRESIDENT-REAL ESTATE	UCSF	Salary Range	Below the Maximum Salary Range	\$587,104	\$575,682	\$51,382						\$627,064	N	N	N		N	\$3,792	
NIES, CHARLES T	VICE CHANCELLOR FOR STUDENT AFFAIRS	UCM	MRZ	Below the 75th Percentile	\$278,388	\$273,348							\$273,348	Y	N	N	5%	N		\$517,500
NOSOWSKY, RACHEL	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	MRZ	Below the 25th Percentile	\$413,600	\$394,000							\$394,000	Y	N	N	5%	N		
NOVELERO, MARIA LOURDES	ASSOCIATE CHAIR-ADMINISTRATION, DEPARTMENT OF MEDICINE, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Maximum Salary Range	\$318,305	\$312,722	\$21,529						\$334,251	N	N	N		N		



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O'NEILL, GEOFFREY A	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	MRZ	Below the 50th Percentile	\$222,756	\$218,360							\$218,360	Y	N	N	5%	N		
ONG, BYRON	INVESTMENT DIRECTOR	UCOP	Salary Range	Below the Midpoint Salary Range	\$242,052	\$237,938	\$101,802						\$339,740	N	N	N		N		
OSAKO, MARY MIWA	VICE CHANCELLOR - STRATEGIC COMMUNICATIONS	UCLA	MRZ	Below the 75th Percentile	\$280,000	\$53,333							\$53,333	Y	N	N		N		
OUILLET, PIERRE-YVES	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCSD	MRZ	Below the 90th Percentile	\$453,048	\$444,477							\$444,477	Y	N	N	5%	N		\$701,000
PAARDEKOOPER, JANNA M	SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$409,239	\$400,057	\$83,973						\$484,030	N	N	N		N		
PARK, DANIEL W	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	MRZ	Below the 60th Percentile	\$342,204	\$332,693					\$1,700		\$334,393	Y	N	N	5%	N		
PARKER, LAURA LAVADO	ASSOCIATE VICE CHANCELLOR, DEVELOPMENT	UCLA	Salary Range	Above the Maximum Salary Range	\$360,051	\$349,105							\$349,105	N	N	N		N		
PASTERNAK, JOE	HEAD COACH - MEN'S BASKETBALL	UCSB	Salary Range	No Independent Survey Data Available	\$370,001	\$365,593					\$30,000		\$395,593	N	N	N		N		
PATTISON, KEVIN VAUGHN	VICE PRESIDENT-SUPPLY CHAIN/SUPPORT SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$326,187	\$319,842	\$29,264						\$349,106	N	N	N		N		
PATTON, HAROLD GUY	CHIEF NURSING OFFICER	UCI	MRZ	Below the 50th Percentile	\$356,280	\$347,326	\$57,201						\$404,527	Y	N	N	5%	N		
PELLUM, DON	INSIDE LINEBACKERS COACH - FOOTBALL	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$150,000		\$400,000	N	N	N		N		
PENALOZA, LORENA CATALINA	CHIEF CAMPUS COUNSEL	UCSC	MRZ	Below the 50th Percentile	\$283,260	\$268,233							\$268,233	N	N	N	5%	N		
PETITT, BECKY R	VICE CHANCELLOR - EQUITY DIVERSITY INCLUSION	UCSD	MRZ	Below the 60th Percentile	\$284,532	\$279,151							\$279,151	Y	N	N	5%	N		
PHILLIPS, DAVID LOUIS	ASSOCIATE VICE PRESIDENT - ENERGY & SUSTAINABILITY	UCOP	MRZ	Below the 50th Percentile	\$249,312	\$243,985							\$243,985	Y	N	N	5%	N		
PHILLIPS, JAMIE C	VICE PRESIDENT-CHIEF OPERATING OFFICER, BENIOFF CHILDREN'S HOSPITAL, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$676,189	\$654,242	\$56,584						\$710,826	N	N	N		N		
POLEK, ELIZABETH	VICE PRESIDENT-NEW HOSPITAL OPERATIONS PLANNING/ACTIVATION, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$318,274	\$312,082	\$26,899				\$5,722		\$344,703	N	N	N		N		
POLLACK, ELLEN S	CHIEF NURSING INFORMATICS OFFICER, UCLA HEALTH SYSTEM	UCLA	Salary Range	Above the Maximum Salary Range	\$367,236	\$358,707	\$51,324						\$410,031	N	N	N		N		
POWERS-SCHELLING, WENDY	ASSOCIATE VICE PRESIDENT - ANR	UCOP	MRZ	Below the 90th Percentile	\$271,368	\$264,550							\$264,550	Y	N	N	5%	N		\$675,000
PRASHER, RAVI SHANKAR	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 50th Percentile	\$351,456	\$337,860							\$337,860	Y	N	N		N		
RATLIFF, KELLY M	VICE CHANCELLOR - FINANCE, OPERATION AND ADMINISTRATION	UCD	MRZ	Below the 75th Percentile	\$361,416	\$355,270							\$355,270	Y	N	N		N		
RHODES, LISA P	CHIEF ADMINISTRATIVE OFFICER	UCSD	Salary Range	Below the Midpoint Salary Range	\$309,901	\$303,864	\$54,651						\$358,515	N	N	N		N		
RIDLEY, LORI LOU	EXECUTIVE DIRECTOR-CLINICAL SYSTEMS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$312,407	\$306,326	\$21,231				\$500		\$328,057	N	N	N		N		
RIDLEY, VANESSA SUZANNE	CHIEF-UCSF HEALTH COMPLIANCE	UCSF	Salary Range	Below the Maximum Salary Range	\$350,000	\$352,176							\$352,176	N	N	N		N		
RIKE, MIRIAM M	VP-FINANCE CANCER SVCS/CCFO-UCSF MC, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$416,848	\$401,582	\$43,468						\$445,050	N	N	N		N		
RILEY, MICHAEL R	INTERIM VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCM	MRZ	Below the 50th Percentile	\$250,068	\$246,160							\$246,160	N	N	N		N		
RIMICCI, JANET LYNNE	EXECUTIVE DIRECTOR - QUALITY MANAGEMENT, UCLA HEALTH SYSTEM	UCLA	Salary Range	Above the Maximum Salary Range	\$318,024	\$310,242	\$44,339		\$19,074		\$7,555		\$381,210	N	N	N		N		
RITTER, JOHN TIMOTHY	MANAGING DIRECTOR, REAL ASSETS	UCOP	Salary Range	Below the Midpoint Salary Range	\$297,348	\$292,294	\$79,567						\$371,861	N	N	N		N		
ROBINSON, CHARLES F	GENERAL COUNSEL AND VICE PRESIDENT - LEGAL AFFAIRS	UCOP	MRZ	Below the 60th Percentile	\$482,268	\$474,071				\$8,916			\$482,987	Y	N	N	5%	N		



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Employee Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/Payments Received	Actual Temporary Housing/Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
ROBINSON, DAVID M	CHIEF CAMPUS COUNSEL	UCB	MRZ	Below the 75th Percentile	\$310,848	\$305,564							\$305,564	Y	N	N		N		
ROSS, CHERYL ANN	ASSISTANT VICE CHANCELLOR/UNIVERSITY CONTROLLER AND FINANCIAL OFFICER - SCHOOL OF MEDICINE	UCSD	Salary Range	Below the Maximum Salary Range	\$335,988	\$329,631	\$5,000						\$334,631	N	N	N		N		
ROWAN-BRAUN, MARIANNE	CHIEF PATIENT EXPERIENCE OFFICER	UCLA	Salary Range	Above the Maximum Salary Range	\$320,856	\$313,810	\$41,076						\$354,886	N	N	N		N		
RUSSI, DANIEL GEORGE	EXECUTIVE DIRECTOR, UCPATH CENTER	UCOP	Salary Range	Above the Maximum Salary Range	\$326,820	\$319,925			\$5,513				\$325,438	N	N	N		N	\$597	
SALAZAR, JACK J	OPS DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$338,184	\$328,536							\$328,536	N	N	N		N		
SATTERLUND, ALYSSON M	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	MRZ	Below the 50th Percentile	\$279,048	\$273,770							\$273,770	Y	N	N		N	\$6,674	
SAVAGE, JOHN JOSEPH	HEAD COACH, BASEBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$37,500				\$588,063		\$925,563	N	N	N		N		
SCHANGALI, AMIR	ADMIN VICE CHAIR	UCSD	Salary Range	Above the Maximum Salary Range	\$279,132	\$274,344	\$61,253						\$335,597	N	N	N		N		
SCHNEIDER, PETER	CHIEF HEALTH SCIENCES COUNSEL	UCI	Salary Range	Below the Maximum Salary Range	\$336,900	\$331,176	\$750						\$331,926	N	N	N		N		
SCHNETZLER, GRETA	CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL	UCSF	MRZ	Below the 60th Percentile	\$342,204	\$310,778							\$310,778	Y	N	N	5%	N		
SCHROEDER, DAVID W	MANAGING DIRECTOR, SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$323,820	\$318,318	\$173,502						\$491,820	N	N	N		N		
SCURR, KIMBERLY	VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, SAN FRANCISCO, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$381,603	\$373,219	\$30,382				\$21,931		\$425,532	N	N	N		N		
SELICK, HAROLD E	VICE CHANCELLOR-BUSINESS DEVELOPMENT, INNOVATION, AND PARTNERSHIPS	UCSF	MRZ	Below the 75th Percentile	\$445,584	\$438,010							\$438,010	Y	N	N	5%	N		
SHAFFER, CHRISTOPHER J	UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELLOR-ACADEMIC INFORMATION MANAGEMENT	UCSF	MRZ	Below the 75th Percentile	\$291,756	\$286,794							\$286,794	Y	N	N	5%	N		
SHAW, ANNE	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	MRZ	Below the 50th Percentile	\$253,248	\$248,940				\$8,916			\$257,856	Y	N	N	5%	N		
SHILLING, JEFFREY JAY	INTERIM VICE CHANCELLOR, UNIVERSITY RELATIONS	UCSC	MRZ	Below the 25th Percentile	\$309,000	\$275,824							\$275,824	N	N	N		N		
SIMMONS, BLAKE	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$348,564	\$330,068							\$330,068	N	N	N		N		
SIMMONS, BRADLEY W	CHIEF OPERATING OFFICER, MEDICAL CENTER/INTERIM CHIEF EXECUTIVE OFFICER, MEDICAL CENTER	UCD	MRZ	Below the 25th Percentile	\$753,984	\$741,173	\$124,363		\$6,507				\$872,043	Y	N	N	5%	N		
SIMMONS, ELIZABETH H	EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS	UCSD	MRZ	Below the 25th Percentile	\$409,836	\$402,086							\$402,086	Y	N	N		N		\$1,062,000
SIMON, HORST D	DEPUTY LABORATORY DIRECTOR FOR RESEARCH	LBNL	MRZ	Below the 90th Percentile	\$472,656	\$461,186							\$461,186	Y	N	N	5%	N		\$1,057,750
SINA, JULIE A	ASSOCIATE VICE CHANCELLOR, ALUMNI AFFAIRS & CFO, UCLA FOUNDATION	UCLA	Salary Range	Below the Maximum Salary Range	\$347,436	\$336,866							\$336,866	N	N	N		N		
SIRMON, PETER A	CO-DEFENSIVE COORDINATOR/ASSOC. HEAD COACH AND INSIDE LINEBACKERS COACH - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$10,000				\$272,917		\$532,917	N	N	N		N		
SKINNER, CLIFFORD A	VICE PRESIDENT-REVENUE CYCLE, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$323,703	\$317,400	\$29,039				\$18,604		\$365,043	N	N	N		N		
SMITH, BRIAN E	CHIEF ETHICS AND COMPLIANCE OFFICER/ASSOCIATE VICE CHANCELLOR-RESEARCH	UCSF	Salary Range	Below the Maximum Salary Range	\$375,000	\$298,376			\$35,146				\$333,522	N	N	N		N		
SMITH, MACKENZIE	UNIVERSITY LIBRARIAN	UCD	MRZ	Below the 75th Percentile	\$290,976	\$285,233							\$285,233	Y	N	N	5%	N		
SMITH, MARCIA LEE	ASSOCIATE VICE CHANCELLOR, OFFICE OF RESEARCH ADMINISTRATION	UCLA	Salary Range	Below the Maximum Salary Range	\$345,060	\$337,744							\$337,744	N	N	N		N		



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SMITH, SUSAN D	SENIOR VICE PRESIDENT/CHIEF-FACULTY PRACTICES OFFICER, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$613,016	\$582,575	\$69,874						\$652,449	N	N	N		N		
SMITH, THOMAS	INTERIM PROVOST & EXECUTIVE VICE CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$310,000	\$280,168			\$82				\$280,250	N	N	N		N		\$400,000
SOUSA, NOEL	DIRECTOR OF FINANCE	UCD	Salary Range	Below the Maximum Salary Range	\$277,545	\$270,059	\$41,327				\$16,360		\$327,746	N	N	N		N		
SPISSO, JOHNESE MARIA	PRESIDENT, UCLA HEALTH/CEO, UCLA HOSPITAL SYSTEM	UCLA	MRZ	Below the 60th Percentile	\$1,393,000	\$1,132,462	\$370,815			\$8,916			\$1,512,193	Y	N	N	5%	N		
STAINES, AARON	DIRECTOR	UCOP	Salary Range	Below the Midpoint Salary Range	\$242,052	\$237,938	\$108,632						\$346,570	N	N	N		N		
STATON, PAULA	SENIOR VICE PRESIDENT AND CHIEF FINANCIAL OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 75th Percentile	\$818,544	\$794,395	\$188,582		\$2,762				\$985,739	Y	N	N	5%	N		
STEEL, VIRGINIA	UNIVERSITY LIBRARIAN	UCLA	MRZ	Below the 75th Percentile	\$292,068	\$287,104							\$287,104	Y	N	N	5%	N		\$1,330,000
STERMAN, STEVEN L	SENIOR MANAGING DIRECTOR - FIXED INCOME	UCOP	MRZ	Below the 75th Percentile	\$375,144	\$368,767	\$260,290						\$629,057	Y	N	N	5%	N		\$800,000
STRACHAN, SHAY J	VICE PRESIDENT-STRATEGIC PARTNERSHIPS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$344,368	\$332,256	\$34,343				\$10,869		\$377,468	N	N	N		N		
SUDEK, RICHARD	CHIEF INNOVATION OFFICER/EXECUTIVE DIRECTOR, APPLIED INNOVATION	UCI	Salary Range	Below the Maximum Salary Range	\$320,000	\$309,707	\$750				\$18,000		\$328,457	N	N	N		N		
SUTTON, STEPHEN	VICE CHANCELLOR - STUDENT AFFAIRS	UCB	MRZ	Below the 90th Percentile	\$299,184	\$294,095							\$294,095	Y	N	N		N		
SWEENEY, MICHAEL F	CHIEF CAMPUS COUNSEL	UCD	MRZ	Below the 50th Percentile	\$308,268	\$303,025							\$303,025	Y	N	N		N		
SWETT, MICHAEL ALLEN	DIRECTOR/SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the Maximum Salary Range	\$267,804	\$263,252	\$134,062						\$397,314	N	N	N		N		
SWINKELS, RONALD BERNARDUS	MANAGING DIRECTOR	UCOP	Salary Range	Below the Maximum Salary Range	\$329,604	\$324,002	\$113,650						\$437,652	N	N	N		N		
SYMONS, TIMOTHY JAMES	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 50th Percentile	\$342,948	\$334,628							\$334,628	Y	N	N	5%	N		
SZE, HOYT	MANAGING COUNSEL	UCOP	Salary Range	Above the Maximum Salary Range	\$325,500	\$316,458							\$316,458	N	N	N		N		
TAKEUCHI, SUSAN JAN	CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH	UCLA	Salary Range	Above the Maximum Salary Range	\$457,608	\$440,330	\$93,897				\$19,312		\$553,539	N	N	N		N		
TANJI, LORELEI A	UNIVERSITY LIBRARIAN	UCI	MRZ	Below the 60th Percentile	\$264,264	\$259,045							\$259,045	Y	N	N	5%	N		
TORRES, RODOLFO	VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT	UCR	MRZ	Below the 50th Percentile	\$325,000	\$81,250							\$81,250	N	N	N		N		\$728,000
TRAINA, SAMUEL JUSTIN	VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT	UCM	MRZ	Below the 25th Percentile	\$281,904	\$277,503							\$277,503	Y	N	N		N		\$276,000
TRAN, TU M	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	MRZ	Below the 50th Percentile	\$258,408	\$253,305							\$253,305	Y	N	N	5%	N		
TROMP, MARLENE A	PROFESSOR/FORMER CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	Salary Range	No longer in SMG role	--	\$222,308				\$5,201	\$16,699		\$244,208	N	N	N		N		
TUIASOSOPO, MARQUES T	TIGHT ENDS COACH - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$241,667	\$10,000				\$145,000		\$396,667	N	N	N		N		
TULL, RENETTA G	VICE CHANCELLOR - DIVERSITY, EQUITY AND INCLUSION	UCD	MRZ	Below the 60th Percentile	\$276,000	\$115,000							\$115,000	Y	N	N		N	\$49,804	\$886,500
TURNER, RUSSELL DEVLIN	HEAD COACH - MEN'S BASKETBALL	UCI	Salary Range	No Independent Survey Data Available	\$364,000	\$347,750	\$125,000				\$85,000		\$557,750	N	N	N		N		
TURTELTAUB, RHEA P	VICE CHANCELLOR - EXTERNAL AFFAIRS	UCLA	MRZ	Below the 75th Percentile	\$486,924	\$477,316				\$8,916			\$486,232	Y	N	N	5%	N		
VANDENBERG, CHAD EVERETT	CHIEF QPS OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$292,926	\$286,404	\$31,991					\$17,500	\$335,895	N	N	N		N		
VAN-LEEUEW, MATTHEW	EXECUTIVE DIRECTOR, PROFESSIONAL SERVICES DIVISION, UC DAVIS HEALTH	UCD	Salary Range	Below the Maximum Salary Range	\$297,436	\$286,430	\$40,029						\$326,459	N	N	N		N		
VAUGHN, KEVIN	DEAN - UNIVERSITY EXTENSION	UCR	MRZ	Below the 50th Percentile	\$263,532	\$259,340							\$259,340	N	N	N		N		
VEGA, FRANCESCA M	VICE CHANCELLOR - COMMUNITY AND GOVERNMENTAL RELATIONS	UCSF	MRZ	Below the 75th Percentile	\$273,000	\$73,421							\$73,421	Y	N	N		N	\$4,181	



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WAKIMOTO, ROGER M	VICE CHANCELLOR FOR RESEARCH	UCLA	MRZ	Below the 50th Percentile	\$376,620	\$370,221							\$370,221	Y	N	N		N		\$1,400,000
WALSHOK, MARY LINDENSTEIN	ASSOCIATE VICE CHANCELLOR - PUBLIC PROGRAMS, DEAN-UNIVERSITY EXTENSION	UCSD	MRZ	Below the 25th Percentile	\$228,372	\$224,050							\$224,050	Y	N	N	5%	N		
WATKINS, ELIZABETH	VICE CHANCELLOR-STUDENT ACADEMIC AFFAIRS/DEAN-GRADUATE DIVISION	UCSF	MRZ	Above the 90th Percentile	\$384,984	\$379,160							\$379,160	N	N	N		N		
WAUGH, SCOTT L	PROFESSOR/FORMER EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	Salary Range	No longer in SMG role; On Academic Pay Scale	\$465,430	\$508,144				\$5,201	\$83,447		\$596,792	Y	N	N	5%	N		
WEISS, GEORGE S	VICE PRESIDENT-CHILDREN'S AMBULATORY OPERATIONS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$326,194	\$316,434	\$32,852						\$349,286	N	N	N		N		
WILCOX, JUSTIN D	HEAD COACH - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$275,000	\$272,917					\$2,181,250		\$2,454,167	N	N	N		N		
WILCOX, KIM ARTHUR	CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$431,256	\$423,926				\$8,916			\$432,842	Y	Y	N		N		
WILLIAMS, VANDONELIO	VICE CHANCELLOR - INFORMATION SERVICES	UCSC	MRZ	Below the 50th Percentile	\$306,948	\$301,728							\$301,728	N	N	N		N		
WILSON, STEPHEN D	CHIEF MEDICAL OFFICER, BCH-SF/VICE PRESIDENT-PHYSICIAN NETWORK DEVELOPMENT, BCH (SF AND OAKLAND) AND UBCP, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$487,951	\$498,623	\$46,788						\$545,411	N	N	N		N		
WILSON, WILLIAM C	CHIEF MEDICAL OFFICER	UCI	MRZ	Below the 50th Percentile	\$523,600	\$490,152	\$90,127						\$580,279	Y	N	N		N		
WITHERELL, MICHAEL STEWART	LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$480,804	\$469,134				\$8,916			\$478,050	Y	N	N		N		
WONG, ANNIE M	DIRECTOR - HEALTH SYSTEM CONTRACTS	UCD	Salary Range	Below the Maximum Salary Range	\$321,675	\$311,697	\$58,219				\$14,667		\$384,583	N	N	N		N		
WONG, JANE Y	VICE PRESIDENT-IT/ASSOCIATE CHIEF INFORMATION OFFICER, CAMPUS/UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$335,938	\$328,133	\$31,343				\$17,925		\$377,401	N	N	N		N		
WOODALL, ALLISON M	DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS	UCOP	MRZ	Below the 60th Percentile	\$300,408	\$296,382							\$296,382	Y	N	N	5%	N		
WU DRAGUN, DIANA	DEAN - UNIVERSITY EXTENSION	UCB	MRZ	Below the 75th Percentile	\$262,044	\$257,591							\$257,591	Y	N	N	5%	N		
WU, MARGARET L	DEPUTY GENERAL COUNSEL - LITIGATION AND CAPITAL STRATEGIES	UCOP	MRZ	Below the 50th Percentile	\$289,836	\$284,908							\$284,908	Y	N	N		N		
YANG, HENRY T	CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$438,216	\$430,765				\$8,916			\$439,681	Y	Y	N	5%	N		
YELICK, KATHERINE A	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 60th Percentile	\$411,888	\$396,344							\$396,344	Y	N	N		N		
ZHANG, XIAOCHUAN	DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS	UCOP	Salary Range	Below the Maximum Salary Range	\$262,788	\$258,322	\$136,014						\$394,336	N	N	N		N		

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Compensation Element	Amount	Staff Comments
ADLER, JOSHUA S UCSF		
EXECUTIVE VICE PRESIDENT-PHYSICIAN SERVICES/VICE DEAN-CLINICAL AFFAIRS, UCSF HEALTH		
Annual Base as of Dec 31	\$706,896	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$690,475	
Clinical Enterprise Management Recognition Program	\$64,094	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 reflects the actual award amount for 2018-19 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.
AFSARMANESH, NASIM UCI		
CHIEF AMBULATORY OFFICER		
Annual Base as of Dec 31	\$512,800	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$430,215	
Clinical Enterprise Management Recognition Program	\$77,438	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
AGARWAL, PRADEEP KUMAR UCSC		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$260,000	Effective 8/1/19, appointed as Dean - University Extension; approved by the Regents on 7/18/19.
Actual Base Salary Received	\$86,667	
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.

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Compensation Element	Amount	Staff Comments
ALCOCER,DAVID UCOP		
ASSOCIATE VICE PRESIDENT - BUDGET ANALYSIS AND		
Annual Base as of Dec 31	\$269,712	Effective 5/1/19, David Alcocer received a market based salary adjustment; approved by the President on 6/5/19. Effective, 7/1/19 received a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$250,232	
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		
VICE PRESIDENT-STRATEGY/BUSINESS DEVELOPMENT FOR UCSF HEALTH'S WOMEN'S AND CHILDREN'S HEALTH, UCSF HEALTH		
Annual Base as of Dec 31	\$334,748	Effective 4/7/19, a promotional increase was received for promotion to Vice President - Strategy and Business Development for UCSF Women's and Children's Services; approved under local authority. Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$313,931	
Incentive	\$22,750	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$5,992	Stipend received for assuming temporary duties as Interim Vice President-Strategy/Business Development for UCSF Health's Women's/Children's Services; approved under local authority.
Other Cash Compensation/Payments	\$17,087	Data reflects payment for paid time off amount in excess of accumulation limits.
ALIVISATOS,ARMAND P UCB		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$510,300	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$501,626	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.

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Compensation Element	Amount	Staff Comments
ALTSHULE,REBECCA UCLA		
DIRECTOR, MANAGED CARE CONTRACTING		
Annual Base as of Dec 31	\$327,596	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$319,578	
Incentive	\$45,674	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ALVAREZ,ROSIO LBNL		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$372,096	Effective 10/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$361,606	
AMMIRO,THERESE M UCSC		
ASSISTANT DEAN/FORMER INTERIM DEAN -		
Annual Base as of Dec 31	\$143,000	Effective 7/1/19, appointment extended as Interim Dean - University Extension; approved by the President on 7/2/19. Data reflects base salary as Assistant Dean, effective 8/1/19.
Actual Base Salary Received	\$161,392	Base earnings include salary as Interim - Dean University Extension and salary as Assistant Dean.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
ANANTHASWAMY,SATISH UCOP		
MANAGING DIRECTOR, SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$333,408	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$327,738	
Office of the Chief Investment Officer Annual Incentive Plan	\$232,291	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of the current plan year, 25% paid in the next year and 25% paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return); incentive payout award was approved by the Administrative Oversight Committee.
ANDERSON, MICHAEL R UCSF		
SENIOR VICE PRESIDENT-CHILDREN'S		
Annual Base as of Dec 31	\$994,608	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$979,946	
Clinical Enterprise Management Recognition Program	\$97,343	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
ANDREADIS, TANYA UCLA		
CHIEF MARKETING & DIGITAL COMMUNICATIONS		
Annual Base as of Dec 31	\$385,000	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$367,007	
Incentive	\$43,546	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$6,400	Received lump-sum payment for the portion of employee's merit increase that exceeded the salary range maximum.
Moving Expenses - Temporary Housing	\$4,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.

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Compensation Element	Amount	Staff Comments
Moving Expenses - Family's Move	\$3,719	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
ANDRIOLA, THOMAS UCI		
EXECUTIVE DIRECTOR OF INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$500,000	Effective 10/1/19, appointed as Executive Director of Information Technology, UCI; approved under local authority.
Actual Base Salary Received	\$403,934	Base earnings include salary as Vice President & Chief Information Officer at UCOP and salary as Executive Director of Information Technology at UC Irvine.
Executive Disability		Effective 10/1/19, no longer eligible after transfer from an SMG position at UCOP to a new MSP position at UC Irvine as Executive Director of Information Technology.
Senior Management Supplement		Effective 10/1/19, no longer eligible after transfer from an SMG position at UCOP to a new MSP position at UC Irvine as Executive Director of Information Technology.
Moving Expenses - Moving Services	\$3,018	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
ANSTINE, LARRY UCI		
INTERIM CHIEF EXECUTIVE OFFICER, UCI HEALTH		
Annual Base as of Dec 31	\$850,000	Effective 9/1/19, appointed as Interim Chief Executive Officer of UCI Health System; approved by the Regents on 8/29/19.
Actual Base Salary Received	\$212,500	
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Moving Expenses - Moving Services	\$21,753	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 8/29/19.
ANTELMAN, KRISTIN A UCSB		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$257,508	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$253,128	
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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Compensation Element	Amount	Staff Comments
ANTRUM,SHEILA E UCSF		
SENIOR VICE PRESIDENT-ADULT SERVICES/CHIEF		
Annual Base as of Dec 31	\$746,628	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$732,096	
Clinical Enterprise Management Recognition Program	\$48,859	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
ARDESHIR,SAHAND UCOP		
INVESTMENT DIRECTOR		
Annual Base as of Dec 31	\$264,012	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$154,847	
Office of the Chief Investment Officer Annual Incentive Plan	\$93,006	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
ARMBRUSTER,MARGARET A UCLA		
EXECUTIVE DIRECTOR, EMERGENCY & TRAUMA		
Annual Base as of Dec 31	\$305,537	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$302,663	
Incentive	\$42,907	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$1,184	Data reflects payment for paid time off amount in excess of accumulation limits.
ARNETT, JENNIFER P. UCSF		
VICE CHANCELLOR-UNIVERSITY DEVELOPMENT AND		
Annual Base as of Dec 31	\$509,232	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$500,580	
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.
ARRINGTON, JONATHON DUANE UCLA		
CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP,		
Annual Base as of Dec 31	\$392,242	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$382,651	
Clinical Enterprise Management Recognition Program	\$80,485	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$14,337	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
ARRIVAS, PEGGY MCNAMARA UCOP		
ASSOCIATE VICE PRESIDENT - SYSTEMWIDE		
Annual Base as of Dec 31	\$384,252	Effective 6/1/19, appointed as Interim Associate Vice President - Capital Asset Strategies, in addition to existing appointment as Associate Vice President - Systemwide Controller; approved by the Regents on 7/18/19. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$373,201	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
AZAR, RICHARD F UCLA		
CHIEF OPERATING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$639,600	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$623,952	
Clinical Enterprise Management Recognition Program	\$127,182	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
AZZINARO, JERRY UCLA		
DEFENSIVE COORDINATOR - 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	\$400,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$25,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$2,596	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.
Other Benefit	\$1,917	W-2 reportable value of UCLA sporting event tickets.

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Compensation Element	Amount	Staff Comments
BACHHER,JAGDEEP SINGH UCOP		
CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$692,208	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$680,441	
Office of the Chief Investment Officer Annual Incentive Plan	\$1,142,309	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, with target and maximum award opportunities (as a percent of base salary) of 100% and 165%, 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 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	\$1,800,000	Per policy, eligible to participate in the UC Home Loan Program.
BAGGETT,MARGARITA M UCSD		
CHIEF CLINICAL AND SUPPORT SERVICES OFFICER		
Annual Base as of Dec 31	\$416,869	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$408,014	
Clinical Enterprise Management Recognition Program	\$59,118	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 reflects the actual award amount for 2018-19 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.

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Compensation Element	Amount	Staff Comments
BALDWIN, BEAU D UCB		
OFFENSIVE COORDINATOR/QBS - 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	\$10,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$320,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$80,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$2,384	W-2 reportable travel costs for spouse and family member to 2018 Cheez-it bowl game; approved under local authority.
Other Benefit	\$1,680	W-2 reportable value of Cal sporting event tickets.
Other Benefit	\$1,500	W-2 reportable value of Under Armour merchandise received, per contract.
BALLA, ROSEMARIE A UCB		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$380,868	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$374,394	
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.
BANKS, WILLIE L UCI		
VICE CHANCELLOR OF STUDENT AFFAIRS		
Annual Base as of Dec 31	\$270,000	Effective 7/15/19, appointed as Vice Chancellor - Student Affairs, UCI; approved by the President on 4/24/19.
Actual Base Salary Received	\$125,217	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Moving Services	\$3,971	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 4/24/19.

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Compensation Element	Amount	Staff Comments
BECK, MICHAEL JOHN UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$393,384	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$386,699	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,015,000	Per policy, eligible to participate in the UC Home Loan Program.
BEIL, JOHN EDWARD UCOP		
MANAGING DIRECTOR - PRIVATE EQUITY		
Annual Base as of Dec 31	\$329,604	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$324,002	
Office of the Chief Investment Officer Annual Incentive Plan	\$209,241	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
BENGFORT, JOSEPH UCSF		
SENIOR VICE PRESIDENT-INFORMATION TECHNOLOGY,		
Annual Base as of Dec 31	\$541,097	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 7/6/19, an equity increase was approved under local authority.
Actual Base Salary Received	\$515,366	
Clinical Enterprise Management Recognition Program	\$52,481	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
BENNAN, JAMES UCSF		
VICE PRESIDENT/CHIEF OPERATING OFFICER-ADULT		
Annual Base as of Dec 31	\$377,615	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$370,266	
Clinical Enterprise Management Recognition Program	\$24,710	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$10,594	Data reflects payment for paid time off amount in excess of accumulation limits.
BERGQUIST, DAVID UCR		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$265,416	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$261,198	
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.
BIBLE, DANA UCLA		
QUARTERBACKS COACH - 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	\$200,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,917	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$800	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.

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Compensation Element	Amount	Staff Comments
BLAIR,JEFFREY A LBNL		
LABORATORY COUNSEL		
Annual Base as of Dec 31	\$353,628	Effective 10/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$342,298	
Stipend	\$6,539	Stipend received for assuming significant additional duties; approved by the President on 5/15/18.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
BLOCK,GENE D. UCLA		
CHANCELLOR		
Annual Base as of Dec 31	\$496,728	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$488,287	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
BLUMENTHAL,GEORGE R UCSC		
PROFESSOR/FORMER CHANCELLOR		
Annual Base as of Dec 31	\$275,000	Effective 6/30/19, appointment as Chancellor, UC Santa Cruz ended. Data reflects base salary as Professor at UC Berkeley, effective Dec 2019.
Actual Base Salary Received	\$288,325	Base earnings include salary as Chancellor paid through 6/30/19.
Executive Auto Allowance	\$5,164	Per policy, eligible; received auto allowance payments (\$743 per month).
Other Cash Compensation/Payments	\$77,000	Data reflects terminal vacation payout upon separation from UC Santa Cruz on 6/30/19.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
University Housing		Per policy, was eligible for University-provided housing while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.

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Compensation Element	Amount	Staff Comments
BOEHMER,JUDIE K UCD		
EXECUTIVE DIRECTOR, PATIENT CARE SERVICES		
Annual Base as of Dec 31	\$289,963	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$283,457	
Clinical Enterprise Management Recognition Program	\$43,205	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$14,958	Data reflects payment for paid time off amount in excess of accumulation limits.
BOMOTTI,GERARD UCR		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER,		
Annual Base as of Dec 31	\$304,296	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$298,873	
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.
BOOKSTABER,RICHARD M. UCOP		
CHIEF RISK OFFICER AND SENIOR MANAGING		
Annual Base as of Dec 31	\$360,504	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$284,490	
Office of the Chief Investment Officer Annual Incentive Plan	\$306,298	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.

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Compensation Element	Amount	Staff Comments
BOUBELIK,JANE ESTHER UCLA		
CHIEF LEGAL COUNSEL, UCLA HEALTH		
Annual Base as of Dec 31	\$339,828	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$332,786	
Recognition Award	\$10,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2019 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Other Cash Compensation/Payments	\$23,443	Data reflects payment for paid time off amount in excess of accumulation limits.
BRANDT,MICHAEL THOMAS LBNL		
DEPUTY LABORATORY DIRECTOR FOR OPERATIONS		
Annual Base as of Dec 31	\$400,188	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$387,358	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Other	\$40,930	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 1/31/18.
BRANDT,SCOTT A UCSC		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$341,256	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$335,454	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Home Loan Program	\$571,500	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.

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

Compensation Element	Amount	Staff Comments
BRAY-HANIN, LAUREL R UCSF		
VICE PRESIDENT/CHIEF OPERATING OFFICER-HDFCCC,		
Annual Base as of Dec 31	\$333,621	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$323,819	
Clinical Enterprise Management Recognition Program	\$27,898	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$19,174	Data reflects payment for paid time off amount in excess of accumulation limits.
BRENNER, DAVID ALLEN UCSD		
VICE CHANCELLOR - HEALTH SCIENCES		
Annual Base as of Dec 31	\$633,324	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$624,312	
Health Sciences Compensation Plan	\$220,000	Per policy, eligible to participate in the Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Home Loan Program	\$2,660,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
BROSTROM, NATHAN ERIC UCM		
INTERIM CHANCELLOR		
Annual Base as of Dec 31	\$450,216	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 8/15/19, appointed as Interim Chancellor, Merced; approved by the Regents on 5/17/19.
Actual Base Salary Received	\$442,565	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Other Benefit	\$10,000	Reimbursed as housing cost per Regents for appointment as Interim Chancellor.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
BROWN,DAVID LESLIE LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$338,664	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$328,684	
BROWN,MICHAEL TALIFERRO UCOP		
PROVOST AND EXECUTIVE VICE PRESIDENT -		
Annual Base as of Dec 31	\$402,084	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$395,292	
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, eligible for accrual of sabbatical credits as a member of tenured faculty.
BROWN,PAMELA HOPE UCOP		
VICE PRESIDENT - INSTITUTIONAL RESEARCH AND		
Annual Base as of Dec 31	\$321,972	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$314,587	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
BROWN,SANDRA A UCSD		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$359,448	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$353,336	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

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Compensation Element	Amount	Staff Comments
BUCHMAN,BRAD UCOP		
MEDICAL DIRECTOR - STUDENT HEALTH AND		
Annual Base as of Dec 31	\$416,760	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$409,102	
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.
BURGER,JENNIFER UCD		
EXECUTIVE DIRECTOR OF EPIC APPLICATIONS, UC		
Annual Base as of Dec 31	\$296,299	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$289,651	
Incentive	\$35,470	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
BURTIS,KENNETH C UCD		
FACULTY ADVISOR/FORMER ACTING PROVOST AND		
Annual Base as of Dec 31	\$233,428	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$232,037	Base earnings include salary as Acting Provost and Executive Vice Chancellor and salary as Faculty Advisor.
Stipend	\$31,849	Academic stipend received as Faculty Advisor once the Interim SMG role concluded.
Senior Management Supplement		Per policy, ineligible due to acting appointment.
BUSTAMANTE,ALEXANDER ALI UCOP		
SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE &		
Annual Base as of Dec 31	\$371,328	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$365,014	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Other	\$19,923	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 7/13/17.
BYINGTON,CARRIE UCOP		
EXECUTIVE VICE PRESIDENT - UC HEALTH		
Annual Base as of Dec 31	\$869,800	Effective 10/31/19, appointed as Executive Vice President - UC Health; approved by the Regents on 7/18/19.
Actual Base Salary Received	\$75,635	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Initial Househunting	\$9,113	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 7/18/19.
CAMFIELD,GREGG EARL UCM		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$361,728	Effective 1/1/19, appointed as Executive Vice Chancellor and Provost; approved by the President 12/14/18. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$351,520	
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	\$395,100	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
CAMPBELL,ANN SPIRA UCSD		
ASSOCIATE VICE CHANCELLOR/LEADERSHIP STRATEGY		
Annual Base as of Dec 31	\$328,452	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$322,238	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2019 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.

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Compensation Element	Amount	Staff Comments
CAMPBELL,JOHN DUNCAN UCSD		
CHIEF OPERATING OFFICER, UCSD HEALTH PHYSICIAN		
Annual Base as of Dec 31	\$330,301	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$323,290	
Clinical Enterprise Management Recognition Program	\$54,833	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 reflects the actual award amount for 2018-19 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.
CARLSON,SUSAN L. UCOP		
VICE PROVOST - ACADEMIC PERSONNEL/FORMER		
Annual Base as of Dec 31	\$315,588	Effective 6/5/19, appointed as Acting Provost and Executive Vice President - Academic Affairs in addition to her existing appointment as Vice Provost - Academic Personnel; approved by the Regents on 6/6/19. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$314,517	Base earnings include salary as Vice Provost - Academic Personnel and salary as Acting Provost and Executive Vice President.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
CARTER,EMILY ANN UCLA		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$579,000	Effective 9/1/19, appointed as Executive Vice Chancellor and Provost, UCLA; approved by the Regents on 4/19/19.
Actual Base Salary Received	\$144,750	
Other One-Time Payment	\$115,800	Per policy, a lump-sum payment paid as a hiring bonus; approved by the Regents on 4/19/19.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
CATES, DOUGLAS ADDISON UCSD		
CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$360,744	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$353,717	
Clinical Enterprise Management Recognition Program	\$53,668	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
CATRON, SUSAN D UCD		
DEAN - DIVISION OF CONTINUING AND PROFESSIONAL		
Annual Base as of Dec 31	\$263,928	Effective 3/1/19, appointed as Dean of Division of Continuing and Professional Education; approved by President on 4/1/19. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$251,220	
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.
CHIARAPPA, CYNTHIA L. UCSF		
VICE PRESIDENT-MEDICAL CENTER ADMINISTRATION,		
Annual Base as of Dec 31	\$338,479	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 7/6/19, an equity increase was approved under local authority.
Actual Base Salary Received	\$322,869	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$23,397	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$11,497	Data reflects payment for paid time off amount in excess of accumulation limits.
CHIU,JEFFREY S UCSF		
VICE PRESIDENT-HUMAN RESOURCES, UCSF HEALTH		
Annual Base as of Dec 31	\$310,966	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$304,600	
Clinical Enterprise Management Recognition Program	\$24,829	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$10,533	Stipend received for assuming temporary duties as Associate Vice Chancellor/Senior Vice Chancellor-Human Resources, UCSF Health; approved under local authority.
Other Cash Compensation/Payments	\$12,299	Data reflects payment for paid time off amount in excess of accumulation limits.
CHOI,LEI UCSF		
MEDICAL DIRECTOR-LEAN PROMOTION OFFICE, UCSF		
Annual Base as of Dec 31	\$324,141	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$317,837	
Incentive	\$16,365	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
CHRISMAN, MAYE C. UCSF		
VICE DEAN-FINANCE AND ADMINISTRATION, SCHOOL		
Annual Base as of Dec 31	\$404,554	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program. Effective 7/6/19, an equity increase was received; approved under local authority.
Actual Base Salary Received	\$393,855	
Clinical Enterprise Management Recognition Program	\$45,611	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
CHRIST, CAROL T UCB		
CHANCELLOR		
Annual Base as of Dec 31	\$564,336	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$554,747	
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.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Other Benefit	\$232	W-2 reportable value of Cal sporting event tickets.
CIANCA, MARK A. UCOP		
INTERIM VICE PRESIDENT AND CHIEF INFORMATION		
Annual Base as of Dec 31	\$375,504	Effective 10/1/19, appointed as Interim Vice President and Chief Information Officer, in addition to his career appointment as Associate Vice President - Operational Services.
Actual Base Salary Received	\$356,390	Base earnings include salary as Associate Vice President - Operational Services and salary as Interim Vice President and Chief Information Officer.
Senior Management Supplement		Per policy, ineligible due to interim appointment.

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Compensation Element	Amount	Staff Comments
CLOSE,CORI RASHEL UCLA		
HEAD COACH, WOMEN'S BASKETBALL		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$300,000	
Coach - Incentive	\$64,500	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$239,167	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$1,532	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Benefit	\$7,017	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.
Other Benefit	\$6,486	W-2 reportable value of UCLA sporting event tickets.
CLOUD-GLAAB,REBECCA UCI		
SENIOR DIRECTOR, REVENUE CYCLE		
Annual Base as of Dec 31	\$281,700	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$279,932	
Incentive	\$37,607	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 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other One-Time Payment	\$14,031	Data reflects payment for paid time off amount in excess of accumulation limits.
Other Cash Compensation/Payments	\$7,127	Received lump-sum payment for the portion of employee's merit increase that exceeded the salary range maximum.
COLLINS,HEIDI MODEL UCSF		
VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH		
Annual Base as of Dec 31	\$348,341	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$341,563	
Clinical Enterprise Management Recognition Program	\$39,705	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
COLLINS, WILLIAM DREW LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$333,456	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$324,316	
CONRAD, LARRY D UCB		
ASSOCIATE VICE CHANCELLOR AND CHIEF		
Annual Base as of Dec 31	\$354,996	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$348,959	
COOK, JOHN K UCD		
INTERIM CHIEF INFORMATION OFFICER - UC DAVIS		
Annual Base as of Dec 31	\$349,956	Effective 7/1/19, a merit salary based increase was received consistent with the 2019 Systemwide Merit Program. Effective 8/1/19, appointment extended as Interim Chief Information Officer, UC Davis Health; approved by the President on 8/6/19.
Actual Base Salary Received	\$344,008	
Clinical Enterprise Management Recognition Program	\$63,951	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Senior Management Supplement		Per policy, ineligible due to interim appointment.

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Compensation Element	Amount	Staff Comments
COOPER, WILLIAM MAURICE UCOP		
ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT		
Annual Base as of Dec 31	\$378,444	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$369,953	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per approval of his appointment, a 5 percent contribution was incorporated into his base salary at the time of appointment; approved by former University President Yudof on 1/13/13.
CORTEZ, RONALD SOCORIO UCI		
CHIEF FINANCIAL OFFICER AND VICE CHANCELLOR		
Annual Base as of Dec 31	\$422,244	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$415,067	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Home Loan Program	\$594,100	Per policy, eligible to participate in the UC Home Loan Program.
COWELL, M ELIZABETH UCSC		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$265,236	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$260,723	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
CRANSTON, BETH UCLA		
DIRECTOR, RAPE TREATMENT CENTER, UCLA-SANTA		
Annual Base as of Dec 31	\$274,990	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 8/11/19, a promotional increase was received for promotion to Director of Rape Treatment Center.
Actual Base Salary Received	\$284,294	Base salary includes retroactive payment of 2018 salary due to appointment percentage increasing from 70 to 100 percent time in late 2018.
Incentive	\$25,105	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 7.5 percent and a maximum potential award of 10 percent of annual salary. Data reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$19,248	Stipend received for assuming temporary duties as Acting Director of the Rape Treatment Center, UCLA-Santa Monica Medical Center; approved under local authority.
CRISWELL, LINDSEY A UCSF		
VICE CHANCELLOR-RESEARCH		
Annual Base as of Dec 31	\$365,652	Effective 1/1/19, transferred from a 100 percent faculty appointment to 100 percent SMG appointment as Vice Chancellor - Research; approved by the President on 2/14/19. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$355,994	
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.
CROCITTO, LAURA E. UCSF		
VICE PRESIDENT/CHIEF MEDICAL OFFICER-CANCER		
Annual Base as of Dec 31	\$587,104	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$575,682	
Clinical Enterprise Management Recognition Program	\$60,307	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
CRONER, JULIE ELIZABETH UCSD		
CHIEF ADMINISTRATIVE OFFICER - ONCOLOGY AND		
Annual Base as of Dec 31	\$309,901	Employee was on leave at the time of the certification process. Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$303,864	
Clinical Enterprise Management Recognition Program	\$48,110	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
CRONIN, MICHAEL UCLA		
HEAD COACH, MEN'S BASKETBALL		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$192,045	
Other Cash Compensation/Payments	\$2,048,485	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other One-Time Payment	\$2,000,000	One-time signing bonus approved as part of negotiated contract.
Moving Expenses - Family's Move	\$292	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Initial Househunting	\$537	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Moving Services	\$31,204	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Moving Expenses - Temporary Housing	\$7,134	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$8,009	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.
CURRY, RHONDA UCLA		
CHIEF OF COMMUNICATIONS, UCLA HEALTH		
Annual Base as of Dec 31	\$385,000	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$354,944	
Incentive	\$40,046	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$6,400	Received lump-sum payment for the portion of employee's merit increase that exceeded the salary range maximum.
Moving Expenses - Family's Move	\$601	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
Moving Expenses - Temporary Housing	\$4,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
Moving Expenses - Other	\$1,791	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
DAVOL MUXEN,SCOTT ARTHUR UCSF		
ASSOCIATE VICE CHANCELLOR-CAPITAL PROGRAMS,		
Annual Base as of Dec 31	\$331,789	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program.
Actual Base Salary Received	\$325,064	
DE JESUS,JOSE NOR UCLA		
CHIEF PHARMACY OFFICER		
Annual Base as of Dec 31	\$386,948	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 8/25/19, an equity adjustment was received.
Actual Base Salary Received	\$351,517	
Incentive	\$48,538	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
DEAS,DEBORAH UCR		
VICE CHANCELLOR - HEALTH SCIENCES AND DEAN -		
Annual Base as of Dec 31	\$697,608	Effective 6/1/19, appointed as Vice Chancellor - Health Sciences and Dean - School of Medicine; approved by the President on 6/27/19. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$685,178	Base earnings include salary as Dean and Chief Executive Officer for Clinical Affairs and salary as Vice Chancellor - Health Sciences and Dean - School of Medicine.
Health Sciences Compensation Plan	\$150,000	Per policy, eligible to participate in the Health Science Compensation Plan. Data reflects payment of "Z" incentive.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
DECOSTA,SHELBY K. UCSF		
PRESIDENT-UCSF HEALTH AFFILIATES NETWORK/CHIEF		
Annual Base as of Dec 31	\$735,368	Effective 9/1/19, appointed as President - UCSF Health Affiliates Network/Chief Strategy Officer, UCSF Health; approved by the President on 9/11/19.
Actual Base Salary Received	\$634,569	
Clinical Enterprise Management Recognition Program	\$71,171	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$36,755	Stipend received prior to SMG appointment for assuming temporary duties as Chief Strategy Officer and Interim Senior Vice President of Affiliates, UCSF Health; approved under local authority.
Relocation Allowance	\$10,130	Relocation allowance of \$107,500 was approved to be paid over a four year period in connection with prior MSP appointment; approved under local authority at time of hire (11/30/15). Data reflects the final annual installment paid in 2019.
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.

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Compensation Element	Amount	Staff Comments
DELANEY, MARGARET L UCSC		
VICE CHANCELLOR - PLANNING AND BUDGET		
Annual Base as of Dec 31	\$308,208	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$303,390	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
DERUYTER, TIMOTHY J UCB		
DEFENSIVE COORDINATOR/OUTSIDE LINEBACKERS -		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$300,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$237,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$2,900	W-2 reportable travel costs for spouse and family member to 2018 Cheez-it bowl game; approved under local authority.
Other Benefit	\$1,680	W-2 reportable value of Cal sporting event tickets.
Other Benefit	\$1,500	W-2 reportable value of Under Armour merchandise received, per contract.
DOBBS, DAVID O. UCSF		
EXECUTIVE DIRECTOR-NETWORKED DATA		
Annual Base as of Dec 31	\$351,285	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$347,150	
Clinical Enterprise Management Recognition Program	\$36,478	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
DONALDSON,LORI R UCSD		
CHIEF FINANCIAL OFFICER - UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$557,266	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. After this merit increase, effective 9/8/19, a market-based salary adjustment was received.
Actual Base Salary Received	\$503,325	
Clinical Enterprise Management Recognition Program	\$79,459	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$1,250	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.
DORMITORIO,EDGAR J UCI		
ASSISTANT VICE CHANCELLOR & CHIEF OF STAFF/		
Annual Base as of Dec 31	\$198,790	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$179,698	Base earnings include salary as Interim Vice Chancellor for Student Affairs and salary as Assistant Vice Chancellor/Chief of Staff.
Recognition Award	\$1,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2019 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
DOSANJH,SUDIP SINGH LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$338,664	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$328,684	

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Compensation Element	Amount	Staff Comments
DOUGHERTY, JAMES MICHAEL UCLA		
ASSISTANT COACH, 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 Auto Allowance	\$900	Per contract, a monthly car allowance of \$450, \$5,400 annually. Two months of allowance paid in 2019; new contract no longer included an auto allowance.
Other Cash Compensation/Payments	\$79,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$50,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$1,917	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$1,251	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.
DRUMM, KELLY UCOP		
INTERIM DEPUTY GENERAL COUNSEL - BUSINESS,		
Annual Base as of Dec 31	\$291,558	Effective 2/15/19, Interim appointment as Deputy General Counsel - Business, Finance, and Innovation in addition to existing appointment as Chief of Staff and Special Counsel; approved by the President 4/3/19.
Actual Base Salary Received	\$291,229	Base earnings include salary as Chief of Staff and Special Counsel and salary as Interim Deputy General Counsel - Business, Finance, and Innovation.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
DUBON, OSCAR D UCB		
VICE CHANCELLOR - EQUITY AND INCLUSION		
Annual Base as of Dec 31	\$265,236	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$260,723	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
DUCKETT, DWAIN BRIAN UCOP		
VICE PRESIDENT-HUMAN RESOURCES		
Annual Base as of Dec 31	\$349,476	Employee was on leave at the time of the certification process.
Actual Base Salary Received	\$349,476	

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Compensation Element	Amount	Staff Comments
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.
DUMAS,WILLIAM R UCOP		
INVESTMENT RISK OFFICER		
Annual Base as of Dec 31	\$222,144	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$218,364	
Office of the Chief Investment Officer Annual Incentive Plan	\$108,862	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, with target and maximum award opportunities (as a percent of base salary) of 35% and 70%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of the current plan year, 25% paid in the next year and 25% paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return); incentive payout award was approved by the Administrative Oversight Committee.
EATON,ANDREA GUNN UCI		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$292,440	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$285,878	
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.
ECKBLAD,J STUART UCSF		
VICE PRESIDENT-MAJOR CAPITAL PROJECTS, UCSF		
Annual Base as of Dec 31	\$321,000	Effective 6/26/19, an equity increase was received; approved under local authority.
Actual Base Salary Received	\$313,532	
Clinical Enterprise Management Recognition Program	\$30,881	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$14,445	Received lump-sum payment in lieu of a merit increase due to exceeding the maximum of the salary range; approved by Acting Vice President - Systemwide Human Resources.
Other Cash Compensation/Payments	\$10,236	Data reflects payment for paid time off amount in excess of accumulation limits.
EDWARD,AMIR ADOLPHE UCSD		
CHIEF EXECUTIVE OFFICER		
Annual Base as of Dec 31	\$387,595	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$368,588	
Incentive	\$56,251	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ELAHI,FARANAK K UCLA		
CHIEF ADMINISTRATIVE OFFICER, MEDICINE & CHIEF		
Annual Base as of Dec 31	\$443,456	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$433,507	
Clinical Enterprise Management Recognition Program	\$90,994	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ENGEL,ELIZABETH ANN UCOP		
ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY		
Annual Base as of Dec 31	\$409,440	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$401,922	
Clinical Enterprise Management Recognition Program	\$70,685	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
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.
ENGELBACH,KARL M UCD		
ASSOCIATE CHANCELLOR		
Annual Base as of Dec 31	\$326,424	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$327,033	Base earnings include retroactive payment of merit salary increase that was not previously paid.
EPSTEIN LUDEWIG,ROBIN UCLA		
SR DIRECTOR, TALENT ACQUISTION & WORKFORCE		
Annual Base as of Dec 31	\$310,028	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$302,443	
Incentive	\$43,225	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
FABER,MICHAEL J UCSF		
ASSOCIATE VICE CHANCELLOR-UNIVERSITY		
Annual Base as of Dec 31	\$416,312	
Actual Base Salary Received	\$416,312	
Other Cash Compensation/Payments	\$17,846	Received lump-sum payment in lieu of a merit increase due to exceeding the maximum of the salary range; approved by Acting Vice President - Systemwide Human Resources.
FALLE,GARY UCOP		
EXECUTIVE DIRECTOR - FEDERAL GOVERNMENT RELATIONS - UC NATIONAL LABS		
Annual Base as of Dec 31	\$349,692	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$343,749	
Other Cash Compensation/Payments	\$3,000	\$250/mo health care insurance subsidy

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Compensation Element	Amount	Staff Comments
FARMER,KEITH D UCSF		
DIRECTOR-MEDICAL CENTER ACCOUNTING, UCSF		
Annual Base as of Dec 31	\$288,499	
Actual Base Salary Received	\$287,394	
Incentive	\$14,136	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,580	Data reflects payment for paid time off amount in excess of accumulation limits.
Other Cash Compensation/Payments	\$15,902	Received lump-sum payment for 2018 (\$5,083) and 2019 (\$10,819) in lieu of merit increases due to exceeding the maximum of the salary range for both years; approved by the Vice President - Systemwide Human Resources.
FAWLEY,REECE I UCSF		
VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED		
Annual Base as of Dec 31	\$456,416	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$447,533	
Clinical Enterprise Management Recognition Program	\$52,023	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
FISHER,MARC P UCB		
VICE CHANCELLOR - ADMINISTRATION		
Annual Base as of Dec 31	\$380,868	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$374,394	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Other Benefit	\$793	W-2 reportable value of Cal sporting event tickets.

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Compensation Element	Amount	Staff Comments
FLAHERTY,KIERAN UCOP		
ASSOCIATE VICE PRESIDENT - STATE GOVERNMENT		
Annual Base as of Dec 31	\$269,112	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$263,071	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$360,000	Per policy, eligible to participate in the UC Home Loan Program.
FONG,EDMOND UCOP		
SENIOR MANAGING DIRECTOR - ABSOLUTE RETURNS		
Annual Base as of Dec 31	\$377,172	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$370,760	
Office of the Chief Investment Officer Annual Incentive Plan	\$325,685	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
FOX,MARK L UCB		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$275,000	Effective 4/1/19, hired as Head Coach - Men's Basketball. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$183,333	
Other One-Time Payment	\$100,000	One-time signing bonus approved as part of negotiated contract.
Other Cash Compensation/Payments	\$816,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$5,000	W-2 reportable value of Under Armour merchandise received, per contract.
Other Benefit	\$560	W-2 reportable value of Cal sporting event tickets.

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Compensation Element	Amount	Staff Comments
FRIES,ROBERT S. UCSF		
VP-CHILDREN'S SVCS FINANCE/CFO, CHILDREN'S		
Annual Base as of Dec 31	\$534,403	
Actual Base Salary Received	\$532,355	
Other Cash Compensation/Payments	\$2,570	Data reflects payment for paid time off amount in excess of accumulation limits.
Relocation Allowance	\$12,380	Relocation allowance of \$128,750 was approved to be paid over a four year period; approved under local authority at time of hire (12/1/15). Data reflects the final annual installment paid in 2019.
FRYE,JUSTIN UCLA		
OFFENSIVE COORDINATOR/OFFENSIVE LINE COACH -		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$372,917	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$50,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$1,016	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.
Other Benefit	\$1,917	W-2 reportable value of UCLA sporting event tickets.
GALINDO,EMILY C UCD		
INTERIM VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$261,012	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 12/1/19, appointment extended as Vice Chancellor - Student Affairs; approved by the President on 12/4/19.
Actual Base Salary Received	\$256,575	
Recognition Award	\$350	Received service award for 35 years of service to the University of California.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
GIL,GLORIA BROWNING UCOP		
SENIOR MANAGING DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$377,172	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$370,760	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$253,141	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. Annual incentives are paid over a three-year period (50% after the conclusion of the current plan year, 25% paid in the next year and 25% paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return); incentive payout award was approved by the Administrative Oversight Committee.
Home Loan Program	\$726,200	Per policy, eligible to participate in the UC Home Loan Program.
GILLMAN, HOWARD AARON UCI		
CHANCELLOR		
Annual Base as of Dec 31	\$545,880	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$536,601	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
GOLDIN, ALAN L UCI		
ASSOCIATE VICE CHANCELLOR FOR FACULTY		
Annual Base as of Dec 31	\$263,500	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$204,868	Base earnings include salary as Interim Vice Chancellor for Health Affairs and salary as Associate Vice Chancellor for Faculty.
Health Sciences Compensation Plan	\$106,084	Per policy, eligible to participate in the Health Sciences Compensation Plan after the conclusion of interim appointment.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of faculty.
GOLDMAN, GREGG UCLA		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$442,008	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$432,087	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
GOLDSTEIN,STEVEN A N UCI		
VICE CHANCELLOR FOR HEALTH AFFAIRS		
Annual Base as of Dec 31	\$772,500	Effective 2/1/19, appointed as Vice Chancellor for Health Affairs, UC Irvine Health; approved by the President on 12/17/18. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$634,375	
Health Sciences Compensation Plan	\$125,000	Per policy, eligible to participate in the Health Sciences Compensation Plan.
Relocation Allowance	\$150,000	Faculty Recruitment Allowance (FRA) erroneously paid to employee. E1665
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$2,475	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 12/17/18.
Moving Expenses - Initial Househunting	\$1,248	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 12/17/18.
Moving Expenses - Temporary Housing	\$5,655	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 12/17/18.
Moving Expenses - Moving Services	\$161,016	Per policy, move of academic office and laboratory associated with employee's faculty appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of faculty.
GORDEN,MONROE JR. UCLA		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$355,392	Effective 3/1/19, salary increase approved by the Regents (5/15/19). Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$345,165	
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.

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Compensation Element	Amount	Staff Comments
GRAHAM, DOUGALD STEWART UCOP		
CHIEF TRANSFORMATION OFFICER, UC HEALTH		
Annual Base as of Dec 31	\$450,000	Effective 6/3/19, appointment of and compensation for Dougald Graham as Chief Transformation Officer; approved by the President on 5/22/19.
Actual Base Salary Received	\$225,000	
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.
GREATWOOD, STEVEN E UCB		
OFFENSIVE LINE COACH - 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	\$10,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$120,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,680	W-2 reportable value of Cal sporting event tickets.
Other Benefit	\$1,500	W-2 reportable value of Under Armour merchandise received, per contract.
Other Benefit	\$710	W-2 reportable travel costs for spouse and family member to 2018 Cheez-it bowl game; approved under local authority.
GRIMLEY, KAREN ANN UCLA		
CHIEF NURSING EXECUTIVE, UCLA HEALTH		
Annual Base as of Dec 31	\$423,324	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$412,963	
Clinical Enterprise Management Recognition Program	\$77,459	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 reflects the actual award amount for 2018-19 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.

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Compensation Element	Amount	Staff Comments
GUERRERO,DANIEL GENE UCLA		
DIRECTOR, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$984,668	Base salary approved as part of negotiated athletics contract. Contract extended through 6/30/20; approved by the Regents on 9/18/19.
Actual Base Salary Received	\$969,038	
Coach - Incentive	\$95,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Home Loan Program	\$850,000	Per policy, eligible to participate in the UC Home Loan Program.
Other Benefit	\$21,687	W-2 reportable imputed value of courtesy vehicle.
Other Benefit	\$19,496	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$3,500	Per approved contract, eligible for an annual physical exam not to exceed \$3,500 as approved by the Regents in May 2008.
Other Benefit	\$2,916	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.
GUIMARAES,ARTHUR RIBEIRO UCOP		
ASSOCIATE CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$390,156	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$383,527	
Office of the Chief Investment Officer Annual Incentive Plan	\$317,132	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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; 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.
GULLATT,VELVIA YVETTE UCOP		
VICE PROVOST - DIVERSITY AND		
Annual Base as of Dec 31	\$315,132	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$304,813	
Executive Disability		Per policy, eligible; five year vesting requirement met.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
GUNTHER, ELISABETH R UCM		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$260,076	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$255,043	
Stipend	\$14,000	Stipend received for assuming significant additional duties; approved by the President on 08/13/18.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
HA, WON S UCSF		
VICE CHANCELLOR-COMMUNICATIONS		
Annual Base as of Dec 31	\$280,000	Effective 8/26/19, appointed as Vice Chancellor - Communications; approved by the President on 7/1/19.
Actual Base Salary Received	\$75,304	
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.
HAJEK, CHARLES UCLA		
CHIEF FINANCIAL OFFICER, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$315,228	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$309,006	
Incentive	\$31,218	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
HAMILL,NANCY G UCSB		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$291,756	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$286,794	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
HANSEN SHINNERL,CLARE T UCSF		
SENIOR ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE		
Annual Base as of Dec 31	\$340,638	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program.
Actual Base Salary Received	\$334,850	
HARRINGTON,CHRISTOPHER UCOP		
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT		
Annual Base as of Dec 31	\$260,004	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$255,668	
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.
HASEGAWA,GENE F. UCSD		
CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$284,350	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$278,896	
Incentive	\$59,195	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 reflects the actual award amount for 2018-19 and the award for 2017-18 that was not previously paid. Actual award amounts were based on performance against pre-established objectives and approved by the Administrative Oversight Committee.

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Compensation Element	Amount	Staff Comments
HAWGOOD,SAMUEL UCSF		
CHANCELLOR		
Annual Base as of Dec 31	\$869,460	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program.
Actual Base Salary Received	\$854,685	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
HAYASHIDA,PETER A UCR		
VICE CHANCELLOR DEVELOPMENT AND UNIVERSITY		
Annual Base as of Dec 31	\$375,744	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$369,771	
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.
HAYNE,CAY JOSE UCOP		
MANAGING DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$288,720	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$283,808	
Office of the Chief Investment Officer Annual Incentive Plan	\$153,258	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.

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Compensation Element	Amount	Staff Comments
HAYNES,BRIAN UCR		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$268,200	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$263,417	
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.
HAYNES,DOUGLAS M UCI		
VICE CHANCELLOR OF EQUITY, DIVERSITY AND		
Annual Base as of Dec 31	\$282,400	Effective 6/1/19, transferred from an academic to SMG position; appointed as Vice Chancellor - Equity, Diversity, and Inclusion; approved by the President on 6/10/19.
Actual Base Salary Received	\$268,144	
Stipend	\$9,405	Academic stipend received prior to SMG appointment.
Other Cash Compensation/Payments	\$1,000	Prior to appointment as Vice Chancellor, an honorarium was received in connection with academic appointment.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
HERVEY,BRIAN T UCI		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT AND		
Annual Base as of Dec 31	\$418,524	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$411,408	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$529,200	Per policy, eligible to participate in the UC Home Loan Program.

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Compensation Element	Amount	Staff Comments
HEXTER,RALPH J UCD		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$442,272	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$434,753	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
HICKEY,ERIN E UCSF		
ASSISTANT VICE CHANCELLOR-CHILDREN'S HEALTH,		
Annual Base as of Dec 31	\$367,120	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program.
Actual Base Salary Received	\$358,883	
HOLMES,CLAIRE ANNE UCOP		
SENIOR VICE PRESIDENT - EXTERNAL RELATIONS AND		
Annual Base as of Dec 31	\$370,800	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$364,500	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
HOOPER,JULIE MORGAN UCB		
VICE CHANCELLOR OF UNIVERSITY DEVELOPMENT		
Annual Base as of Dec 31	\$415,248	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$408,186	
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.

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Compensation Element	Amount	Staff Comments
HORSE GRANT, DESERT UCLA		
SR DIRECTOR, RESEARCH & INNOVATION, UCLA		
Annual Base as of Dec 31	\$433,457	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$422,850	
Incentive	\$60,434	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Relocation Allowance	\$7,800	Relocation allowance of \$78,600 was approved to be paid over a four year period; approved under local authority at the time of hire (11/21/16). Data reflects the annual installment paid in 2019.
HUBBARD, SUSAN S LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$408,996	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$395,886	
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		
EXECUTIVE DIRECTOR/CHIEF OPERATING OFFICER-		
Annual Base as of Dec 31	\$444,243	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$435,642	
Clinical Enterprise Management Recognition Program	\$55,729	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$23,226	Stipend received for assuming temporary duties as Interim Chief Integration Officer, UCSF Benioff Children's Hospital Oakland; approved under local authority.

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Compensation Element	Amount	Staff Comments
HUEBNER, MINH-NGOC AGON LBNL		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$323,760	Effective 2/14/19, appointed as Chief Financial Officer; approved by the President on 2/14/19. Effective 10/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$313,228	
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.
HUIE, CRAIG UCOP		
DIRECTOR - ABSOLUTE RETURNS		
Annual Base as of Dec 31	\$257,508	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$253,128	
Office of the Chief Investment Officer Annual Incentive Plan	\$152,971	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
HUMISTON, GLENDA LEE UCOP		
VICE PRESIDENT - ANR		
Annual Base as of Dec 31	\$304,500	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$299,320	
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
INCANDELA, JOSEPH ROBERT UCSB		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$382,464	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$389,288	Base earnings include corrective payment paid in 2019 due to missing merit increases from 2017 and 2018.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible to accrue sabbatical credits due to underlying faculty appointment.
INTINARELLI, GINA M UCSF		
VICE PRESIDENT-POPULATION HEALTH AND		
Annual Base as of Dec 31	\$325,012	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 7/6/19, an equity increase was received; approved under local authority.
Actual Base Salary Received	\$315,250	
Clinical Enterprise Management Recognition Program	\$36,424	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$22,411	Stipend received for assuming temporary duties as Associate Dean-School of Nursing; approved under local authority.
ISBLE, KAREN THOMPSON UCI		
ASSOCIATE VICE CHANCELLOR & CAMPAIGN		
Annual Base as of Dec 31	\$328,700	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$318,083	
Recognition Award	\$4,300	STAR (Staff Appreciation and Recognition Plan) Award received in 2019 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Other Cash Compensation/Payments	\$2,050	Received lump-sum payment for the portion of employee's merit increase that exceeded the salary range maximum.

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Compensation Element	Amount	Staff Comments
IYER, RAJU UCSF		
SENIOR VICE PRESIDENT-FINANCE/CHIEF FINANCIAL		
Annual Base as of Dec 31	\$808,560	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$792,826	
Clinical Enterprise Management Recognition Program	\$48,382	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
JENNY, PAUL E UCSF		
UCSF SENIOR VICE CHANCELLOR-FINANCE AND		
Annual Base as of Dec 31	\$442,344	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program. Effective 8/15/19, appointed as Interim Executive Vice President - Chief Financial Officer, UCOP in addition to his existing role; approved by the Regents on 5/17/19.
Actual Base Salary Received	\$410,593	
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.
JENUSAITIS, MATTHEW UCSD		
CHIEF ADMINISTRATIVE OFFICER - INNOVATION AND		
Annual Base as of Dec 31	\$309,901	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$303,864	
Clinical Enterprise Management Recognition Program	\$49,614	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
KAMERMAN, JANET L UCSD		
CHIEF HUMAN RESOURCES OFFICER		
Annual Base as of Dec 31	\$371,560	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$364,323	
Clinical Enterprise Management Recognition Program	\$61,890	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
KANG, DEREK HOUGHS UCLA		
CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES		
Annual Base as of Dec 31	\$432,415	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$422,379	
Recognition Award	\$1,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2019 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Other Cash Compensation/Payments	\$9,183	Data reflects payment for paid time off amount in excess of accumulation limits.
KANG, JERRY UCLA		
VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION		
Annual Base as of Dec 31	\$310,620	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$323,827	Base earnings for 2019 include salary received as Vice Chancellor (\$310,620) at 70 percent time and faculty salary received as Law Professor (\$377,200) at 30 percent time.
Other Cash Compensation/Payments	\$81,622	Summer salary as faculty member (30% appointment).
Housing Allowance	\$7,000	Per academic appointment, a Faculty Housing Allowance of \$48,100 was approved to be paid over a four year period; approved under local authority. Data reflect the final annual installment paid in 2019.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.

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Compensation Element	Amount	Staff Comments
KATZ,RANDY H UCB		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$419,065	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$411,940	
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, eligible for accrual of sabbatical credits as a member of tenured faculty.
KEISTER,SHAUN B UCD		
VICE CHANCELLOR - DEVELOPMENT AND ALUMNI		
Annual Base as of Dec 31	\$426,168	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$418,921	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
KELLEN,VINCENT JAMES UCSD		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$398,184	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$390,650	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2019 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
KELLY,CHARLES 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	

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Compensation Element	Amount	Staff Comments
Coach - Incentive	\$45,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$3,183,333	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$50,000	Rose Bowl Suite access; consistent with the location's standard practice for this position.
KEMBY, KAREN UCSF		
VICE PRESIDENT-STRATEGY/CANCER ENTERPRISE, UCSF		
Annual Base as of Dec 31	\$358,048	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 7/6/19, an equity increase was received; approved under local authority.
Actual Base Salary Received	\$347,293	
Clinical Enterprise Management Recognition Program	\$36,057	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,023	
		Data reflects payment for paid time off amount in excess of accumulation limits.
KHAN, FARAZ KISHWAR UCSF		
VICE PRESIDENT-ACCOUNTING/CHIEF ACCOUNTING		
Annual Base as of Dec 31	\$371,476	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$365,192	
Clinical Enterprise Management Recognition Program	\$38,344	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses - Moving Services	\$1,895	
Moving Expenses - Shipment of Household Goods	\$300	Per policy, reimbursement of actual and reasonable moving and relocation expenses for move from Texas in 2017 (Reimbursement paid in 2019); approved under local authority.
Moving Expenses - Other	\$1,783	

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Compensation Element	Amount	Staff Comments
Moving Expenses - Other	\$914	Per policy, reimbursement of actual and reasonable moving and relocation expenses for move from Texas in 2017 (Reimbursement paid in 2019); approved under local authority.
KHARGONEKAR,PRAMOD P UCI		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$391,200	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$384,551	
Other One-Time Payment	\$35,800	Per policy, a hiring bonus was approved to be paid in two annual installments; approved by the President on 6/8/16. Per request the first installment was paid in 2018; the final installment was paid in 2019 of \$35,800.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of faculty.
KHOSLA, PRADEEP K UCSD		
CHANCELLOR		
Annual Base as of Dec 31	\$490,872	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$482,526	
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 due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
KING JR, TALMADGE E. UCSF		
DEAN-SCHOOL OF MEDICINE/VICE CHANCELLOR-		
Annual Base as of Dec 31	\$705,408	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$693,418	
Health Sciences Compensation Plan	\$278,053	Per policy, eligible to participate in the Health Sciences Compensation Plan. Data reflects payment of a negotiated "Y" amount and "Z" incentive.

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits due to underlying tenured faculty appointment.
KIRK,JAMES D UCD		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$580,116	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$570,259	
Clinical Enterprise Management Recognition Program	\$106,012	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 reflects the actual award amount for 2018-19 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.
KLAWUNN,MARGARET M UCSB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$298,260	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$293,186	
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.
KLETZER,LORI G UCSC		
INTERIM CAMPUS PROVOST/EXECUTIVE VICE		
Annual Base as of Dec 31	\$360,504	Effective 7/1/19, appointed as Interim CP/EVC; approved by the President on 6/10/19. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$342,260	
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.

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Compensation Element	Amount	Staff Comments
KLOHN,JOHANNA LEGATH UCLA		
RISK MANAGEMENT DIRECTOR, UCLA HEALTH		
Annual Base as of Dec 31	\$353,604	Effective 6/30/19, a merit based salary increase were received consistent with the 2019 Systemwide Merit Program, followed by a salary increase; approved under local authority.
Actual Base Salary Received	\$295,845	
Incentive	\$36,025	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Data reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$8,772	Data reflects payment for paid time off amount in excess of accumulation limits.
KLOTZBIER,ELLSWORTH EDWARD UCM		
VICE CHANCELLOR, CHIEF EXTERNAL RELATIONS		
Annual Base as of Dec 31	\$303,540	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$298,045	
Relocation Allowance	\$4,000	Relocation allowance of \$30,000 was approved to be paid over a four year period in connection with prior MSP appointment; approved under local authority at time of hire (5/31/16). Data reflects the annual installment paid in 2019.
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.
KNOWLTON,JAMES UCB		
ATHLETICS DIRECTOR		
Annual Base as of Dec 31	\$275,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$275,000	
Coach - Incentive	\$215,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$395,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$3,200	W-2 reportable value of Under Armour merchandise received, per contract.

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Compensation Element	Amount	Staff Comments
KOSHLAND,CATHERINE P UCB		
VICE CHANCELLOR - UNDERGRADUATE EDUCATION		
Annual Base as of Dec 31	\$295,368	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$290,347	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
KOVALCHICK,ANN ELIZABETH UCM		
ASSOCIATE VICE CHANCELLOR AND CHIEF		
Annual Base as of Dec 31	\$267,552	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$263,003	
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	\$314,900	Per policy, eligible to participate in the UC Home Loan Program.
KRAUS,DAVID V. UCSD		
CHIEF CONTRACTING OFFICER - MEDICAL CENTER		
Annual Base as of Dec 31	\$391,124	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$382,816	
Clinical Enterprise Management Recognition Program	\$70,109	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$30,078	Stipend received for assuming temporary duties to lead several enterprise-wide initiatives ; approved under local authority.

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Compensation Element	Amount	Staff Comments
KREMER,BRENDAN REED UCSD		
CHIEF ADMINISTRATIVE OFFICER - OPERATIONS, UCSD		
Annual Base as of Dec 31	\$393,296	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$385,640	
Clinical Enterprise Management Recognition Program	\$62,966	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
KUNZ,SAMUEL UCOP		
SENIOR MANAGING DIRECTOR		
Annual Base as of Dec 31	\$360,504	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$357,474	
Office of the Chief Investment Officer Annual Incentive Plan	\$243,050	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
KUO,ALLEN UCOP		
DIRECTOR		
Annual Base as of Dec 31	\$283,260	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$278,442	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$192,867	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
LAKE, GWENDOLINE E UCLA		
CONTROLLER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$321,744	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$313,866	
Incentive	\$44,857	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$18,497	Data reflects payment for paid time off amount in excess of accumulation limits.
LARET, MARK R UCSF		
PRESIDENT AND CHIEF EXECUTIVE OFFICER, UCSF		
Annual Base as of Dec 31	\$1,472,916	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program.
Actual Base Salary Received	\$1,444,258	
Clinical Enterprise Management Recognition Program	\$333,435	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Long-term incentive payout included (FY16-FY19). Actual award amount is based on performance against pre-established objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
LARIVE,CYNTHIA KATHLEEN UCSC		
CHANCELLOR		
Annual Base as of Dec 31	\$425,000	Effective 7/1/19, appointed as Chancellor, UC Santa Cruz; approved by the Regents on 5/16/19.
Actual Base Salary Received	\$393,474	
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.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Moving Expenses - Shipment of Household Goods	\$8,645	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 5/16/19.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
LARSEN,DONALD JR UCR		
CHIEF EXECUTIVE OFFICER, UCR HEALTH		
Annual Base as of Dec 31	\$500,000	Effective, 7/15/19, appointed as CEO UCR Health; approved by the Regents on 6/11/19.
Actual Base Salary Received	\$190,217	
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.
LATHAM,SARAH CHRISTINA UCSC		
VICE CHANCELLOR - BUSINESS ADMINISTRATION		
Annual Base as of Dec 31	\$339,492	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$333,722	
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.
MOP Loan	\$662,350	Per policy, eligible to participate in the UC Home Loan Program.

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Compensation Element	Amount	Staff Comments
LAVERNIA, ENRIQUE JOSE UCI		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$458,352	Effective 4/1/19, received a market based salary adjustment; approved by the President on 4/24/19. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$442,799	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of faculty.
LAZARUS, WILLIAM C. UCLA		
CHIEF TECHNOLOGY OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$365,526	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$357,954	
Incentive	\$51,333	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$11,549	Data reflects payment for paid time off amount in excess of accumulation limits.
LEASURE, CRAIG SCOTT UCOP		
VICE PRESIDENT - UC NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$384,500	Effective 2/4/19, appointed as Interim Vice President - UC National Laboratories; approved by the Regents on 2/11/19. Effective 11/5/19, appointed as Vice President - UC National Laboratories; approved by the Regents on 9/19/19.
Actual Base Salary Received	\$367,009	
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.

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Compensation Element	Amount	Staff Comments
LEE,ALBERT UCOP		
DIRECTOR - PRIVATE EQUITY		
Annual Base as of Dec 31	\$283,260	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$278,442	
Office of the Chief Investment Officer Annual Incentive Plan	\$139,643	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
Relocation Allowance	\$500	Relocation allowance of \$30,000 was approved to be paid over a four year period; approved under local authority at time of hire (1/20/15). Data reflects the final annual installment paid in 2019.
LEFTERIS,CHAD THURMAN UCI		
CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$688,000	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 12/1/19, a market-based adjustment was received; approved by the President on 12/4/19.
Actual Base Salary Received	\$593,421	
Clinical Enterprise Management Recognition Program	\$71,808	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Moving Services	\$9,640	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the Regents on 12/11/18.

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Compensation Element	Amount	Staff Comments
LEINEN, MARGARET S UCSD		
VICE CHANCELLOR MARINE SCIENCES, DEAN OF		
Annual Base as of Dec 31	\$375,768	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$368,657	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
LELAND, DOROTHY JANE UCM		
FORMER CHANCELLOR - UC MERCED		
Annual Base as of Dec 31	\$418,690	Chancellor Leland retired prior to the certification process.
Actual Base Salary Received	\$418,690	
Executive Auto Allowance	\$6,282	Per policy, eligible; received auto allowance payments (\$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 due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
LES, JAMES A UCD		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$350,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$344,167	
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450, \$5,400 annually, in lieu of courtesy vehicle if one is not available. Data reflects the amount received in 2019.
Other Cash Compensation/Payments	\$53,333	Contingent retention bonus approved as part of negotiated athletics contract.
LEVINE, MICHAEL S UCLA		
VICE CHANCELLOR - ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$350,100	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$344,150	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
LI, HAIPENG UCM		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$224,340	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$220,834	
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.
LISKA, EUGENIE L UCLA		
DIRECTOR, HOSPITAL SYSTEM FINANCIAL OPERATIONS		
Annual Base as of Dec 31	\$304,918	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$298,982	
Incentive	\$42,925	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$5,847	Data reflects payment for paid time off amount in excess of accumulation limits.
LLOYD, CHERYL A UCOP		
CHIEF RISK OFFICER/ACTING VICE PRESIDENT -		
Annual Base as of Dec 31	\$313,400	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program for salary as Chief Risk Officer. Effective 7/15/19, appointed as Acting Vice President, Systemwide Human Resources in addition to existing appointment as Chief Risk Officer; approved by the President on 7/15/19.
Actual Base Salary Received	\$283,313	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
LO, TONY UCOP		
DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$262,656	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$258,190	
Office of the Chief Investment Officer Annual Incentive Plan	\$122,422	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
LODGE-LEMON, BERNADETTE UCLA		
REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$373,827	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$364,686	
Incentive	\$52,120	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$5,371	Stipend received for assuming temporary duties; approved under local authority.
Other Cash Compensation/Payments	\$30,086	Data reflects payment for paid time off amount in excess of accumulation limits.
LOWENSTEIN, DANIEL H. UCSF		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$391,968	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$383,170	
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.

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Compensation Element	Amount	Staff Comments
LUBARSKY, DAVID A UCD		
VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND		
Annual Base as of Dec 31	\$772,500	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$759,375	
Health Sciences Compensation Plan	\$200,700	Per policy, eligible to participate in the Health Science Compensation Plan. Data reflects payment of negotiated "Y" amount.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Moving Services	\$475	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 5/14/18.
Moving Expenses - Other	\$3,308	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 5/14/18.
Home Loan Program	\$899,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
Other Benefit	\$7,024	Imputed income; Med Comp Insurance as a School of Medicine faculty member.
MAC PHERSON, GARRY L. UCSB		
VICE CHANCELLOR, ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$315,180	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$309,825	
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.
MACKIE-MASON, JEFFREY UCB		
UNIVERSITY LIBRARIAN AND CHIEF DIGITAL		
Annual Base as of Dec 31	\$330,012	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$324,400	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
MAHBOUBA, MOHAMMED H MAHDI UCLA		
FORMER CHIEF DATA OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$367,773	Employee separated prior to the certification process. Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$330,715	
Incentive	\$51,400	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
MANDEVILLE-GAMBLE, STEVEN UCR		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$264,588	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$260,380	
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.
MARCUS, EMILIE UCLA		
EXECUTIVE STRATEGY OFFICER, DAVID GEFEN		
Annual Base as of Dec 31	\$377,775	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$370,323	
MARKLAND, JEANNE M UCLA		
CHIEF OF ENTERPRISE APPLICATIONS		
Annual Base as of Dec 31	\$367,644	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$359,112	
Incentive	\$58,571	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
MARSH,TOBY K UCD		
CHIEF NURSING AND PATIENT CARE SERVICES OFFICER		
Annual Base as of Dec 31	\$380,280	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$373,813	
Clinical Enterprise Management Recognition Program	\$67,030	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
MARSHALL,DAVID B UCSB		
EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$370,968	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$364,665	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
MARTIN,WILLIAM W UCLA		
HEAD COACH - MEN'S TENNIS		
Annual Base as of Dec 31	\$177,500	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$176,042	

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Compensation Element	Amount	Staff Comments
Coach - Incentive	\$7,500	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$168,109	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Benefit	\$5,080	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$1,547	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.
MATTHEWS,GARY CLIFFORD UCSD		
VICE CHANCELLOR - RESOURCE MANAGEMENT AND		
Annual Base as of Dec 31	\$365,856	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$360,650	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
MAURICE,TIMOTHY R UCD		
CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH		
Annual Base as of Dec 31	\$585,000	Effective 7/1/19, a market-based adjustment was received; approved by the President on 8/6/19.
Actual Base Salary Received	\$522,356	
Clinical Enterprise Management Recognition Program	\$86,713	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 reflects the actual award amount for 2018-19 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.
Home Loan Program	\$485,000	Per policy, eligible to participate in the UC Home Loan Program.
MAXON,MARY E. LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$377,952	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$365,842	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
MAY,GARY S UCD		
CHANCELLOR		
Annual Base as of Dec 31	\$525,156	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$517,165	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
MAYSENT,PATRICIA SPEES UCSD		
CHIEF EXECUTIVE OFFICER, UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$934,422	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$916,237	
Clinical Enterprise Management Recognition Program	\$272,016	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Long-term incentive payout included (FY16-FY19). Actual award amount is based on performance against pre-established objectives.
Executive Auto Allowance	\$8,573	Per policy, eligible; received auto allowance payments (\$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.
MAZZIOTTA,JOHN UCLA		
VICE CHANCELLOR - HEALTH SCIENCES/CEO - UCLA		
Annual Base as of Dec 31	\$695,172	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$679,572	

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Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$340,000	Per policy, eligible to participate in the Health Sciences Compensation Plan. Data reflects payment of a negotiated "Y" amount and "Z" incentive.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
MCLEOD, MICHAEL J UCM		
VICE CHANCELLOR & CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$295,620	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$290,216	
Relocation Allowance	\$4,973	Relocation allowance of \$33,150 was approved to be paid over a four year period in connection with prior MSP appointment; approved under local authority at time of hire (4/19/16) . Data reflects the annual installment paid in 2019.
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	\$296,000	Per policy, eligible to participate in the UC Home Loan Program.
MERZ, MARCO UCOP		
MANAGING DIRECTOR - DEFINED CONTRIBUTIONS		
Annual Base as of Dec 31	\$298,704	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$293,627	
Office of the Chief Investment Officer Annual Incentive Plan	\$209,801	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.

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Compensation Element	Amount	Staff Comments
MITCHELL, ERIK T UCSD		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$226,608	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
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.
Home Loan Program	\$643,500	Per policy, eligible to participate in the UC Home Loan Program.
MIURA, EIMEE UCLA		
PROCUREMENT DIRECTOR, UCLA HEALTH/DIRECTOR		
Annual Base as of Dec 31	\$312,004	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$304,374	
Incentive	\$43,501	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$25,110	Data reflects payment for paid time off amount in excess of accumulation limits.
MOHAPATRA, PRASANT UCD		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$350,208	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$344,253	
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, eligible for accrual of sabbatical credits as a member of tenured faculty.

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Compensation Element	Amount	Staff Comments
MONGA,INDER LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$333,408	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$323,568	
Other One-Time Payment	\$1,529	Per policy, eligible for employee referral bonus for making a new employee referral.
MORGAN,DAVID R. UCSF		
VICE PRESIDENT-FACULTY PRACTICE OPERATIONS,		
Annual Base as of Dec 31	\$358,947	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 7/6/19, an equity increase was approved under local authority.
Actual Base Salary Received	\$348,164	
Clinical Enterprise Management Recognition Program	\$31,570	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$19,152	Data reflects payment for paid time off amount in excess of accumulation limits.
MOUNCEY,NIGEL LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$363,984	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$350,325	
MUNOZ,SANTIAGO III UCLA		
CHIEF STRATEGY OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$437,760	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$427,054	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$107,867	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$101,184	Stipend extended for assuming expanded duties as Chief Strategy Officer; approved by President Napolitano on 8/16/18.
Other Cash Compensation/Payments	\$31,877	Data reflects payment for paid time off amount in excess of accumulation limits.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
MURALIDHARAN, VIJAYALAKSHMI UCD		
VICE PROVOST - INFORMATION AND EDUCATIONAL		
Annual Base as of Dec 31	\$369,192	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$361,903	
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	\$810,000	Per policy, eligible to participate in the UC Home Loan Program.
MURPHY, LISA CAROLE UCSD		
CHIEF ADMINISTRATIVE OFFICER - CARDIOVASCULAR,		
Annual Base as of Dec 31	\$309,901	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$298,451	
Clinical Enterprise Management Recognition Program	\$42,593	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
NAIBERG,AMIR HANOCH UCLA		
ASSOCIATE VICE CHANCELLOR, CEO & PRESIDENT -		
Annual Base as of Dec 31	\$444,465	Effective 7/1/19, an equity increase was received, followed by a merit based salary increase consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$424,121	
Relocation Allowance	\$15,833	Relocation allowance of \$95,000 was approved to be paid over a four year period; approved under local authority at the time of hire (8/3/16). Data reflects the annual installment paid in 2019.
Home Loan Program	\$1,500,000	Per policy, eligible to participate in the UC Home Loan Program.
NAPOLITANO,JANET ANN UCOP		
PRESIDENT OF THE UNIV		
Annual Base as of Dec 31	\$570,000	President Napolitano's annual base salary has remained without increase since her appointment in 2013.
Actual Base Salary Received	\$570,000	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
University Housing		Per policy, University-provided housing while serving as President of the University. Leased housing is necessary because of significant repairs and renovations required at Blake House.
Moving Expenses - Long Term Storage of Household Goods		President Napolitano requires the use of a storage unit to store business and personal effects.
House Maintenance (tel, util, etc.)	\$34,092	Household related expenses
Other Benefit	\$5,589	Imputed income for use of staff time spent for personal purposes.
NATION,CATHRYN L UCOP		
ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES		
Annual Base as of Dec 31	\$402,675	Effective 1/1/18, a retroactive equity adjustment was received; approved by the Regents on 5/16/19. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$472,147	Base earnings include retroactive salary paid in 2019, due to equity adjustment, effective 1/1/18.

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
NAVA,RACHAEL OLSON UCOP		
EXECUTIVE VICE PRESIDENT & CHIEF OPERATING		
Annual Base as of Dec 31	\$392,544	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$385,873	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,498,500	Per policy, eligible to participate in the UC Home Loan Program.
NAVARRO,J RENEE UCSF		
VICE CHANCELLOR-DIVERSITY AND OUTREACH		
Annual Base as of Dec 31	\$325,620	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$320,087	
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.
NEATON,JEFFREY B LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$364,860	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$353,170	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Home Loan Program	\$666,750	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of faculty.

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Compensation Element	Amount	Staff Comments
NELSON, LOUISE COLLEEN UCLA		
VICE CHANCELLOR - LEGAL AFFAIRS AND ASSOCIATE		
Annual Base as of Dec 31	\$325,656	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$321,276	
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.
NEWMAN, BRIAN M UCSF		
SENIOR ASSOCIATE VICE CHANCELLOR/VICE		
Annual Base as of Dec 31	\$587,104	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$575,682	
Clinical Enterprise Management Recognition Program	\$51,382	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20 percent of annual salary. Data reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses - Temporary Housing	\$3,200	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
Moving Expenses - Other	\$592	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
NIES, CHARLES T UCM		
VICE CHANCELLOR FOR STUDENT AFFAIRS		
Annual Base as of Dec 31	\$278,388	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$273,348	
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	\$517,500	Per policy, eligible to participate in the UC Home Loan Program.

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Compensation Element	Amount	Staff Comments
NOSOWSKY,RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH LAW AND		
Annual Base as of Dec 31	\$413,600	Effective 7/1/19, a market-based adjustment was received; approved by the President on 8/14/19.
Actual Base Salary Received	\$394,000	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
NOVELERO,MARIA LOURDES UCSF		
ASSOCIATE CHAIR-ADMINISTRATION, DEPARTMENT OF		
Annual Base as of Dec 31	\$318,305	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program.
Actual Base Salary Received	\$312,722	
Incentive	\$21,529	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
O'NEILL,GEOFFREY A UCOP		
ASSISTANT VICE PRESIDENT - INSTITUTIONAL		
Annual Base as of Dec 31	\$222,756	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$218,360	
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.
ONG,BYRON UCOP		
INVESTMENT DIRECTOR		
Annual Base as of Dec 31	\$242,052	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$237,938	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$101,802	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
OSAKO,MARY MIWA UCLA		
VICE CHANCELLOR - STRATEGIC COMMUNICATIONS		
Annual Base as of Dec 31	\$280,000	Effective 9/23/19, appointed as Vice Chancellor - Strategic Communications; approved by the President on 8/20/19.
Actual Base Salary Received	\$53,333	
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.
QUILLET,PIERRE-YVES UCSD		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$453,048	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$444,477	
Executive Disability		
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
PAARDEKOOOPER,JANNA M UCLA		
SENIOR ASSOCIATE DEAN OF FINANCE AND		
Annual Base as of Dec 31	\$409,239	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$400,057	
Clinical Enterprise Management Recognition Program	\$83,973	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
PARK, DANIEL W UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL		
Annual Base as of Dec 31	\$342,204	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$332,693	
Other Cash Compensation/Payments	\$1,700	Data reflects payment as University Extension instructor.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
PARKER, LAURA LAVADO UCLA		
ASSOCIATE VICE CHANCELLOR, DEVELOPMENT		
Annual Base as of Dec 31	\$360,051	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$349,105	
PASTERNAK, JOE UCSB		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$370,001	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$365,593	
Other Cash Compensation/Payments	\$30,000	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
PATTISON, KEVIN VAUGHN UCSF		
VICE PRESIDENT-SUPPLY CHAIN/SUPPORT SERVICES,		
Annual Base as of Dec 31	\$326,187	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$319,842	
Clinical Enterprise Management Recognition Program	\$29,264	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
PATTON,HAROLD GUY UCI		
CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$356,280	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$347,326	
Clinical Enterprise Management Recognition Program	\$57,201	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Other Benefit	\$18,546	Tuition reimbursement for pursuit of Doctor of Nursing Practice degree.
PELLUM,DON UCLA		
INSIDE LINEBACKERS COACH - 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	\$100,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$50,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$1,917	W-2 reportable value of UCLA sporting event tickets.
Other Benefit	\$864	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.
PENALOZA,LORENA CATALINA UCSC		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$283,260	Effective 7/1/19, a market-based salary increase was received; approved by the President on 8/14/19, followed by a merit based salary increase consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$268,233	
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
PETITT, BECKY R UCSD		
VICE CHANCELLOR - EQUITY DIVERSITY INCLUSION		
Annual Base as of Dec 31	\$284,532	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$279,151	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
PHILLIPS, DAVID LOUIS UCOP		
ASSOCIATE VICE PRESIDENT - ENERGY &		
Annual Base as of Dec 31	\$249,312	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$243,985	
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
PHILLIPS, JAMIE C UCSF		
VICE PRESIDENT-CHIEF OPERATING OFFICER, BENIOFF		
Annual Base as of Dec 31	\$676,189	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 7/6/19, an equity increase was received; approved under local authority.
Actual Base Salary Received	\$654,242	
Clinical Enterprise Management Recognition Program	\$56,584	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
POLEK, ELIZABETH UCSF		
VICE PRESIDENT-NEW HOSPITAL OPERATIONS		
Annual Base as of Dec 31	\$318,274	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$312,082	
Clinical Enterprise Management Recognition Program	\$26,899	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$5,722	Data reflects payment for paid time off amount in excess of accumulation limits.
POLLACK, ELLEN S. UCLA		
CHIEF NURSING INFORMATICS OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$367,236	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$358,707	
Incentive	\$51,324	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
POWERS-SHELLING, WENDY UCOP		
ASSOCIATE VICE PRESIDENT - ANR		
Annual Base as of Dec 31	\$271,368	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$264,550	
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Executive Disability		Per policy, eligible; has not yet met the five-year vesting requirement.
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	\$351,456	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$337,860	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
RATLIFF,KELLY M UCD		
VICE CHANCELLOR - FINANCE, OPERATION AND		
Annual Base as of Dec 31	\$361,416	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$355,270	
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.
RHODES,LISA P UCSD		
CHIEF ADMINISTRATIVE OFFICER		
Annual Base as of Dec 31	\$309,901	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$303,864	
Clinical Enterprise Management Recognition Program	\$49,176	Per policy, effective 9/2/19, 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 includes the actual award amount (\$43,701) for 2018-19 as approved by the Administrative Oversight Committee and an overpayment of \$5,475, which was identified by the campus and arranged to be repaid in 2020. Actual award amount is based on performance against pre-established objectives.
Incentive	\$5,475	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) through 9/1/19, 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 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other One-Time Reimbursement	\$897	Mileage reimbursement for various meetings held in 2018; reimbursed in 2019.
RIDLEY,LORI LOU UCSF		
EXECUTIVE DIRECTOR-CLINICAL SYSTEMS, UCSF		
Annual Base as of Dec 31	\$312,407	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$306,326	
Incentive	\$21,231	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$500	Received employee referral bonus per UCSF Health Employee Referral Bonus Program; approved under local authority.
RIDLEY,VANESSA SUZANNE UCSF		
CHIEF-UCSF HEALTH COMPLIANCE		
Annual Base as of Dec 31	\$350,000	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program, followed by an equity increase, effective 7/2/19; approved under local authority.
Actual Base Salary Received	\$352,176	Base earnings include retroactive salary paid in 2019, due to reclassification of position, effective 8/1/18.
RIKE,MIRIAM M UCSF		
VP-FINANCE CANCER SVCS/CFO-UCSF MC, UCSF		
Annual Base as of Dec 31	\$416,848	Effective 5/1/19, an equity increase was received; approved under local authority. Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$401,582	
Clinical Enterprise Management Recognition Program	\$43,468	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
RILEY,MICHAEL R UCM		
INTERIM VICE CHANCELLOR AND CHIEF FINANCIAL		
Annual Base as of Dec 31	\$250,068	Effective 1/1/19, appointed as Interim Vice Chancellor and Chief Financial Officer; approved by the President on 10/26/18. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$246,160	
Senior Management Supplement		Per policy, ineligible due to interim appointment.

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Compensation Element	Amount	Staff Comments
RIMICCI,JANET LYNNE UCLA		
EXECUTIVE DIRECTOR - QUALITY MANAGEMENT, UCLA		
Annual Base as of Dec 31	\$318,024	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$310,242	
Incentive	\$44,339	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$19,074	Stipend received for assuming temporary duties;approved under local authority.
Other Cash Compensation/Payments	\$7,555	Data reflects payment for paid time off amount in excess of accumulation limits.
RITTER,JOHN TIMOTHY UCOP		
MANAGING DIRECTOR, REAL ASSETS		
Annual Base as of Dec 31	\$297,348	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$292,294	
Office of the Chief Investment Officer Annual Incentive Plan	\$79,567	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
ROBINSON,CHARLES F UCOP		
GENERAL COUNSEL AND VICE PRESIDENT - LEGAL		
Annual Base as of Dec 31	\$482,268	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$474,071	
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.

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Compensation Element	Amount	Staff Comments
ROBINSON, DAVID M. UCB CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$310,848	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$305,564	
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.
ROSS, CHERYL ANN UCSD ASSISTANT VICE CHANCELLOR/UNIVERSITY		
Annual Base as of Dec 31	\$335,988	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$329,631	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2019 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
ROWAN-BRAUN, MARIANNE UCLA CHIEF PATIENT EXPERIENCE OFFICER		
Annual Base as of Dec 31	\$320,856	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$313,810	
Incentive	\$41,076	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
RUSSI, DANIEL GEORGE UCOP EXECUTIVE DIRECTOR, UCPATH CENTER		
Annual Base as of Dec 31	\$326,820	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$319,925	

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Compensation Element	Amount	Staff Comments
Stipend	\$5,513	Stipend received for assuming temporary duties as Deputy CIO; approved by the President on 5/14/19.
Moving Expenses - Family's Move	\$597	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved under local authority.
SALAZAR, JACK J LBNL		
OPS DIVISION DIRECTOR		
Annual Base as of Dec 31	\$338,184	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$328,536	
SATTERLUND, ALYSSON M. UCSD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$279,048	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$273,770	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Temporary Housing	\$6,674	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 10/3/18.
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	
Coach - Incentive	\$37,500	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$300,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$150,000	Equipment Vendor provides additional Talent Fee for the Coach, as part of negotiated contract.
Other Cash Compensation/Payments	\$75,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$63,063	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.

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Compensation Element	Amount	Staff Comments
Other Benefit	\$15,252	W-2 reportable imputed value of courtesy vehicle.
Other Benefit	\$3,593	Personal & Department apparel allowance provided by Sponsor--Under Armour, Inc.
SCHANGALI,AMIR UCSD		
ADMIN VICE CHAIR		
Annual Base as of Dec 31	\$279,132	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$274,344	
Incentive	\$61,253	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Data reflects the actual award amount for 2018-19 and the award for 2017-18 that was not previously paid. Actual award amounts were based on performance against pre-established objectives and approved by the Administrative Oversight Committee.
SCHNEIDER,PETER UCI		
CHIEF HEALTH SCIENCES COUNSEL		
Annual Base as of Dec 31	\$336,900	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$331,176	
Recognition Award	\$750	STAR (Staff Appreciation and Recognition Plan) Award received in 2019 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
SCHNETZLER,GRETA UCSF		
CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL		
Annual Base as of Dec 31	\$342,204	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program. Effective 12/7/19, received a market-based salary adjustment; approved by President Napolitano on 1/21/20.
Actual Base Salary Received	\$310,778	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
SCHROEDER,DAVID W UCOP		
MANAGING DIRECTOR, SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$323,820	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$318,318	
Office of the Chief Investment Officer Annual Incentive Plan	\$173,502	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
SCURR,KIMBERLY UCSF		
VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL, SAN		
Annual Base as of Dec 31	\$381,603	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$373,219	
Clinical Enterprise Management Recognition Program	\$30,382	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$21,931	Data reflects payment for paid time off amount in excess of accumulation limits.
SELICK,HAROLD E UCSF		
VICE CHANCELLOR-BUSINESS DEVELOPMENT,		
Annual Base as of Dec 31	\$445,584	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$438,010	
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
SHAFFER,CHRISTOPHER J UCSF		
UNIVERSITY LIBRARIAN/ASSISTANT VICE CHANCELLOR-		
Annual Base as of Dec 31	\$291,756	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$286,794	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
SHAW,ANNE UCOP		
SECRETARY AND CHIEF OF STAFF TO THE REGENTS		
Annual Base as of Dec 31	\$253,248	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$248,940	
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.
SHILLING,JEFFREY JAY UCSC		
INTERIM VICE CHANCELLOR, UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$309,000	Effective 6/28/19, appointed as Interim Vice Chancellor - University Relations; approved by the President on 6/21/19. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$275,824	
Senior Management Supplement		Per policy, ineligible due to interim appointment.
SIMMONS,BLAKE LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$348,564	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$330,068	

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Compensation Element	Amount	Staff Comments
SIMMONS, BRADLEY W UCD		
CHIEF OPERATING OFFICER, MEDICAL		
Annual Base as of Dec 31	\$753,984	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 10/1/19, appointment extended as Interim Chief Executive Officer, UC Davis Medical Center in addition to his existing appointment as Chief Operating Officer, UC Davis Medical Center; approved by the Regents on 12/10/19.
Actual Base Salary Received	\$741,173	Base earnings include erroneously paid salary for Interim CEO role. A repayment agreement was arranged via Payroll deduction.
Clinical Enterprise Management Recognition Program	\$124,363	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$6,507	Stipend erroneously paid to employee. Once identified by campus, a repayment was arranged via payroll deduction.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
SIMMONS, ELIZABETH H UCSD		
EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$409,836	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$402,086	
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	\$1,062,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
SIMON, HORST D LBNL		
DEPUTY LABORATORY DIRECTOR FOR RESEARCH		
Annual Base as of Dec 31	\$472,656	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$461,186	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,057,750	Per policy, eligible to participate in the UC Home Loan Program.
SINA,JULIE A UCLA		
ASSOCIATE VICE CHANCELLOR, ALUMNI AFFAIRS &		
Annual Base as of Dec 31	\$347,436	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$336,866	
SIRMON,PETER A UCB		
CO-DEFENSIVE COORDINATOR/ASSOC. 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	
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$182,917	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$90,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$4,448	W-2 reportable travel costs for spouse and family member to 2018 Cheez-it bowl game; approved under local authority.
Other Benefit	\$1,680	W-2 reportable value of Cal sporting event tickets.
Other Benefit	\$1,500	W-2 reportable value of Under Armour merchandise received, per contract.
SKINNER,CLIFFORD A UCSF		
VICE PRESIDENT-REVENUE CYCLE, UCSF HEALTH		
Annual Base as of Dec 31	\$323,703	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Salary Program.
Actual Base Salary Received	\$317,400	
Clinical Enterprise Management Recognition Program	\$29,039	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$18,604	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
SMITH,BRIAN E UCSF		
CHIEF ETHICS AND COMPLIANCE OFFICER/ASSOCIATE		
Annual Base as of Dec 31	\$375,000	Effective 10/1/19, appointed as Chief Ethics and Compliance Officer in addition to his role as Associate Vice Chancellor - Research; approved by the President on 10/22/19.
Actual Base Salary Received	\$298,376	
Stipend	\$35,146	Stipend received for assuming temporary duties as Interim Chief Ethics and Compliance Officer; approved under local authority.
SMITH,MACKENZIE UCD		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$290,976	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$285,233	
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.
SMITH,MARCIA LEE UCLA		
ASSOCIATE VICE CHANCELLOR, OFFICE OF RESEARCH		
Annual Base as of Dec 31	\$345,060	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$337,744	
SMITH,SUSAN D. UCSF		
SENIOR VICE PRESIDENT/CHIEF-FACULTY PRACTICES		
Annual Base as of Dec 31	\$613,016	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$582,575	
Clinical Enterprise Management Recognition Program	\$69,874	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
SMITH, THOMAS UCR		
INTERIM PROVOST & EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$310,000	Effective 7/1/19, appointed as Interim Provost and Executive Vice Chancellor; approved by the President 8/14/19.
Actual Base Salary Received	\$280,250	Base earnings include salary as Professor and Dean of the Graduate School of Education and salary as Interim Provost and Executive Vice Chancellor.
Senior Management Supplement		Per policy, ineligible due to interim appointment.
Home Loan Program	\$400,000	Per policy, eligible to participate in UC Home Loan Program.
SOUSA, NOEL UCD		
DIRECTOR OF FINANCE		
Annual Base as of Dec 31	\$277,545	Effective 1/1/19, an equity increase was received. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$270,059	
Clinical Enterprise Management Recognition Program	\$41,327	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,360	Data reflects payment for paid time off amount in excess of accumulation limits.
SPISSO, JOHNESE MARIA UCLA		
PRESIDENT, UCLA HEALTH/CEO, UCLA HOSPITAL		
Annual Base as of Dec 31	\$1,393,000	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 10/1/19, a market-based salary adjustment was received; approved by the Regents on 10/10/19.
Actual Base Salary Received	\$1,132,462	
Clinical Enterprise Management Recognition Program	\$370,815	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Long-term incentive payout included (FY16-FY19). Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
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.
STAINES,AARON UCOP		
DIRECTOR		
Annual Base as of Dec 31	\$242,052	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$237,938	
Office of the Chief Investment Officer Annual Incentive Plan	\$108,632	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
STATON,PAUL A UCLA		
SENIOR VICE PRESIDENT AND CHIEF FINANCIAL		
Annual Base as of Dec 31	\$818,544	Effective 1/1/19, Paul Staton received a market-based salary adjustment; approved by the Regents on 12/1/18. Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$794,395	
Clinical Enterprise Management Recognition Program	\$188,582	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established objectives. The amount reported as paid in 2019 includes the 2018-19 award and a corrective payment for the 2017-18 plan year, both of which were approved by the Administrative Oversight Committee.
Stipend	\$2,762	Stipend received for assuming significant additional duties; approved by the President on 2/23/18.
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
STEEL,VIRGINIA UCLA		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$292,068	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$287,104	
Executive Disability		Per policy, eligible; five-year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Home Loan Program.
STERMAN,STEVEN L. UCOP		
SENIOR MANAGING DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$375,144	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$368,767	
Office of the Chief Investment Officer Annual Incentive Plan	\$260,290	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
STRACHAN,SHAY J. UCSF		
VICE PRESIDENT-STRATEGIC PARTNERSHIPS, UCSF		
Annual Base as of Dec 31	\$344,368	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 7/6/19, an equity increase was received; approved under local authority.
Actual Base Salary Received	\$332,256	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$34,343	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$10,869	Data reflects payment for paid time off amount in excess of accumulation limits.
SUDEK,RICHARD UCI		
CHIEF INNOVATION OFFICER/EXECUTIVE DIRECTOR,		
Annual Base as of Dec 31	\$320,000	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$309,707	
Recognition Award	\$750	STAR (Staff Appreciation and Recognition Plan) Award received in 2019 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Other Cash Compensation/Payments	\$18,000	Data reflects payment as University Extension instructor.
SUTTON,STEPHEN UCB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$299,184	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$294,095	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
SWEENEY,MICHAEL F UCD		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$308,268	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$303,025	
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.

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Compensation Element	Amount	Staff Comments
SWETT, MICHAEL ALLEN UCOP		
DIRECTOR/SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$267,804	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$263,252	
Office of the Chief Investment Officer Annual Incentive Plan	\$134,062	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
SWINKELS, RONALD BERNARDUS UCOP		
MANAGING DIRECTOR		
Annual Base as of Dec 31	\$329,604	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$324,002	
Office of the Chief Investment Officer Annual Incentive Plan	\$113,650	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.
SYMONS, TIMOTHY JAMES LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$342,948	Effective 10/1/19, a merit based salary increase was received, consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$334,628	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
SZE,HOYT UCOP		
MANAGING COUNSEL		
Annual Base as of Dec 31	\$325,500	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$316,458	
TAKEUCHI,SUSAN JAN UCLA		
CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$457,608	Effective 1/27/19, a salary increase was received; approved under local authority. Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$440,330	
Clinical Enterprise Management Recognition Program	\$93,897	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$19,312	
TANJI,LORELEI A UCI		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$264,264	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$259,045	
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.
TORRES,RODOLFO UCR		
VICE CHANCELLOR - RESEARCH AND ECONOMIC		
Annual Base as of Dec 31	\$325,000	Effective 9/1/19, appointed as Vice Chancellor - Research and Economic Development; approved by the President on 8/22/19.
Actual Base Salary Received	\$81,250	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Home Loan Program	\$728,000	Per policy, eligible to participate in the UC Home Loan Program.
TRAINA,SAMUEL JUSTIN UCM		
VICE CHANCELLOR - RESEARCH AND ECONOMIC		
Annual Base as of Dec 31	\$281,904	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$277,503	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Home Loan Program	\$276,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
TRAN,TU M. UCOP		
ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS		
Annual Base as of Dec 31	\$258,408	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$253,305	
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.
TROMP,MARLENE A UCSC		
PROFESSOR/FORMER CAMPUS PROVOST AND		
Annual Base as of Dec 31	--	Provost/Executive Vice Chancellor appointment ended on 6/30/19; maintained professorial appointment at zero salary as of 7/1/19.
Actual Base Salary Received	\$222,308	Base earnings include salary as Provost/Executive Vice Chancellor paid through 6/30/19.
Executive Auto Allowance	\$5,201	Per policy, eligible; received auto allowance payments (\$743 per month).
Other Cash Compensation/Payments	\$16,699	Data reflects terminal vacation payout upon separation from UC Santa Cruz on 6/30/19.
Executive Disability		Per policy, was eligible while serving in SMG position as Provost/Executive Vice Chancellor; had 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, eligible for accrual of sabbatical credits as a member of tenured faculty.

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Compensation Element	Amount	Staff Comments
TUIASOSOPO, MARQUES T UCB		
TIGHT ENDS COACH - FOOTBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$241,667	
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$145,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$2,146	W-2 reportable travel costs for spouse and family member to 2018 Cheez-it bowl game; approved under local authority.
Other Benefit	\$1,680	W-2 reportable value of Cal sporting event tickets.
Other Benefit	\$1,500	W-2 reportable value of Under Armour merchandise received, per contract.
TULL, RENETTA G UCD		
VICE CHANCELLOR - DIVERSITY, EQUITY AND		
Annual Base as of Dec 31	\$276,000	Effective 7/1/19, appointed as Vice Chancellor-Diversity, Equity and Inclusion; approved by the President on 2/14/19.
Actual Base Salary Received	\$115,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
Moving Expenses - Family's Move	\$1,265	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 2/14/19.
Moving Expenses - Initial Househunting	\$2,695	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 2/14/19.
Moving Expenses - Secondary Househunting	\$2,740	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 2/14/19.
Moving Expenses - Shipment of Household Goods	\$36,668	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 2/14/19.
Moving Expenses - Temporary Housing	\$6,436	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 2/14/19.
Home Loan Program	\$886,500	Per policy, eligible to participate in the UC Home Loan Program.

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Compensation Element	Amount	Staff Comments
TURNER,RUSSELL DEVLIN UCI		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$364,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$347,750	
Coach - Incentive	\$125,000	Annual performance-based incentive opportunity as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$85,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit		Newport Beach Country Club access; consistent with the location's standard practice for this position.
TURTELTAUB,RHEA P UCLA		
VICE CHANCELLOR - EXTERNAL AFFAIRS		
Annual Base as of Dec 31	\$486,924	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$477,316	
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.
VAN-LEEUEW,MATTHEW UCD		
EXECUTIVE DIRECTOR, PROFESSIONAL SERVICES		
Annual Base as of Dec 31	\$297,436	Effective 2/1/19, an equity increase was received; approved under local authority. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$286,430	
Clinical Enterprise Management Recognition Program	\$40,029	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
VANDENBERG, CHAD EVERETT UCSD		
CHIEF QPS OFFICER		
Annual Base as of Dec 31	\$292,926	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 System-wide Merit Program.
Actual Base Salary Received	\$286,404	
Incentive	\$31,991	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Relocation Allowance	\$17,500	Relocation allowance of \$50,000 was approved to be paid over a three year period, approved under local authority at time of hire (3/28/17). Data reflects the final annual installment paid in 2019.
VAUGHN, KEVIN UCR		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$263,532	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 System-wide Merit Program.
Actual Base Salary Received	\$259,340	
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.
VEGA, FRANCESCA M UCSF		
VICE CHANCELLOR-COMMUNITY AND		
Annual Base as of Dec 31	\$273,000	Effective 8/26/19, appointed as Vice Chancellor - Community and Governmental Relations; approved by the President on 7/1/19.
Actual Base Salary Received	\$73,421	
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.

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Compensation Element	Amount	Staff Comments
Moving Expenses - Moving Services	\$3,630	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 7/1/19.
Moving Expenses - Short Term Storage	\$384	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 7/1/19.
Moving Expenses - Other	\$167	Per policy, reimbursement of actual and reasonable moving and relocation expenses; approved by the President on 7/1/19.
WAKIMOTO,ROGER M UCLA		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$376,620	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$370,221	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Home Loan Program	\$1,400,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
WALSHOK,MARY LINDENSTEIN UCSD		
ASSOCIATE VICE CHANCELLOR - PUBLIC PROGRAMS,		
Annual Base as of Dec 31	\$228,372	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$224,050	
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.
WATKINS,ELIZABETH UCSF		
VICE CHANCELLOR-STUDENT ACADEMIC		
Annual Base as of Dec 31	\$384,984	Appointment as Vice Chancellor - Student Academic Affairs is an SMG appointment without salary; employee's primary appointment as Dean-Graduate Division is academic. Effective 7/1/19, received an academic salary increase to covered compensation and no change to negotiated rate; approved under local authority.
Actual Base Salary Received	\$379,160	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, ineligible to participate due to academic appointment and without salary SMG appointment.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
WAUGH,SCOTT L UCLA		
PROFESSOR/FORMER EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$465,430	Appointment as EVC/Provost ended 6/30/19; on sabbatical leave at the time of the certification process; will return to faculty appointment.
Actual Base Salary Received	\$508,144	Base earnings include salary as EVC/Provost paid through 6/30/19. Campus reported an overpayment for 2019 of \$49,464. Once identified, a repayment agreement was executed and, to prevent similar errors, campus reports that administration has been educated on policy obligations.
Executive Auto Allowance	\$5,201	Per policy, eligible; received auto allowance payments (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, remained eligible after change in policy dated 7/1/96, which allowed Senior Managers to be eligible while holding a dual academic appointment.
Other One-Time Payment	\$83,447	Data reflects vacation payout once returned to Academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
WEISS,GEORGE S UCSF		
VICE PRESIDENT-CHILDREN'S AMBULATORY		
Annual Base as of Dec 31	\$326,194	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 7/6/19, an equity increase was received; approved under local authority.
Actual Base Salary Received	\$316,434	
Clinical Enterprise Management Recognition Program	\$32,852	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
WILCOX,JUSTIN D UCB		
HEAD COACH - FOOTBALL		
Annual Base as of Dec 31	\$275,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$272,917	

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Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$2,181,250	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$16,604	W-2 reportable imputed value of courtesy vehicle.
Other Benefit	\$4,000	W-2 reportable value of Under Armour merchandise received, per contract.
Other Benefit	\$1,960	W-2 reportable value of Cal sporting event tickets.
WILCOX,KIM ARTHUR UCR		
CHANCELLOR		
Annual Base as of Dec 31	\$431,256	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 System-wide Merit Program.
Actual Base Salary Received	\$423,926	
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 due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
House Maintenance (tel, util, etc.)	\$1,144	Per policy, taxable amount for equipment and related services at the Chancellor's residence.
WILLIAMS,VANDONELIO UCSC		
VICE CHANCELLOR - INFORMATION SERVICES		
Annual Base as of Dec 31	\$306,948	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 System-wide Merit Program.
Actual Base Salary Received	\$301,728	
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.
WILSON,STEPHEN D UCSF		
CHIEF MEDICAL OFFICER, BCH-SF/VICE PRESIDENT-		
Annual Base as of Dec 31	\$487,951	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 7/6/19, an equity increase was received; approved under local authority.

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$498,623	Effective 7/1/19, employee transitioned from academic monthly pay to staff bi-weekly pay. Annual base salary received exceeded annual base of \$487,951 due to additional bi-weekly pay periods.
Incentive	\$46,788	Incentive payment as reported by campus.
WILSON, WILLIAM C UCI		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$523,600	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program. Effective 12/1/19, a market-based salary adjustment was received; approved by the President on 12/4/19.
Actual Base Salary Received	\$490,152	
Clinical Enterprise Management Recognition Program	\$90,127	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, ineligible; appointment approved on or after the change in policy dated 5/25/17.
WITHERELL, MICHAEL STEWART LBNL		
LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$480,804	Effective 10/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$469,134	
Executive Auto Allowance	\$8,916	Per policy, eligible; annual auto allowance payment of \$8,916 (\$743 per month).
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
WONG, ANNIE M UCD		
DIRECTOR - HEALTH SYSTEM CONTRACTS		
Annual Base as of Dec 31	\$321,675	Effective 1/1/19, an equity increase was received; approved under local authority. Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$311,697	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$58,219	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$14,667	Data reflects payment for paid time off amount in excess of accumulation limits.
WONG,JANE Y. UCSF		
VICE PRESIDENT-IT/ASSOCIATE CHIEF INFORMATION		
Annual Base as of Dec 31	\$335,938	Effective 6/30/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$328,133	
Clinical Enterprise Management Recognition Program	\$31,343	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 reflects the actual award amount for 2018-19 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$17,925	Data reflects payment for paid time off amount in excess of accumulation limits.
WOODALL,ALLISON M. UCOP		
DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT		
Annual Base as of Dec 31	\$300,408	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$296,382	
Executive Disability		
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
WU DRAGUN,DIANA UCB		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$262,044	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$257,591	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
WU,MARGARET L UCOP		
DEPUTY GENERAL COUNSEL - LITIGATION AND CAPITAL		
Annual Base as of Dec 31	\$289,836	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$284,908	
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.
YANG,HENRY T. UCSB		
CHANCELLOR		
Annual Base as of Dec 31	\$438,216	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$430,765	
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, remained eligible after change in policy dated 7/1/96, which allowed Senior Managers to be eligible while holding a dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits due to underlying faculty appointment.
YELICK,KATHERINE A LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$411,888	Effective 10/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$396,344	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, ineligible due to dual academic appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits due to underlying faculty appointment.
ZHANG,XIAOCHUAN UCOP		
DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED		

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Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$262,788	Effective 7/1/19, a merit based salary increase was received consistent with the 2019 Systemwide Merit Program.
Actual Base Salary Received	\$258,322	
Office of the Chief Investment Officer Annual Incentive Plan	\$136,014	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2018-19, 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.