

ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2020: 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 2020 for the following employees who were active employees as of December 31, 2020: (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 2020, 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 2020 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.
- **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 2020 and 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 2020: 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>).

- **2020 Systemwide Merit Program**

The University of California did not move forward with a merit program for 2020, except for Lawrence Berkeley National Lab, wherein the merit program approved by the Department of Energy and budgeted for four percent.

- **UC Chancellors' compensation relative to market:** In 2020, the salaries for UC Chancellors remain low relative to market comparators and 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.

Additionally, the Chancellors chose to take a ten percent reduction in pay for the 2020-21 fiscal year. As of July 1, 2021, their base salaries reverted to their full time base salary amounts.

- **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.
- **UCLA Technology Development Group:** Consistent with industry standards, the UCLA TDG has an annual incentive compensation plan that motivates and rewards employees responsible for maximizing bringing UCLA technology developments to market. UCLA TDG incentive compensation is funded entirely through TDG revenues, 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.

REPORT FORMAT AND CONTENT

The report includes compensation information for University employees who were active employees on December 31, 2020 and held positions that met the reportable population criteria during calendar year 2020.

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, 2020 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 was eligible for one or both of the following benefits as of December 31, 2020: 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: A "Y" in this column reports eligibility for the Senior Management Supplemental Benefit Program as of December 31, 2020. 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. Multiple data quality reviews were conducted by the local entities and Office of the President (OP). The first certification occurred at the individual level when each person received a report displaying their compensation data and each individual was asked to certify that the information was accurate and complete. In addition, local entity and OP staff reviewed the reportable population and respective data to validate the accuracy and completeness of the report. Each Chancellor, Laboratory Director, and Executive Vice President also reviews the data for their respective location and certifies it for accuracy. The report is then submitted to the President of the University and the Board of Regents. The report is also available publicly through the UCOP Compensation Reports website as noted above.

(Attachments)



Annual Report On Executive Compensation for Calendar Year 2020

Employee Name	Working Title	Loc	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	Reimburse Moving Costs	University-Provided Home Mortgage
Adler, Joshua	Executive Vice President - Physician Services	UCSF	\$706,892	\$704,184	\$99,089						\$803,273	Y			Y		
Afsarmanesh, Nasim	Chief Operating Officer - UC Irvine Health	UCI	\$600,000	\$496,689	\$96,047						\$592,736	Y					
Agarwal, Pradeep	Dean of University Extention	UCSC	\$260,000	\$260,000							\$260,000	Y					
Alcocer, David	Associate Vice President - Budget Analysis & Planning	UCOP	\$269,712	\$269,712							\$269,712	Y					
Alexander, Stacy	Vice President - Strategy And Business Development For Women's And Children's Services	UCSF	\$334,748	\$333,466	\$42,764				\$13,927		\$390,157						
Alivisatos, Armand	Executive Vice Chancellor & Provost	UCB	\$510,300	\$510,300							\$510,300	Y					\$1,330,000
Altshule, Rebecca	Chief Contracting Officer, Faculty Practice Group	UCLA	\$327,586	\$326,331	\$45,043				\$10,518		\$381,892						
Amodeo, Ronald	Chief Strategy Officer	UCD	\$405,000	\$280,739							\$280,739					\$10,960	
Ananthaswamy, Satish	Senior Managing Director - Fixed Income	UCOP	\$385,000	\$354,905	\$200,796						\$555,701						
Andreadis, Tanya	Chief Marketing Officer, UCLA Health	UCLA	\$385,008	\$385,008	\$84,613						\$469,621						
Andriola, Thomas	Executive Director of Information Technology	UCI	\$500,000	\$500,000	\$33,431						\$533,431					\$53,715	
Anstine, Larry	Former Interim CEO - UCI Health System/Specialist	UCI	\$500,000	\$651,774	\$115,753						\$767,527					\$16,000	
Antelman, Kristin	University Librarian	UCSB	\$257,508	\$257,508							\$257,508	Y					
Antrum, Sheila	Senior Vice President-Adult Services/Chief Operating Officer, UCSF Health	UCSF	\$841,700	\$825,720	\$117,985						\$943,705	Y					
Ardeshir, Sahand	Director - Asset Allocation	UCOP	\$264,012	\$264,012	\$93,967						\$357,979						
Armbruster, Margaret	Executive Director, Emergency & Trauma Services & Clinical Regulatory Affairs, UCLA Health	UCLA	\$305,537	\$304,366	\$44,303				\$8,203		\$356,872						
Arnett, Jennifer	Vice Chancellor-University Development And Alumni Relations	UCSF	\$509,232	\$509,232				\$8,916			\$518,148	Y			Y		
Arrington, Jonathon	Chief Financial Officer, Faculty Practice Group	UCLA	\$392,252	\$390,749	\$84,795				\$23,030		\$498,574						
Arrivas, Peggy	Associate Vice President - Systemwide Controller/Interim	UCOP	\$384,252	\$383,300							\$383,300	Y			Y		
Azar, Richard	Associate Vice President - Chief Operating Officer, UCLA Health	UCLA	\$639,596	\$637,146	\$133,788						\$770,934	Y					
Azzinaro, Jerry	Defensive Coordinator - Football	UCLA	\$250,000	\$250,000					\$491,667		\$741,667						
Bachher, Jagdeep	Chief Investment Officer, Vice President - Investments	UCOP	\$692,208	\$692,208	\$780,825			\$8,916			\$1,481,949	Y			Y		\$1,800,000
Baggett, Margarita	Chief Clinical Officer, UC San Diego Health	UCSD	\$416,869	\$415,272	\$79,278						\$494,550	Y			Y		
Baird-James, Allison	Associate Vice Chancellor, Business & Finance Solutions	UCLA	\$328,800	\$347,827	\$250						\$348,077						\$832,500
Balla, Rosemarie	Vice Chancellor and Chief Financial Officer	UCB	\$380,868	\$380,868							\$380,868	Y					
Banks, Willie	Vice Chancellor of Student Affairs	UCI	\$270,000	\$270,000							\$270,000	Y					\$549,800
Baszile, Jennifer	Interim VC, Student Affairs & Administrative Vice Chancellor	UCSC	\$265,000	\$217,083	\$1,500		\$8,750				\$227,333						
Beck, Michael	Administrative Vice Chancellor	UCLA	\$393,384	\$393,384							\$393,384	Y			Y		\$1,015,000
Beil, John	Managing Director - Private Equity Investments	UCOP	\$329,604	\$329,604	\$224,722						\$554,326						



Annual Report On Executive Compensation for Calendar Year 2020

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Bengfort, Joseph	Senior Vice President-Information Technology and Chief Information Officer,	UCSF	\$541,105	\$539,032	\$93,426						\$632,458						
Bennan, James	UCSF Health Vice President/Chief Operating Officer-Adult Services, UCSF Health	UCSF	\$377,615	\$376,168	\$53,283		\$27,555		\$12,817		\$469,823						
Bergquist, David	Chief Campus Counsel	UCR	\$290,600	\$283,732							\$283,732	Y			Y		
Bible, Dana	Quarterbacks Football Coach	UCLA	\$250,000	\$250,000					\$200,000		\$450,000						
Blair, Jeffrey	Chief Lab Counsel	LBNL	\$353,628	\$353,628							\$353,628	Y			Y		
Block, Gene	Chancellor	UCLA	\$496,728	\$476,031				\$8,916			\$484,947	Y	Y				
Blue, Kevin	Former Intercollegiate Athletic Director	UCD	\$294,000	\$294,000				\$5,400	\$10,000		\$309,400						
Boehmer, Judie	Executive Director, Patient Care Services, UC Davis Health	UCD	\$289,963	\$289,963	\$36,702				\$12,476		\$339,142						
Bomotti, Gerard	Vice Chancellor - Planning, Budget & Administration	UCR	\$304,296	\$304,296							\$304,296	Y					
Boubelik, Jane	Chief Legal Counsel, UCLA Health	UCLA	\$339,822	\$338,520					\$28,654		\$367,174						
Brandt, Michael	Deputy Director for Operations	LBNL	\$400,188	\$400,188							\$400,188	Y					
Brandt, Scott	Vice Chancellor, Research	UCSC	\$341,256	\$341,256							\$341,256	Y					
Bray-Hanin, Laurel	Vice President & Chief Operating Officer-Cancer Services	UCSF	\$350,000	\$343,005	\$44,713						\$387,718						
Brenner, David	Vice Chancellor - Health Sciences	UCSD	\$633,324	\$633,324		\$220,000					\$853,324	Y					\$2,660,000
Brostrom, Nathan	Executive Vice President - Division Director,	UCOP	\$450,216	\$450,216				\$5,201		\$17,500	\$472,917	Y			Y		
Brown, David	Provost & Executive Vice President - Academic Affairs	LBNL	\$349,500	\$344,703							\$344,703						
Brown, Michael	Vice President - Institutional Research And Academic	UCOP	\$402,084	\$402,084							\$402,084	Y					
Brown, Pamela	Vice Chancellor - Research	UCOP	\$321,972	\$321,972							\$321,972	Y			Y		
Brown, Sandra	Medical Director-Student Health & Counseling, UC	UCSD	\$359,448	\$359,448							\$359,448	Y					
Buchman, Brad	Dean, Continuing Education and UCLA Extension	UCOP	\$416,760	\$416,760							\$416,760	Y			Y		
Bullard, Eric	Executive Director of EPIC Applications, UC Davis Health	UCLA	\$310,000	\$280,797							\$280,797	Y					
Burger, Jennifer	Executive Director of EPIC Applications, UC Davis Health	UCD	\$296,299	\$296,299	\$37,036		\$19,753				\$353,088						
Bustamante, Alexander	Senior Vice President and Chief Compliance & Audit Officer	UCOP	\$371,328	\$371,328							\$371,328	Y					
Byington, Carrie	Executive Vice President - UC Health	UCOP	\$869,800	\$869,800	\$136,061						\$1,005,861	Y					
Camfield, Gregg	Executive Vice Chancellor and Provost	UCM	\$361,728	\$361,728							\$361,728	Y					
Campbell, Ann	Assoc Vice Chanc/Leadership Strategy Engagement	UCSD	\$328,452	\$328,452							\$328,452						
Campbell, John	Chief Operating Officer, Physician Health Network	UCSD	\$330,301	\$329,035	\$51,915						\$380,950	Y			Y		
Carlson, Susan	Vice Provost - Academic Personnel and Programs	UCOP	\$315,588	\$315,588							\$315,588	Y					
Carter, Emily	Executive Vice Chancellor & Provost	UCLA	\$579,000	\$579,000							\$579,000	Y				\$41,786	



Annual Report On Executive Compensation for Calendar Year 2020

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Carter, Jonathan	Associate Laboratory Director for Computing Sciences	LBNL	\$360,000	\$348,958							\$348,958	Y					
Cates, Douglas	Chief Strategy Officer	UCSD	\$360,744	\$359,362	\$68,604						\$427,966						
Catron, Susan	Dean, Division of Continuing and Professional Education	UCD	\$263,928	\$263,928							\$263,928	Y					
Chandler, Deborah	Director, Decision Support & Analytical Services, UCLA Health	UCLA	\$268,433	\$267,405	\$38,923				\$18,520		\$324,848						
Chiarappa, Cynthia	Vice President, Administration, and Chief of Staff to CEO	UCSF	\$338,485	\$337,187	\$55,909				\$16,125		\$409,221						
Chiu, Jeffrey	Vice President - Human Resources	UCSF	\$380,000	\$360,026	\$54,743				\$17,254		\$432,023						
Choi, Lei	Medical Director, Lean Promotion Office, UCSF Health	UCSF	\$324,141	\$322,899	\$33,062				\$4,691		\$360,653						
Chrisman, Maye	Vice Dean-Finance & Administration, School of Medicine	UCSF	\$404,553	\$404,553	\$56,708						\$461,261						
Christ, Carol	Chancellor	UCB	\$564,336	\$540,822							\$540,822	Y	Y				
Cianca, Mark	Interim Vice President And	UCOP	\$375,504	\$375,504							\$375,504						
Clift, Sarah	Chief Development Officer	LBNL	\$369,264	\$360,014							\$360,014						
Close, Cori	Head Coach - Women's Basketball	UCLA	\$300,000	\$300,000	\$30,000				\$266,979		\$596,979						
Cloud-Glaab, Rebecca	Senior Director, Revenue Cycle	UCI	\$281,700	\$280,621	\$37,713				\$24,689		\$343,023						
Clune, Michael	Senior Associate Vice Chancellor and Chief Financial Officer	UCSF	\$346,605	\$346,605							\$346,605						
Collins, Heidi	Vice President -Clinical Systems, UCSF Health	UCSF	\$425,000	\$367,853	\$57,537						\$425,390						
Collins, William	Director, Climate & Ecosystem Sciences Division,	LBNL	\$347,448	\$335,788							\$335,788						
Condrin, Michael	Chief Operating Officer, Ambulatory Care	UCD	\$404,000	\$346,190	\$64,135				\$2,371		\$412,696						
Cook, John	Interim Chief Information	UCD	\$349,956	\$349,956	\$66,990						\$416,946						
Cooper, William	Associate Vice President & Chief Procurement Officer	UCOP	\$378,444	\$378,444							\$378,444	Y					
Copeland-Morgan, Youlonda	Vice Provost, Enrollment Management	UCLA	\$325,284	\$325,284							\$325,284						
Cortez, Ronald Socorio	Chief Financial Officer and Vice Chancellor	UCI	\$422,244	\$422,244							\$422,244	Y					
Cowell, Elizabeth	University Librarian	UCSC	\$265,236	\$265,236							\$265,236	Y			Y		
Crocitto, Laura	Vice President & Chief Medical Officer, Cancer Services	UCSF	\$587,103	\$584,854	\$92,968						\$677,822						
Cronin, Michael	Head Coach - Men's Basketball	UCLA	\$300,000	\$300,000	\$40,000				\$3,266,667		\$3,606,667						
Croughan, Mary	Provost and Executive Vice Chancellor	UCD	\$430,000	\$179,167							\$179,167	Y				\$13,326	
Curry, Rhonda	Chief of Communications, School of Medicine	UCLA	\$385,008	\$385,008	\$77,959						\$462,967						
Czech, Jane	Associate Chair for Administration and Finance	UCSF	\$306,000	\$293,247	\$31,259		\$9,233				\$333,739						
Davis, Mark	Vice Chancellor, University Relations	UCSC	\$335,000	\$129,873							\$129,873	Y				\$26,066	\$1,125,000
Davol Muxen, Scott	Associate Vice Chancellor-Capital Programs	UCSF	\$364,967	\$337,318							\$337,318						
De Jesus, Josenor	Chief Pharmacy Officer, UCLA Health	UCLA	\$386,948	\$385,466	\$56,107						\$441,573						
Deas, Deborah	Vice Chancellor - Health Sciences And Dean - School	UCR	\$697,608	\$697,608		\$150,000					\$847,608	Y					



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Decosta, Shelby	President-UCSF Health Affiliates	UCSF	\$735,638	\$732,555	\$135,569						\$868,124	Y					
Deruyter, Timothy	Defensive	UCB	\$250,000	\$247,917	\$10,000				\$166,583		\$424,500						
Dineen, Laura	Executive Director	UCSD	\$273,194	\$272,147	\$48,799				\$10,114		\$331,060						
Donaldson, Lori	Chief Financial Officer - UC San Diego Health	UCSD	\$557,266	\$555,131	\$105,978				\$1,500		\$662,609	Y			Y		
Dosanjh, Sudip	NERSC Division Director	LBNL	\$352,212	\$340,922							\$340,922						
Dougherty, James	Former Wide Receivers Football Coach	UCLA	\$250,000	\$250,000					\$90,400		\$340,400						
Drake, Michael	President of the University	UCOP	\$801,000	\$235,214							\$235,214	Y	Y			\$19,758	
Drumm, Kelly	Chief of Staff & Special Counsel/Interim Deputy	UCOP	\$280,659	\$287,207							\$287,207						
Dubon, Oscar	Vice Chancellor - Equity and	UCB	\$285,000	\$283,353							\$283,353	Y					
Dyck, John	Chief Executive Officer, Clean Energy Smart Manufacturing	UCLA	\$313,000	\$336,127	\$60,000						\$396,127						
Eaton, Andrea Gunn	Chief Campus Counsel	UCI	\$292,440	\$292,440							\$292,440	Y					
Eckblad, Stuart	Vice President-Major Capital Projects	UCSF	\$321,009	\$319,779	\$57,838				\$9,664		\$387,281						
Edward, Amir	Chief Executive Officer	UCSD	\$387,595	\$386,110	\$73,711						\$459,821						
Elahi, Faranak	Chief Operating Officer, Ambulatory & Community Practices, UCLA Health	UCLA	\$443,456	\$443,456	\$88,325						\$531,781						
Engelbach, Karl	Associate Chancellor	UCD	\$326,424	\$326,424							\$326,424						
Epstein Ludewig, Robin	Director, Human Resources Planning & Talent Acquisition, UCLA Health	UCLA	\$310,026	\$308,838	\$44,954				\$6,832		\$360,624						
Faber, Michael	Associate Vice Chancellor, University Development & Alumni Relations	UCSF	\$417,200	\$417,570	\$1,000						\$418,570						
Falle, John	Executive Director - Federal Government Relations - UC National Labs	UCOP	\$349,692	\$349,692					\$3,000		\$352,692						
Fawley, Reece	Vice President-Health Plan Strategy/Managed Care	UCSF	\$456,415	\$355,318	\$77,671				\$38,979		\$471,968						
Fisher, Marc	Vice Chancellor - Administration	UCB	\$380,868	\$380,868							\$380,868	Y					\$2,290,000
Flaherty, Kieran	Associate Vice President & Director- State Governmental Relations	UCOP	\$269,112	\$269,112							\$269,112	Y					\$360,000
Fong, Edmond	Senior Managing Director, Absolute Return	UCOP	\$377,172	\$377,172	\$274,506						\$651,678						
Fox, Mark	Head Coach - Men's Basketball	UCB	\$275,000	\$270,417	\$50,000				\$1,253,333		\$1,573,750						
Francis, Andrew	Asst. Coach - Men's	UCB	\$165,000	\$165,000					\$170,000		\$335,000						
Frye, Justin	Offensive Coordinator/Offensive Line Football Coach	UCLA	\$250,000	\$250,000					\$512,500		\$762,500						
Gallegos, Alexander	Associate Chief Technology Officer, Information Services & Chancellor	UCLA	\$288,520	\$292,428	\$41,835				\$27,644		\$361,907						
Gillman, Howard Aaron		UCI	\$545,880	\$523,135				\$8,916			\$532,051	Y	Y				
Goldman, Gregg	Vice Chancellor and Chief Financial Officer	UCLA	\$442,008	\$442,008							\$442,008	Y					\$1,186,550
Goldstein, Steven	Vice Chancellor of Health Affairs	UCI	\$772,500	\$772,500		\$150,000					\$922,500	Y				\$847	\$549,850
Gorden Jr., Monroe	Vice Chancellor - Student Affairs	UCLA	\$355,392	\$355,392							\$355,392	Y					
Graham, Dougald	Chief Transformation Officer, UC Health	UCOP	\$450,000	\$450,000	\$91,710						\$541,710	Y					



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Grimley, Karen	Chief Nursing Officer	UCLA	\$423,321	\$421,699	\$91,511						\$513,210	Y			Y		
Gubbels, John	Chief Technology Officer	UCD	\$326,257	\$312,072	\$40,780						\$352,852						
Guerrero, Daniel	Former Director, Intercollegiate Athletics	UCLA	\$984,668	\$570,660	\$71,250				\$203,724		\$845,634						\$850,000
Guimaraes, Arthur	Chief Operating Officer - Office of the Chief Investment	UCOP	\$390,156	\$390,156	\$284,670						\$674,826	Y			Y		\$1,330,000
Gullatt, Yvette	Vice President - Graduate And Undergraduate Affairs And Vice Provost - Equity,	UCOP	\$330,000	\$326,901							\$326,901	Y			Y		
Gunther, Elisabeth	Chief Campus Counsel	UCM	\$260,076	\$260,076							\$260,076	Y			Y		
Ha, Won	Vice Chancellor- Communications	UCSF	\$280,000	\$280,000							\$280,000	Y					
Hajek, Charles	Chief Financial Officer, School of Medicine	UCLA	\$315,228	\$315,228	\$28,371						\$343,599						
Hamill, Nancy	Chief Campus Counsel	UCSB	\$291,756	\$291,756							\$291,756	Y					
Hansen Shinnerl, Clare	Senior Associate Vice Chancellor-Campus Life Services	UCSF	\$340,638	\$340,638							\$340,638						
Hansen, Katherine	Chief Operating Officer - UCR Health	UCR	\$267,804	\$267,804	\$70,786						\$338,590						
Harrington, Christopher	Associate Vice President - Federal Government	UCOP	\$260,004	\$260,004					\$1,500		\$261,504	Y					
Hawgood, Samuel	Chancellor	UCSF	\$869,460	\$833,232				\$8,916			\$842,148	Y	Y				
Hayashida, Peter	Vice Chancellor - Advancement	UCR	\$375,744	\$375,744				\$8,916			\$384,660	Y			Y		\$409,500
Hayne, Cay	Managing Director, Real Estate	UCOP	\$288,720	\$288,720	\$133,250						\$421,970						
Haynes, Brian	Vice Chancellor - Student Affairs	UCR	\$268,200	\$268,200							\$268,200	Y					
Haynes, Douglas	Vice Chancellor for Equity, Diversity, and Inclusion	UCI	\$282,400	\$282,400							\$282,400	Y					
Hervey, Brian	Vice Chancellor, University Advancement and Alumni	UCI	\$418,524	\$418,524				\$8,916			\$427,440	Y			Y		
Hexter, Ralph	Former Provost and Executive Vice Chancellor/Professor	UCD	\$442,272	\$442,272				\$5,201	\$44,539		\$492,012	Y					
Hickey, Erin	Assistant Vice Chancellor,	UCSF	\$367,120	\$367,120							\$367,120						
Holmes, Claire	Senior Vice President - External Relations and Communications	UCOP	\$370,800	\$363,075							\$363,075	Y					
Hooper, Julie	Vice Chancellor - University Development and Alumni	UCB	\$415,248	\$415,248				\$8,916			\$424,164	Y			Y		
Horse Grant, Desert	Senior Director, Research & Innovation, UCLA Health	UCLA	\$433,448	\$431,787	\$62,850				\$2,528		\$497,165						
Hubbard, Susan	Associate Laboratory Director for Earth & Environmental Sciences	LBNL	\$408,996	\$408,996							\$408,996	Y			Y		
Huebner, Minh-Ngoc Agon	Chief Financial Officer	LBNL	\$323,760	\$323,760							\$323,760	Y					
Huie, Craig	Investment Director	UCOP	\$257,508	\$257,508	\$128,170						\$385,678						
Humiston, Glenda	Vice President - Agriculture and Natural Resources	UCOP	\$304,500	\$304,500							\$304,500	Y			Y		
Incandela, Joseph	Vice Chancellor for Research	UCSB	\$382,464	\$382,464							\$382,464	Y					
Intinarelli, Gina	Vice President-Population Health and Accountable Care Organization	UCSF	\$325,018	\$323,746	\$56,318		\$48,778		\$1,571		\$430,413						
Iyer, Raju	Chief Financial Officer, UCSF Health	UCSF	\$808,557	\$805,459	\$113,340						\$918,799	Y					
Jackson, Corey	Chief Human Resources Officer	UCSF	\$625,001	\$622,606	\$70,964						\$693,570					\$16,258	



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Jarmond, Martin	Director, Intercollegiate Athletics	UCLA	\$300,000	\$146,916					\$691,074		\$837,990					\$20,696	
Jenusaitis, Matthew	Chief Administrative Officer - Innovation and Transformation	UCSD	\$309,901	\$308,714	\$56,890						\$365,604						
Joslyn, Scott	Chief Information Officer	UCI	\$430,000	\$430,000	\$49,801						\$479,801						
Kamerman, Janet	Chief Human Resources Officer	UCSD	\$371,560	\$370,136	\$68,209						\$438,345						
Kang, Derek	Chief Compliance Officer, UCLA Health Sciences	UCLA	\$432,425	\$430,768			\$9,463		\$19,894		\$460,125						
Kang, Jerry	Former Vice Chancellor - Equity, Diversity & Inclusion/Professor	UCLA	\$377,200	\$350,013					\$148,558		\$498,571						
Kasmarek, Tara Renee	Executive Director, Clinical Support Services	UCI	\$292,740	\$291,618	\$26,895				\$21,731		\$340,244						
Katz, Randy	Vice Chancellor - Research	UCB	\$419,065	\$419,065							\$419,065	Y					
Keister, Shaun	Vice Chancellor - Development and University Relations	UCD	\$426,168	\$426,168				\$8,916			\$435,084	Y			Y		
Kellen, Vince	Chief Information Officer	UCSD	\$398,184	\$398,184	\$5,000						\$403,184						
Kelly, Charles	Head Coach - Football	UCLA	\$300,000	\$300,000	\$80,000				\$3,933,333		\$4,313,333						
Kemby, Karen	Vice President-Strategy, Cancer Enterprise	UCSF	\$358,050	\$356,678	\$51,112				\$33,166		\$440,956						
Kevan, Stephen	Division Director, Advanced Light Source	LBNL	\$334,632	\$325,982							\$325,982						
Khargonekar, Pramod	Vice Chancellor for Research	UCI	\$391,200	\$391,200							\$391,200	Y					
Khosla, Pradeep	Chancellor	UCSD	\$441,785	\$470,419				\$8,916			\$479,335	Y					
King Jr., Talmadge	Vice Chancellor-Dean, School of Medicine	UCSF	\$705,408	\$705,408		\$240,561					\$945,969	Y					
Kirk, J. Doug	Chief Medical Officer	UCD	\$580,116	\$580,116	\$111,049						\$691,165	Y			Y		
Klawunn, Margaret	Vice Chancellor for Student Affairs	UCSB	\$298,260	\$298,260							\$298,260	Y					
Kletzer, Lori	Campus Provost & Executive Vice Chancellor	UCSC	\$385,000	\$372,752							\$372,752	Y					
Klohn, Johanna	Chief Risk Officer, UCLA Health	UCLA	\$353,603	\$352,248	\$51,272				\$27,106		\$430,626						
Klotzbier, Ellsworth Edward	Vice Chancellor, Chief External Relations Officer	UCM	\$303,540	\$303,540						\$1,500	\$305,040	Y					
Knowlton, James	Athletics Director	UCB	\$275,000	\$270,417	\$245,000				\$438,417		\$953,833						
Koshland, Catherine	Vice Chancellor - Undergraduate Education	UCB	\$330,000	\$327,114							\$327,114	Y					
Kovalchick, Ann	Associate Vice Chancellor and Chief Information Officer	UCM	\$267,552	\$267,552							\$267,552	Y			Y		\$314,900
Kraus, David	Chief Contract Officer -	UCSD	\$213,973	\$276,883	\$77,240		\$16,774		\$63,516		\$434,413						
Kremer, Brendan	Chief Administrative Officer - Operations, UC San Diego Health & Chief Operating Director, Investment Risk	UCSD	\$450,006	\$391,789	\$73,164						\$464,953	Y					
Kuo, Allen		UCOP	\$283,260	\$283,260	\$168,292						\$451,552						



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Laird, Diane	Specialist	UCI	\$814,320	\$335,400							\$335,400						
Lake, Gwendoline	Controller, UCLA Health	UCLA	\$321,740	\$320,507	\$46,652				\$22,198		\$389,357						
Lam, Mariam	Vice Chancellor for Diversity, Equity & Inclusion & Chief Diversity Officer	UCR	\$219,670	\$206,357			\$12,920				\$219,277	Y					
Laret, Mark	President & Chief Executive Officer, UCSF Health	UCSF	\$1,472,917	\$1,478,195	\$391,796			\$8,916			\$1,878,907	Y			Y		
Larive, Cynthia	Chancellor	UCSC	\$382,500	\$407,292							\$407,292	Y	Y				
Larsen Jr, Donald	Chief Executive Officer - UCR Health	UCR	\$500,000	\$500,000	\$96,175						\$596,175	Y					
Larsen, Richard	Director of Research	UCSF	\$294,737	\$299,404	\$29,179		\$17,217				\$345,800						
Latham, Sarah	VC, Business & Administrative Services	UCSC	\$339,492	\$339,492							\$339,492	Y			Y		\$662,350
Lavernia, Enrique	Former Provost and Executive	UCI	\$354,800	\$378,575				\$2,769	\$43,076		\$424,420						
Lazarus, William	Chief Technology Officer, Information Services & Solutions, UCLA Health	UCLA	\$365,525	\$364,125	\$53,001				\$15,430		\$432,556						
Leasure, Craig	Vice President - UC National Laboratories	UCOP	\$384,500	\$384,500							\$384,500	Y					
Lee, Albert	Investment Director	UCOP	\$283,260	\$283,260	\$134,425						\$417,685						
Letteris, Chad	Chief Executive Officer, UC Irvine Health System	UCI	\$885,000	\$808,026	\$142,202						\$950,228	Y					
Lehmann, Jennifer	UC Systems Revenue Cycle Director	UCLA	\$285,346	\$284,253	\$41,375				\$325,628								
Leinen, Margaret	Vice Chancellor Marine Sciences, Dean of School of Marine Sciences, and Director	UCSD	\$375,768	\$375,768					\$200		\$375,968	Y					
Les, James	Head Coach - Men's Basketball	UCD	\$350,000	\$350,000	\$10,000			\$5,400	\$53,333		\$418,733						
Levine, Michael	Vice Chancellor - Academic Personnel	UCLA	\$350,100	\$350,100							\$350,100	Y					
Li, Haipeng	University Librarian	UCM	\$224,340	\$224,340							\$224,340	Y			Y		
Liska, Eugenie	Director, Hospital System	UCLA	\$304,911	\$303,742	\$39,638				\$19,869		\$363,249						
Lloyd, Cheryl	Associate Vice President & Chief Risk Officer/ Atning Vice	UCOP	\$324,372	\$328,467							\$328,467	Y			Y		
Lo, Tony	Director - Fixed Income	UCOP	\$262,656	\$262,656	\$98,390						\$361,046						
Lodge-Lemon, Bernadette	Revenue Cycle Director, UCLA Hospital System	UCLA	\$373,836	\$372,403	\$40,187						\$412,590						
Lowenstein, Daniel	Executive Vice Chancellor/Provost	UCSF	\$480,800	\$475,302				\$8,916			\$484,218	Y			Y		
Lubarsky, David	Vice Chancellor - Human Health Sciences and Chief Executive Officer for UC Davis	UCD	\$772,500	\$772,500		\$200,700					\$973,200	Y					\$899,000
Lyons, Richard	Chief Innovation and Entrepreneurship Officer	UCB	\$360,600	\$359,175			\$1,667				\$360,842						
Mac Pherson, Garry	Vice Chancellor for Administrative Services	UCSB	\$315,180	\$315,180							\$315,180	Y					
Mackie-Mason, Jeffrey	University Librarian and Chief	UCB	\$330,012	\$330,012							\$330,012	Y					\$1,330,000
Maldonado, Theresa	Vice President for Research & Innovation	UCOP	\$350,000	\$253,220							\$253,220	Y					
Mandeville-Gamble, Manlapaz, Rowena	University Librarian Associate Chief Strategy Officer	UCR	\$264,588	\$261,712							\$261,712	Y			Y		
		UCD	\$340,000	\$287,693					\$44,286		\$331,979						
Marcus, Emilie	Executive Strategy Officer, School of Medicine	UCLA	\$377,775	\$377,775							\$377,775						
Markland, Jeanne	Chief of Enterprise Applications, Information Services & Solutions, UCLA Health	UCLA	\$367,655	\$366,346	\$53,310						\$419,656						



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Marsh, Toby	Chief Nursing Officer	UCD	\$380,280	\$380,280	\$62,128						\$442,408	Y			Y		
Marshall, David	Executive Vice Chancellor	UCSB	\$370,968	\$370,968				\$8,916			\$379,884	Y					
Matthews, Gary	Vice Chancellor - Resource	UCSD	\$365,856	\$365,856							\$365,856	Y			Y		
Maurice, Timothy	Chief Financial Officer - UC Davis Health	UCD	\$585,000	\$585,000	\$101,366						\$686,366	Y			Y		\$485,000
Maxon, Mary	Associate Laboratory Director for Biosciences	LBNL	\$377,952	\$377,952							\$377,952	Y					
May, Gary	Chancellor	UCD	\$525,156	\$503,274				\$8,916			\$512,190	Y	Y				
Maysent, Patricia	Chief Executive Officer, UC San Diego Health	UCSD	\$934,422	\$930,842	\$250,886			\$5,487			\$1,187,215	Y			Y		
Mazziotta, John	Vice Chancellor - Health Sciences	UCLA	\$695,172	\$695,172		\$340,000					\$1,035,172	Y					
McLeod, Michael	Vice Chancellor, Chief	UCM	\$295,620	\$295,620						\$1,381	\$297,001	Y					\$296,000
Merz, Marco	Managing Director, Defined Contributions Products	UCOP	\$298,704	\$298,704	\$185,157						\$483,861						
Mitchell, Erik	University Librarian	UCSD	\$226,608	\$226,608							\$226,608	Y					\$643,500
Miura, Eimee	Procurement Director, UCLA Health/Director of Supply	UCLA	\$312,010	\$310,814	\$45,241				\$26,306		\$382,361						
Mohapatra, Prasant	Vice Chancellor - Research	UCD	\$350,208	\$350,208							\$350,208	Y					
Monga, Inder	Executive Director ESnet, Division Director Scientific Networking	LBNL	\$347,412	\$335,742							\$335,742						
Morgan, David	Vice President-Faculty Practice Operations	UCSF	\$358,948	\$357,573	\$59,289				\$16,309		\$433,171						
Mouncey, Nigel	Director, DOE Joint Genome Institute	LBNL	\$375,996	\$364,586							\$364,586						
Muñoz III, Santiago	Chief Strategy Officer, UCLA Health	UCLA	\$646,737	\$648,262	\$121,441		\$5,838				\$775,541	Y					
Muñoz, Juan Sanchez	Chancellor	UCM	\$425,000	\$177,083							\$177,083	Y	Y			\$58,595	
Murali, Viji	Vice Provost - Information and Educational Technology and Chief Information Officer	UCD	\$369,192	\$369,192							\$369,192	Y			Y		\$810,000
Murasaki, Alice	Assistant Vice Chancellor-Campus Planning	UCSF	\$330,000	\$330,000							\$330,000					\$9,658	
Murphy, Lisa	Chief Administrative Officer -	UCSD	\$309,901	\$308,123	\$48,042						\$356,165						
Murri, Mltchell	Executive Director of Patient Revenue Cycle	UCD	\$282,490	\$282,490	\$44,845		\$11,770				\$339,105						
Musgrave, William	Offensive Coordinator -	UCB	\$250,000	\$226,449					\$226,449		\$452,898						
Myers, Neil	Controller	UCI	\$257,500	\$256,513	\$38,979		\$38,477		\$17,759		\$351,728					\$2,120	
Naiberg, Amir	Associate Vice Chancellor/Chief Executive Officer & President,	UCLA	\$444,465	\$440,439	\$96,105					\$6,333	\$542,877						\$1,500,000
Napolitano, Janet	Former President of the University/Professor	UCOP	\$570,000	\$546,250				\$5,944			\$552,194	Y	Y				
Nation, Cathryn	Vice President - UC Health	UCOP	\$402,675	\$424,126							\$424,126	Y			Y		
Nava, Rachael	Executive Vice President &	UCOP	\$392,544	\$392,544				\$8,916			\$401,460	Y			Y		\$1,498,500
Navarro, Renee	Vice Chancellor-Diversity and Outreach	UCSF	\$325,620	\$325,620					\$500		\$326,120	Y			Y		
Neaton, Jeffrey	Associate Laboratory Director for Energy Sciences	LBNL	\$364,860	\$364,860							\$364,860	Y					\$666,750



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Nelson, Louise	Vice Chancellor - Legal Affairs & Associate General Counsel	UCLA	\$328,656	\$328,656							\$328,656	Y			Y		
Newman, Brian	Senior Associate Vice Chancellor /Vice President-Real Estate	UCSF	\$587,103	\$584,854	\$75,003						\$659,857						
Nies, Charles	Vice Chancellor, Student Affairs	UCM	\$278,388	\$278,388							\$278,388	Y			Y		\$517,500
Norwood, Brian	Assistant Head Football Coach/Passing Game	UCLA	\$250,000	\$218,297					\$218,298		\$436,595					\$6,704	
Nosowsky, Rachel	Deputy General Counsel - Health Affairs & Technology Law	UCOP	\$413,600	\$413,600							\$413,600	Y			Y		
O'Brien, Margaux	Investment Director	UCOP	\$278,100	\$274,903	\$99,025		\$16,223				\$390,151						
Ong, Byron	Director - Fixed Income	UCOP	\$242,052	\$242,052	\$86,166						\$328,218						
Orlando, Charles	Chief Financial Officer - UC Irvine Health	UCI	\$625,000	\$75,758							\$75,758	Y				\$9,286	
Orlowski, Anna	Chief Health System Counsel	UCD	\$323,427	\$323,427					\$716		\$324,143						
Osako, Mary	Vice Chancellor - Strategic Communications	UCLA	\$280,000	\$280,000							\$280,000	Y					
Ouillet, Pierre	Vice Chancellor - Chief Financial Officer	UCSD	\$453,048	\$453,048							\$453,048	Y			Y		
Paardekooper, Janna	Senior Associate Dean of Finance and Administration,	UCLA	\$409,239	\$409,239	\$84,375						\$493,614						
Park, Daniel	Chief Campus Counsel and Associate General Counsel	UCSD	\$342,204	\$342,204					\$850		\$343,054	Y			Y		
Parker, Laura	Associate Vice Chancellor, Development	UCLA	\$360,060	\$360,060							\$360,060						
Pasternack, Joe	Head Coach, Men's Basketball	UCSB	\$382,951	\$378,487							\$378,487						
Pattison, Kevin	Vice President-Supply Chain and Support Services	UCSF	\$326,187	\$324,938	\$53,878				\$7,119		\$385,935						
Patton, Harold	Chief Nursing Executive	UCSF	\$550,000	\$437,711	\$64,380						\$502,091					\$601	
Pease, James	Executive Director-Design and Construction	UCSF	\$380,016	\$378,560	\$28,102						\$406,662					\$26,491	
Pellum, Don	Inside Linebackers Football Coach	UCLA	\$250,000	\$250,000					\$141,667		\$391,667						
Penaloza, Lorena	Chief Counsel	UCSC	\$283,260	\$283,260							\$283,260	Y					
Petitt, Becky	Vice Chancellor - Equity Diversity Inclusion	UCSD	\$284,532	\$284,532							\$284,532	Y			Y		
Phelan, Patrick	Chief Information Security Officer (CISO)	UCSF	\$284,887	\$283,795	\$28,204		\$28,496		\$16,568		\$357,063						
Phillips, David	Associate Vice President - Energy & Sustainability	UCOP	\$249,312	\$249,312							\$249,312	Y			Y		
Phillips, Jamie	Vice President-Chief Operating Officer, Benioff Children's Hospital	UCSF	\$676,199	\$673,608	\$86,384						\$759,992						
Polek, Elizabeth	Vice President-New Hospital Planning and Organization	UCSF	\$318,274	\$317,054	\$50,208				\$8,498		\$375,760						
Pollack, Ellen	Chief Nursing Informatics Officer, UCLA Health	UCLA	\$367,237	\$365,830	\$53,249				\$26		\$419,105						
Powers-Schilling, Prasher, Ravi	Associate Vice President, Associate Laboratory Director for Energy Technologies	UCOP	\$271,368	\$271,368							\$271,368	Y			Y		\$675,000
		LBNL	\$351,456	\$352,322							\$352,322	Y					
Radtke, Guilherme	Director Patient Financial Services	UCSF	\$292,049	\$291,255	\$30,975		\$14,599				\$336,829						



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Rajabi, Nassin	Vice President- Women's Health Services	UCSF	\$325,000	\$327,324	\$37,375		\$3,200		\$26,255		\$394,154						
Ratliff, Kelly	Vice Chancellor - Finance, Operations and Administration	UCD	\$361,416	\$361,416							\$361,416	Y					
Reguerin, Pablo	Vice Chancellor - Student Affairs	UCD	\$290,000	\$242,092	\$1,500						\$243,592	Y				\$6,801	
Resnick, Nancy	Campus Chief Human Resources Officer	UCSD	\$325,560	\$325,560	\$5,000						\$330,560					\$37,899	
Rhodes, Lisa	Chief Administrator Officer - Perioperative Services	UCSD	\$309,901	\$308,714	\$58,935						\$367,649						
Ridley, Lori	EHR Application Solutions Architect, UCSF Health	UCSF	\$312,407	\$311,208	\$28,117						\$339,325						
Ridley, Vanessa	Chief UCSF Health Compliance Officer	UCSF	\$350,000	\$350,000							\$350,000						
Rike, Miriam	Vice President-Finance/ Chief Financial Officer-UCSF Medical Center and LPPI	UCSF	\$416,848	\$415,251	\$58,432						\$473,683						
Riley, Michael	Controller/Former Interim Vice	UCB	\$300,000	\$254,229							\$254,229						
Rimicci, Janet	Senior Director of UCLA Medical Center, Santa	UCLA	\$368,908	\$361,646	\$39,658		\$734		\$29,693		\$431,731						
Ritter, John	Managing Director, Real	UCOP	\$297,348	\$297,348	\$119,330						\$416,678						
Robinson, Charles	General Counsel and Vice President - Legal Affairs	UCOP	\$482,268	\$482,268				\$8,916			\$491,184	Y			Y		
Robinson, David	Chief Campus Counsel	UCB	\$310,848	\$310,848							\$310,848	Y					
Robinson, Whitley	Chief Administrator Officer - Facilities, Capital Management	UCSD	\$279,813	\$278,741	\$53,213						\$331,954						
Robnett-Olsen, Belinda	Vice Chancellor for Diversity, Equity and Inclusion	UCSB	\$282,000	\$264,048							\$264,048	Y					
Roe, Natalie	Associate Laboratory Director for Physical Sciences	LBNL	\$350,004	\$320,989							\$320,989	Y					
Rosalsky, Mara	Interim Chief Nursing Officer	UCI	\$350,000	\$220,312							\$220,312						
Ross, Cheryl	Associate Vice Chancellor/University	UCSD	\$335,988	\$335,988	\$5,000						\$340,988						
Roth, Jeffrey	Associate Vice Chancellor, Academic Planning & Budget	UCLA	\$328,800	\$328,800						\$5,960	\$334,760						\$1,233,000
Rowan-Braun, Marianne	Chief Patient Experience Officer, UCLA Health	UCLA	\$320,863	\$319,634	\$44,119						\$363,753						
Sage, Derek	Tight Ends/Special Teams Football Coach	UCLA	\$250,000	\$250,000	\$25,000				\$95,833		\$370,833						
Satterlund, Alysson	Vice Chancellor - Student Affairs	UCSD	\$279,048	\$279,048							\$279,048	Y					
Savage, John	Head Coach - Baseball	UCLA	\$300,000	\$300,000	\$150,000				\$300,500		\$750,500						
Savino, Darren	Men's Associate Head Basketball Coach	UCLA	\$250,000	\$250,000					\$165,000		\$415,000						
Schneider, Peter	Chief Health Sciences Counsel	UCI	\$336,900	\$336,900							\$336,900						
Schnetzler, Greta	Chief Campus Counsel	UCSF	\$342,204	\$341,743							\$341,743	Y			Y		
Schroeder, David	Senior Portfolio Manager - Fixed Income	UCOP	\$323,820	\$323,820	\$142,756						\$466,576						
Scurr, Kimberley	Vice President-Benioff Children's Hospital	UCSF	\$381,603	\$380,240	\$53,491				\$31,950		\$465,681						
Selick, Harold	VC-Business Development, Innovation Partnerships	UCSF	\$445,584	\$445,584							\$445,584	Y			Y		
Shaffer, Christopher	University Librarian	UCSF	\$291,756	\$291,756							\$291,756	Y			Y		



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Employee Name	Working Title	Loc	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	Reimburse Moving Costs	University-Provided Home Mortgage
Shaw, Anne	Secretary and Chief of Staff to the Regents	UCOP	\$253,248	\$253,248				\$5,201			\$258,449	Y			Y		
Shilling, Jeffrey	Former Interim VC, University	UCSC	\$250,030	\$284,429			\$4,914				\$289,343						
Simmons, Blake	Division Director, Biological Systems & Engineering	LBNL	\$361,284	\$350,684							\$350,684						
Simmons, Bradley	Chief Operating Officer/Interim Chief Executive Officer	UCD	\$754,983	\$754,983	\$135,359						\$890,342	Y			Y		
Simmons, Elizabeth	Executive Vice Chancellor - Academic Affairs	UCSD	\$409,836	\$409,836							\$409,836	Y					\$1,062,000
Simon, Horst	Deputy Laboratory Director for	LBNL	\$472,656	\$472,656							\$472,656	Y			Y		\$1,057,750
Sina, Julie	Associate Vice Chancellor, Alumni Affairs & Chief Financial Officer, UCLA Foundation	UCLA	\$347,436	\$347,436							\$347,436						
Sirmon, Peter	Defensive Coordinator/Inside Linebackers Coach - Football	UCB	\$250,000	\$245,833	\$10,000				\$455,833		\$711,667						
Smith, Brian	Chief Ethics and Compliance Officer	UCSF	\$375,000	\$375,000							\$375,000						
Smith, Charmin	Head Coach - Women's Basketball	UCB	\$275,000	\$270,417	\$50,000				\$204,227		\$524,643						
Smith, Mackenzie	University Librarian and Vice Provost of Digital Scholarship	UCD	\$290,976	\$290,976							\$290,976	Y			Y		
Smith, Marcia	Associate Vice Chancellor for Research Administration	UCLA	\$345,060	\$345,060							\$345,060						
Smith, Susan	Senior Vice President & Chief Faculty Practices Officer	UCSF	\$613,016	\$610,667	\$95,125						\$705,792						
Smith, Thomas	Interim Provost & Executive Vice Chancellor	UCR	\$350,000	\$326,667							\$326,667						\$400,000
Sousa, Noel	Director of Finance	UCD	\$277,545	\$277,545	\$37,774				\$13,007		\$328,326						
Spain Bradley, Anna	Vice Chancellor - Equity, Diversity & Inclusion	UCLA	\$330,000	\$82,500							\$82,500	Y				\$28,661	
Spisso, Johnese	President, UCLA Health/Chief Executive Officer, UCLA	UCLA	\$1,393,009	\$1,395,860	\$418,597			\$8,916			\$1,823,373	Y			Y		
Staines, Aaron	Director - Fixed Income	UCOP	\$242,052	\$242,052	\$92,250						\$334,302						
Staton, Paul	Senior Vice President, Finance & Chief Financial	UCLA	\$818,538	\$815,402	\$176,947						\$992,349	Y			Y		
Steel, Virginia	University Librarian	UCLA	\$309,589	\$308,129							\$308,129	Y			Y		\$1,330,000
Sterman, Steven	Senior Managing Director - Fixed Income	UCOP	\$375,144	\$375,144	\$184,044						\$559,188	Y			Y		\$800,000
Stern, Hal	Interim Provost and Executive	UCI	\$400,000	\$366,127					\$1,000		\$367,127						
Strachan, Shay	Vice President-Strategic Development	UCSF	\$344,374	\$343,054	\$49,159				\$15,955		\$408,168						
Sutton, Stephen	Vice Chancellor - Student Affairs	UCB	\$299,184	\$299,184					\$4,000		\$303,184	Y					
Sweeney, Michael	Chief Campus Counsel	UCD	\$308,268	\$308,268							\$308,268	Y					
Swett, Michael	Senior Portfolio Manager - Fixed Income	UCOP	\$267,804	\$267,804	\$105,978						\$373,782						
Swinkels, Ronald	Managing Director - Public	UCOP	\$329,604	\$325,815	\$208,071						\$533,887						
Sze, Hoyt	Managing Counsel	UCOP	\$325,500	\$325,500	\$500						\$326,000						
Takeuchi, Susan	Chief Human Resources Officer, UCLA Health	UCLA	\$457,606	\$455,853	\$90,526				\$33,343		\$579,722						
Tanji, Lorelei	University Librarian	UCI	\$264,264	\$264,264							\$264,264	Y			Y		
Tijerino, Edgar	Chief Information Security Officer, UCLA Health	UCLA	\$266,387	\$265,366	\$38,626				\$22,690	\$5,500	\$332,182						
Torres, Rodolfo	Vice Chancellor - Research	UCR	\$325,000	\$325,000							\$325,000	Y				\$28,335	\$728,000



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Traina, Samuel	Former Vice Chancellor, Research & Economic Development/Professor	UCM	\$281,904	\$281,904					\$51,844		\$333,748	Y					
Tran, Tu	Associate Vice President - Business Operations	UCOP	\$258,408	\$258,408							\$258,408	Y			Y		
Tuiasosopo, Marques	Tight Ends Coach - Football	UCB	\$250,000	\$250,000	\$10,000				\$66,667		\$326,667						
Tull, Renetta	Vice Chancellor -Diversity, Equity and Inclusion	UCD	\$276,000	\$276,000							\$276,000	Y				\$34,538	\$886,500
Turner, Russell	Head Coach - Men's Basketball	UCI	\$374,920	\$370,370	\$125,000				\$85,000		\$580,370						
Turteltaub, Rhea	Vice Chancellor-External Affairs	UCLA	\$486,924	\$486,924				\$8,916			\$495,840	Y			Y		
Van Leeuwe, Matthew	Executive Director, Professional Services	UCD	\$297,436	\$297,436	\$41,329						\$338,765						
Vandenberg, Chad	Chief Quality and Patient	UCSD	\$292,926	\$291,803	\$36,614						\$328,417						
Vaughn, Kevin	Dean - Universtiy Extension	UCR	\$263,532	\$263,532							\$263,532	Y					
Vega, Francesca	Vice Chancellor-Community & Government Relations	UCSF	\$273,000	\$273,000							\$273,000	Y					
Wakimoto, Roger	Vice Chancellor for Research	UCLA	\$376,620	\$376,620							\$376,620	Y					
Wallace, Tammy	Chief Financial Officer, UCLA	UCLA	\$499,992	\$498,077	\$108,086						\$606,163						
Walshok, Mary	Assoc Vice Chan. Extended Studies and Public Service, Dean, University Extension	UCSD	\$228,372	\$228,372							\$228,372	Y			Y		
Webber, Marie	Chief Administrator Officer - Women and Infants, Psychiatric and	UCSD	\$281,149	\$280,072	\$50,656						\$330,728						
Webster, Charles	Investment Officer	UCOP	\$226,608	\$226,608	\$113,797						\$340,405						
Weiss, George	Vice President-Children's Ambulatory Operations	UCSF	\$326,187	\$324,937	\$31,885						\$356,822						
Welch, Andrew	Associate Vice Chancellor, Health Advancement	UCI	\$350,000	\$325,862							\$325,862						
Wilcox, Justin	Head Coach - Football	UCB	\$275,000	\$270,417	\$250,000				\$2,592,917		\$3,113,333						
Wilcox, Kim	Chancellor	UCR	\$431,256	\$413,287				\$8,916			\$423,525	Y	Y				
Wildman, Elizabeth	Vice President-Finance/Chief Financial Officer, Physician Organizations	UCSF	\$399,999	\$398,465	\$21,896						\$420,361					\$50,000	
Williams, Vandonelio	Vice Chancellor, Information Technology	UCSC	\$306,948	\$306,948							\$306,948	Y					
Wilson, Ellen	Executive Director, Therapy Services, UCLA Health	UCLA	\$288,081	\$286,978	\$41,772						\$328,750						
Wilson, Stephen	Chief Medical Officer	UCSF	\$487,944	\$486,075	\$68,398				\$30,950		\$585,423						
Wilson, William	Chief Medical Officer	UCI	\$523,600	\$507,551	\$98,070						\$605,621	Y					
Witherell, Michael	Lab Director	LBNL	\$480,804	\$480,804				\$8,916			\$489,720	Y					
Wolden, Matthew	Vice President-Quality and Patient Safety	UCSF	\$330,008	\$309,336	\$45,555						\$354,891						
Wong, Annie	Director, Health System Contracts	UCD	\$321,675	\$321,675	\$59,454				\$26,167		\$407,296						
Wong, Jane	Vice President-Information Technology/Associate Chief Information Officer	UCSF	\$335,938	\$334,651	\$45,940				\$12,688		\$393,279						
Woodall, Allison	Deputy General Counsel -	UCOP	\$300,408	\$300,408							\$300,408	Y			Y		
Wu Dragun, Diana	Dean - University Extension	UCB	\$262,044	\$262,044							\$262,044	Y			Y		
Wu, Margaret	Deputy General Counsel - Litigation and Capital	UCOP	\$289,836	\$289,836							\$289,836	Y					
Yang, Henry	Chancellor	UCSB	\$438,216	\$419,957				\$8,916			\$428,873	Y	Y		Y		



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Yost, Laura	Executive Director, Clinical Services, UCLA Health	UCLA	\$271,127	\$270,088	\$31,180				\$27,017		\$328,285						
Yu, June	Associate Vice President - National Laboratories	UCOP	\$350,000	\$320,222							\$320,222	Y					
Zatz, Marjorie	Interim Vice Chancellor, Research & Economic Development	UCM	\$295,000	\$310,270							\$310,270						
Zhang, Xiaochuan	Director - Fixed Income	UCOP	\$262,788	\$262,788	\$104,382						\$367,170						

**ADDENDUM TO
ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2020:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
ADLER, JOSHUA UCSF		
EXECUTIVE VICE PRESIDENT - PHYSICIAN SERVICES		
Annual Base as of Dec 31	\$706,892	
Actual Base Salary Received	\$704,184	
Clinical Enterprise Management Recognition Program	\$99,089	Per policy, eligible to participate in the 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 2019-20 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 OPERATING OFFICER - UC IRVINE HEALTH		
Annual Base as of Dec 31	\$600,000	Effective 10/11/20, appointed as Chief Operating Officer - UC Irvine Health.
Actual Base Salary Received	\$496,689	
Clinical Enterprise Management Recognition Program	\$96,047	Per policy, eligible to participate in the 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 2019-20 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.
AGARWAL, PRADEEP UCSC		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$260,000	
Actual Base Salary Received	\$260,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
ALCOCER, DAVID UCOP		
ASSOCIATE VICE PRESIDENT - BUDGET ANALYSIS AND PLANNING		
Annual Base as of Dec 31	\$269,712	

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$269,712	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
ALEXANDER, STACY UCSF		
VICE PRESIDENT-STRATEGY AND BUSINESS DEVELOPMENT FOR WOMEN'S AND CHILDREN'S SERVICES		
Annual Base as of Dec 31	\$334,748	
Actual Base Salary Received	\$333,466	
Clinical Enterprise Management Recognition Program	\$42,764	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$13,927	Data reflects payment for paid time off amount in excess of accumulation limits.
ALIVISATOS, ARMAND UCB		
EXECUTIVE VICE CHANCELLOR & PROVOST		
Annual Base as of Dec 31	\$510,300	
Actual Base Salary Received	\$510,300	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
ALTSHULE, REBECCA UCLA		
CHIEF CONTRACTING OFFICER, FACULTY PRACTICE GROUP		
Annual Base as of Dec 31	\$327,586	
Actual Base Salary Received	\$326,331	
Incentive	\$45,043	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$10,518	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
AMODEO, RONALD UCD		
CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$405,000	Effective 3/23/20, appointed as Chief Strategy Officer.
Actual Base Salary Received	\$280,739	
Moving Expenses	\$10,960	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
ANANTHASWAMY, SATISH UCOP		
SENIOR MANAGING DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$385,000	Effective 7/1/20, appointed as Senior Managing Director - Fixed Income.
Actual Base Salary Received	\$354,905	
Office of the Chief Investment Officer Annual Incentive Plan	\$200,796	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
ANDREADIS, TANYA UCLA		
CHIEF MARKETING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$385,008	
Actual Base Salary Received	\$385,008	
Clinical Enterprise Management Recognition Program	\$84,613	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ANDRIOLA, THOMAS UCI		
EXECUTIVE DIRECTOR OF INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$500,000	
Actual Base Salary Received	\$500,000	

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

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$33,431	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses	\$53,715	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
ANSTINE, LARRY UCI		
FORMER INTERIM CHIEF EXECUTIVE OFFICER - UCI HEALTH SYSTEM /SPECIALIST		
Annual Base as of Dec 31	\$500,000	Effective 5/1/20, returned to Specialist role after Interim CEO appointment ended on 4/30/20.
Actual Base Salary Received	\$651,774	Includes base salary from Interim CEO and Specialist roles.
Clinical Enterprise Management Recognition Program	\$115,753	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses	\$16,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
ANTELMAN, KRISTIN UCSB		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$257,508	
Actual Base Salary Received	\$257,508	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
ANTRUM, SHEILA UCSF		
SENIOR VICE PRESIDENT-ADULT SERVICES/CHIEF OPERATING OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$841,700	Effective 2/1/20, appointed as Senior Vice President - Chief Operating Officer.
Actual Base Salary Received	\$825,720	
Clinical Enterprise Management Recognition Program	\$117,985	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; five year vesting requirement met.
ARDESHIR, SAHAND UCOP		
DIRECTOR - ASSET ALLOCATION		
Annual Base as of Dec 31	\$264,012	
Actual Base Salary Received	\$264,012	
Office of the Chief Investment Officer Annual Incentive Plan	\$93,967	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
ARMBRUSTER, MARGARET UCLA		
EXECUTIVE DIRECTOR, EMERGENCY & TRAUMA SERVICES & CLINICAL REGULATORY AFFAIRS, UCLA HEALTH		
Annual Base as of Dec 31	\$305,537	
Actual Base Salary Received	\$304,366	
Incentive	\$44,303	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$8,203	Data reflects payment for paid time off amount in excess of accumulation limits.
ARNETT, JENNIFER UCSF		
VICE CHANCELLOR-UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$509,232	
Actual Base Salary Received	\$509,232	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
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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INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
ARRINGTON, JONATHON UCLA		
CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP		
Annual Base as of Dec 31	\$392,252	
Actual Base Salary Received	\$390,749	
Clinical Enterprise Management Recognition Program	\$84,795	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$23,030	Data reflects payment for paid time off amount in excess of accumulation limits.
ARRIVAS, PEGGY UCOP		
ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER/INTERIM ASSOCIATE VICE PRESIDENT - CAPITAL ASSET STRATEGIES		
Annual Base as of Dec 31	\$384,252	
Actual Base Salary Received	\$383,300	
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 UCLA		
CHIEF OPERATING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$639,596	
Actual Base Salary Received	\$637,146	
Clinical Enterprise Management Recognition Program	\$133,788	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2019-20 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.
AZZINARO, JERRY UCLA		
DEFENSIVE COORDINATOR - FOOTBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.

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

Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$441,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$50,000	Contingent retention bonus approved as part of negotiated athletics contract.
BACHHER, JAGDEEP UCOP		
CHIEF INVESTMENT OFFICER, VICE PRESIDENT - INVESTMENTS		
Annual Base as of Dec 31	\$692,208	
Actual Base Salary Received	\$692,208	
Office of the Chief Investment Officer Annual Incentive Plan	\$780,825	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 100% and 200%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
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 Employee Housing Assistance Program.
BAGGETT, MARGARITA UCSD		
CHIEF CLINICAL AND SUPPORT SERVICES OFFICER		
Annual Base as of Dec 31	\$416,869	
Actual Base Salary Received	\$415,272	
Clinical Enterprise Management Recognition Program	\$79,278	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2019-20 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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INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Compensation Element	Amount	Staff Comments
BAIRD-JAMES, ALLISON UCLA		
ASSOCIATE VICE CHANCELLOR, BUSINESS & FINANCE SOLUTIONS		
Annual Base as of Dec 31	\$328,800	
Actual Base Salary Received	\$347,827	Due to administrative delay in processing, includes retroactive payment of previously approved increase.
Recognition Award	\$250	Recognition award for 10 years of service.
Home Loan Program	\$832,500	
BALLA, ROSEMARIE UCB		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$380,868	
Actual Base Salary Received	\$380,868	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
BANKS, WILLIE UCI		
VICE CHANCELLOR OF STUDENT AFFAIRS		
Annual Base as of Dec 31	\$270,000	
Actual Base Salary Received	\$270,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Home Loan Program	\$549,800	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
BASZILE, JENNIFER		
INTERIM VC, STUDENT AFFAIRS & SUCCESS		
Annual Base as of Dec 31	\$265,000	Effective 7/1/20, appointed as Interim Vice Chancellor, Student Affairs and Success.
Actual Base Salary Received	\$217,083	
Recognition Award	\$1,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Stipend	\$8,750	Stipend received for assuming additional or expanded duties prior to Interim SMG appointment.

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Compensation Element	Amount	Staff Comments
BECK, MICHAEL UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$393,384	
Actual Base Salary Received	\$393,384	
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 Employee Housing Assistance Program.
BEIL, JOHN UCOP		
MANAGING DIRECTOR - PRIVATE EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$329,604	
Actual Base Salary Received	\$329,604	
Office of the Chief Investment Officer Annual Incentive Plan	\$224,722	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
BENGFORT, JOSEPH UCSF		
SENIOR VICE PRESIDENT-INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$541,105	
Actual Base Salary Received	\$539,032	
Clinical Enterprise Management Recognition Program	\$93,426	Per policy, eligible to participate in the 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 2019-20 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 SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$377,615	
Actual Base Salary Received	\$376,168	
Clinical Enterprise Management Recognition Program	\$53,283	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$27,555	Stipend received for assuming additional or expanded duties.
Other Cash Compensation/Payments	\$12,817	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	\$290,600	Effective 3/10/20, a market-based salary adjustment was received.
Actual Base Salary Received	\$283,732	
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.
BLAIR, JEFFREY LBNL		
CHIEF LABORATORY COUNSEL		
Annual Base as of Dec 31	\$353,628	
Actual Base Salary Received	\$353,628	
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
BLOCK, GENE UCLA CHANCELLOR		
Annual Base as of Dec 31	\$496,728	Effective 7/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Chancellor's salary to \$447,055 through 6/30/21.
Actual Base Salary Received	\$476,031	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
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.
BLUE, KEVIN UCD FORMER INTERCOLLEGIATE ATHLETIC DIRECTOR		
Annual Base as of Dec 31	\$294,000	
Actual Base Salary Received	\$294,000	Coach separated prior to the certification process.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance, in lieu of courtesy vehicle, if one is not available. Data reflects the amount received in 2020.
Other Cash Compensation/Payments	\$10,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$3,200	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
BOEHMER, JUDIE UCD EXECUTIVE DIRECTOR, PATIENT CARE SERVICES, UC DAVIS HEALTH		
Annual Base as of Dec 31	\$289,963	
Actual Base Salary Received	\$289,963	
Clinical Enterprise Management Recognition Program	\$36,702	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$12,476	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
BOMOTTI, GERARD UCR		
VICE CHANCELLOR - PLANNING, BUDGET, AND ADMINISTRATION		
Annual Base as of Dec 31	\$304,296	
Actual Base Salary Received	\$304,296	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
BOUBELIK, JANE UCLA		
CHIEF LEGAL COUNSEL, UCLA HEALTH		
Annual Base as of Dec 31	\$339,822	
Actual Base Salary Received	\$338,520	
Other Cash Compensation/Payments	\$28,654	Data reflects payment for paid time off amount in excess of accumulation limits.
BRANDT, MICHAEL LBNL		
DEPUTY DIRECTOR FOR OPERATIONS		
Annual Base as of Dec 31	\$400,188	
Actual Base Salary Received	\$400,188	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
BRANDT, SCOTT UCSC		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$341,256	
Actual Base Salary Received	\$341,256	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Home Loan Program	\$571,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
BRAY-HANIN, LAUREL UCSF		
VICE PRESIDENT & CHIEF OPERATING OFFICER-CANCER SERVICES		
Annual Base as of Dec 31	\$350,000	Effective 5/3/20, an equity adjustment was received.
Actual Base Salary Received	\$343,005	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$44,713	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 20 percent of annual salary. Data reflects the actual award amount for 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
BRENNER, DAVID UCSD		
VICE CHANCELLOR - HEALTH SCIENCES		
Annual Base as of Dec 31	\$633,324	
Actual Base Salary Received	\$633,324	
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.
Home Loan Program	\$2,660,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
BROSTROM, NATHAN UCOP		
EXECUTIVE VICE PRESIDENT - CFO/FORMER INTERIM CHANCELLOR, UCM		
Annual Base as of Dec 31	\$450,216	
Actual Base Salary Received	\$450,216	
Executive Auto Allowance	\$5,201	Per policy, eligible for annual auto allowance.
Housing Allowance	\$17,500	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.
BROWN, DAVID LBNL		
FORMER INTERIM ASSOCIATE LAB DIRECTOR FOR COMPUTING SCIENCES/DIVISION DIRECTOR, COMPUTATIONAL RESEARCH		
Annual Base as of Dec 31	\$349,500	Effective 1/1/20, appointed as Interim Associate Lab Director for Computing Sciences; Returned to Division Director role after Interim ALD appointment ended on 1/31/20. Effective 10/1/20, a merit-based salary increase was received consistent with the 2020-21 Berkeley Lab Salary Program.
Actual Base Salary Received	\$344,703	

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Compensation Element	Amount	Staff Comments
BROWN, MICHAEL UCOP		
PROVOST & EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$402,084	
Actual Base Salary Received	\$402,084	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
BROWN, PAMELA UCOP		
VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING		
Annual Base as of Dec 31	\$321,972	
Actual Base Salary Received	\$321,972	
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 UCSD		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$359,448	
Actual Base Salary Received	\$359,448	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
BUCHMAN, BRAD UCOP		
MEDICAL DIRECTOR - STUDENT HEALTH AND COUNSELING, UC HEALTH		
Annual Base as of Dec 31	\$416,760	
Actual Base Salary Received	\$416,760	
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
BULLARD, ERIC UCLA		
DEAN, CONTINUING EDUCATION AND UCLA EXTENSION		
Annual Base as of Dec 31	\$310,000	Effective 1/6/20, appointed Dean, Continuing Education and UCLA Extension.
Actual Base Salary Received	\$280,797	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
BURGER, JENNIFER UCD		
EXECUTIVE DIRECTOR OF EPIC APPLICATIONS, UC DAVIS HEALTH		
Annual Base as of Dec 31	\$296,299	
Actual Base Salary Received	\$296,299	
Incentive	\$37,036	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$19,753	Stipend received for assuming additional or expanded duties.
BUSTAMANTE, ALEXANDER UCOP		
SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER		
Annual Base as of Dec 31	\$371,328	
Actual Base Salary Received	\$371,328	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
BYINGTON, CARRIE UCOP		
EXECUTIVE VICE PRESIDENT - UC HEALTH		
Annual Base as of Dec 31	\$869,800	
Actual Base Salary Received	\$869,800	
Clinical Enterprise Management Recognition Program	\$136,061	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 2019-20 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.

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Compensation Element	Amount	Staff Comments
CAMFIELD, GREGG UCM		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$361,728	
Actual Base Salary Received	\$361,728	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
CAMPBELL, ANN UCSD		
ASSOCIATE VICE CHANCELLOR/LEADERSHIP STRATEGY ENGAGEMENT		
Annual Base as of Dec 31	\$328,452	
Actual Base Salary Received	\$328,452	
CAMPBELL,JOHN UCSD		
CHIEF OPERATING OFFICER, UCSD HEALTH PHYSICIAN NETWORK		
Annual Base as of Dec 31	\$330,301	
Actual Base Salary Received	\$329,035	
Clinical Enterprise Management Recognition Program	\$51,915	Per policy, eligible to participate in the 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 2019-20 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 UCOP		
VICE PROVOST - ACADEMIC PERSONNEL AND PROGRAMS		
Annual Base as of Dec 31	\$315,588	
Actual Base Salary Received	\$315,588	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

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Compensation Element	Amount	Staff Comments
CARTER, EMILY UCLA		
EXECUTIVE VICE CHANCELLOR & PROVOST		
Annual Base as of Dec 31	\$579,000	
Actual Base Salary Received	\$579,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$41,786	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
CARTER, JONATHAN LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR COMPUTING SCIENCES		
Annual Base as of Dec 31	\$360,000	Effective 2/1/20, appointed as Associate Laboratory Director for Computing Sciences.
Actual Base Salary Received	\$348,958	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
CATES, DOUGLAS UCSD		
CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$360,744	
Actual Base Salary Received	\$359,362	
Clinical Enterprise Management Recognition Program	\$68,604	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
CATRON, SUSAN UCD		
DEAN - DIVISION OF CONTINUING AND PROFESSIONAL EDUCATION		
Annual Base as of Dec 31	\$263,928	
Actual Base Salary Received	\$263,928	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
CHANDLER, DEBORAH UCLA		
DIRECTOR, DECISION SUPPORT & ANALYTICAL SERVICES, UCLA HEALTH		
Annual Base as of Dec 31	\$268,433	
Actual Base Salary Received	\$267,405	
Incentive	\$38,923	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$18,520	Data reflects payment for paid time off amount in excess of accumulation limits.
CHIARAPPA, CYNTHIA UCSF		
VICE PRESIDENT, ADMINISTRATION, AND CHIEF OF STAFF TO CEO		
Annual Base as of Dec 31	\$338,485	
Actual Base Salary Received	\$337,187	
Clinical Enterprise Management Recognition Program	\$55,909	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,125	Data reflects payment for paid time off amount in excess of accumulation limits.
CHIU, JEFFREY UCSF		
VICE PRESIDENT-HUMAN RESOURCES		
Annual Base as of Dec 31	\$380,000	Effective 3/22/20, promoted to Vice President - Human Resources.
Actual Base Salary Received	\$360,026	
Clinical Enterprise Management Recognition Program	\$54,743	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$17,254	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
CHOI, LEI UCSF		
MEDICAL DIRECTOR-LEAN PROMOTION OFFICE, UCSF HEALTH		
Annual Base as of Dec 31	\$324,141	
Actual Base Salary Received	\$322,899	
Incentive	\$33,062	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$4,691	
CHRISMAN, MAYE UCSF		
VICE DEAN-FINANCE & ADMINISTRATION, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$404,553	
Actual Base Salary Received	\$404,553	
Clinical Enterprise Management Recognition Program	\$56,708	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
CHRIST, CAROL UCB		
CHANCELLOR		
Annual Base as of Dec 31	\$564,336	Effective 7/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Chancellor's salary to \$507,902 through 6/30/21.
Actual Base Salary Received	\$540,822	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
CIANCA, MARK UCOP		
INTERIM VICE PRESIDENT AND CHIEF INFORMATION OFFICER/ASSOCIATE VICE PRESIDENT - OPERATIONAL SERVICES		
Annual Base as of Dec 31	\$375,504	
Actual Base Salary Received	\$375,504	

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Compensation Element	Amount	Staff Comments
CLIFT, SARAH LBNL		
CHIEF DEVELOPMENT OFFICER		
Annual Base as of Dec 31	\$369,264	Effective 10/1/20, a merit-based salary increase was received consistent with the 2020-21 Berkeley Lab Salary Program.
Actual Base Salary Received	\$360,014	
CLOSE, CORI 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	\$30,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$264,167	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$2,813	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
CLOUD-GLAAB, REBECCA UCI		
SENIOR DIRECTOR, REVENUE CYCLE		
Annual Base as of Dec 31	\$281,700	
Actual Base Salary Received	\$280,621	
Incentive	\$35,213	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Recognition Award	\$2,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 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	\$24,689	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
CLUNE, MICHAEL UCSF		
SENIOR ASSOCIATE VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$346,605	
Actual Base Salary Received	\$346,605	
COLLINS, HEIDI UCSF		
VICE PRESIDENT-CLINICAL SYSTEMS, UCSF HEALTH		
Annual Base as of Dec 31	\$425,000	
Actual Base Salary Received	\$367,853	
Clinical Enterprise Management Recognition Program	\$57,537	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
COLLINS, WILLIAM LBNL		
DIRECTOR, CLIMATE & ECOSYSTEM SCIENCES DIVISION/DIRECTOR, ENVIRONMENTAL RESILIENCE ACCELERATOR (ERA)/SENIOR SCIENTIST		
Annual Base as of Dec 31	\$347,448	Effective 10/1/20, a merit-based salary increase was received consistent with the 2020-21 Berkeley Lab Salary Program.
Actual Base Salary Received	\$335,788	
CONDRIN, MICHAEL UCD		
CHIEF OPERATING OFFICER, AMBULATORY CARE		
Annual Base as of Dec 31	\$404,000	Effective 7/1/20, appointed as Chief Operating Officer, Ambulatory Care.
Actual Base Salary Received	\$346,190	
Clinical Enterprise Management Recognition Program	\$64,135	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$2,371	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
COOK, JOHN UCD		
INTERIM CHIEF INFORMATION OFFICER - UC DAVIS HEALTH		
Annual Base as of Dec 31	\$349,956	
Actual Base Salary Received	\$349,956	
Clinical Enterprise Management Recognition Program	\$66,990	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
COOPER, WILLIAM UCOP		
ASSOCIATE VICE PRESIDENT & CHIEF PROCUREMENT OFFICER		
Annual Base as of Dec 31	\$378,444	
Actual Base Salary Received	\$378,444	
Executive Disability		Per policy, eligible; five year vesting requirement met.
COPELAND-MORGAN, YOULONDA		
VICE PROVOST, ENROLLMENT MANAGEMENT		
Annual Base as of Dec 31	\$325,284	
Actual Base Salary Received	\$325,284	
CORTEZ, RONALD SOCORIO UCI		
CHIEF FINANCIAL OFFICER AND VICE CHANCELLOR		
Annual Base as of Dec 31	\$422,244	
Actual Base Salary Received	\$422,244	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
COWELL, ELIZABETH UCSC		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$265,236	
Actual Base Salary Received	\$265,236	
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.
CROCITTO, LAURA UCSF		
VICE PRESIDENT & CHIEF MEDICAL OFFICER-CANCER SERVICES		
Annual Base as of Dec 31	\$587,103	
Actual Base Salary Received	\$584,854	
Clinical Enterprise Management Recognition Program	\$92,968	Per policy, 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 2019-20 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	\$300,000	
Coach - Incentive	\$40,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$3,266,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
CROUGHAN, MARY UCD		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$430,000	Effective 7/1/20, appointed as Provost & Executive Vice Chancellor.
Actual Base Salary Received	\$179,167	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$13,326	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
CURRY, RHONDA UCLA		
CHIEF OF COMMUNICATIONS, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$385,008	
Actual Base Salary Received	\$385,008	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$77,959	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
CZECH, JANE UCSF		
ASSOCIATE CHAIR FOR ADMINISTRATION AND FINANCE		
Annual Base as of Dec 31	\$306,000	
Actual Base Salary Received	\$293,247	
Incentive	\$31,259	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$9,233	Stipend received for assuming additional or expanded duties.
DAVOL MUXEN, SCOTT UCSF		
ASSOCIATE VICE CHANCELLOR-CAPITAL PROGRAMS		
Annual Base as of Dec 31	\$364,967	Effective 10/1/20, an equity adjustment was received.
Actual Base Salary Received	\$337,318	
DAVIS, MARK UCSC		
VICE CHANCELLOR, UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$335,000	
Actual Base Salary Received	\$129,873	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$26,066	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Home Loan Program	\$1,125,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
DE JESUS, JOSE NOR UCLA		
CHIEF PHARMACY OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$386,948	
Actual Base Salary Received	\$385,466	

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Compensation Element	Amount	Staff Comments
Incentive	\$56,107	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
DEAS, DEBORAH UCR		
VICE CHANCELLOR - HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$697,608	
Actual Base Salary Received	\$697,608	
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.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
DECOSTA, SHELBY UCSF		
PRESIDENT-UCSF HEALTH AFFILIATES		
Annual Base as of Dec 31	\$735,638	
Actual Base Salary Received	\$732,555	
Clinical Enterprise Management Recognition Program	\$135,569	Per policy, eligible to participate in the 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 2019-20 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.
DERUYTER, TIMOTHY UCB		
DEFENSIVE COORDINATOR/OUTSIDE LINEBACKERS - FOOTBALL		
Annual Base as of Dec 31	\$250,000	Effective 10/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Coach's base salary to \$237,500 through his date of separation on 1/23/21.
Actual Base Salary Received	\$247,917	Coach separated prior to the certification process.
Coach - Incentive	\$10,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$166,583	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.

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Compensation Element	Amount	Staff Comments
Other Benefit	\$1,232	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Other Benefit	\$1,217	W-2 reportable travel costs for spouse and family members.
DINEEN, LAURA UCSD		
EXECUTIVE DIRECTOR		
Annual Base as of Dec 31	\$273,194	
Actual Base Salary Received	\$272,147	
Clinical Enterprise Management Recognition Program	\$48,799	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$10,114	Data reflects payment as University Extension instructor.
DONALDSON, LORI UCSD		
CHIEF FINANCIAL OFFICER - UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$557,266	
Actual Base Salary Received	\$555,131	
Clinical Enterprise Management Recognition Program	\$105,978	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$1,500	Data reflects payment as University Extension instructor.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
DOSANJH, SUDIP LBNL		
NERSC DIVISION DIRECTOR		
Annual Base as of Dec 31	\$352,212	Effective 10/1/20, a merit-based salary increase was received consistent with the 2020-21 Berkeley Lab Salary Program.
Actual Base Salary Received	\$340,922	

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Compensation Element	Amount	Staff Comments
DOUGHERTY, JAMES UCLA		
FORMER WIDE RECEIVERS FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$90,400	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
DRAKE, MICHAEL UCOP		
PRESIDENT OF THE UNVIERSITY		
Annual Base as of Dec 31	\$284,887	Effective 8/15/20, appointed as President of the University.
Actual Base Salary Received	\$283,795	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
University Housing		Per policy, eligible for University-provided housing while serving as President. As an exception to policy, reimbursement or provision of temporary housing until University-provided housing is available.
Moving Expenses	\$19,758	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
House Maintenance (tel, util, etc.)	\$64,006	Per policy, taxable amount for equipment and/or services related to maintenance of the President's residence.
DRUMM, KELLY UCOP		
CHIEF OF STAFF & SPECIAL COUNSEL/INTERIM DEPUTY GENERAL COUNSEL - BUSINESS, FINANCE AND INNOVATION		
Annual Base as of Dec 31	\$280,659	Effective 2/15/20, appointment as Interim Deputy General Counsel - Business, Finance, and Innovation extended through 2/14/21.
Actual Base Salary Received	\$287,207	Base earnings include salary as Chief of Staff/Special Counsel and salary as Interim Deputy General Counsel.
DUBON, OSCAR UCB		
VICE CHANCELLOR - EQUITY AND INCLUSION		
Annual Base as of Dec 31	\$285,000	Effective 1/1/20, a market-based salary adjustment was received.
Actual Base Salary Received	\$333,466	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

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Compensation Element	Amount	Staff Comments
DYCK, JOHN UCLA		
CHIEF EXECUTIVE OFFICER, CLEAN ENERGY SMART MANUFACTURING INNOVATION INSTITUTE		
Annual Base as of Dec 31	\$313,000	
Actual Base Salary Received	\$336,127	Includes retroactive payment of previously approved increase.
Other Cash Compensation/Payments	\$60,000	Lump sum payment due to previous contractual obligation.
EATON, ANDREA GUNN UCI		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$292,440	
Actual Base Salary Received	\$292,440	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
ECKBLAD, STUART UCSF		
VICE PRESIDENT-MAJOR CAPITAL PROJECTS		
Annual Base as of Dec 31	\$321,009	
Actual Base Salary Received	\$319,779	
Clinical Enterprise Management Recognition Program	\$57,838	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$9,664	Data reflects payment for paid time off amount in excess of accumulation limits.
EDWARD, AMIR UCSD		
CHIEF EXECUTIVE OFFICER		
Annual Base as of Dec 31	\$387,595	
Actual Base Salary Received	\$386,110	
Clinical Enterprise Management Recognition Program	\$73,711	Per policy, eligible to participate in the 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 2019-20 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
ELAHI, FARANAK UCLA		
CHIEF OPERATING OFFICER, AMBULATORY & COMMUNITY PRACTICES, UCLA HEALTH		
Annual Base as of Dec 31	\$443,456	
Actual Base Salary Received	\$443,456	
Clinical Enterprise Management Recognition Program	\$88,325	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ENGELBACH, KARL UCD		
ASSOCIATE CHANCELLOR		
Annual Base as of Dec 31	\$326,424	
Actual Base Salary Received	\$326,424	
EPSTEIN LUDEWIG, ROBIN UCLA		
DIRECTOR, HUMAN RESOURCES PLANNING & TALENT ACQUISITION, UCLA HEALTH		
Annual Base as of Dec 31	\$310,026	
Actual Base Salary Received	\$308,838	
Incentive	\$44,954	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$6,832	Data reflects payment for paid time off amount in excess of accumulation limits.
FABER, MICHAEL UCSF		
ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPMENT & ALUMNI RELATIONS		
Annual Base as of Dec 31	\$417,200	Effective 4/22/20, an equity adjustment was received.
Actual Base Salary Received	\$417,570	
Recognition Award	\$1,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 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
FALLE, JOHN UCOP		
EXECUTIVE DIRECTOR - FEDERAL GOVERNMENT RELATIONS - UC NATIONAL LABS		
Annual Base as of Dec 31	\$349,692	
Actual Base Salary Received	\$349,692	
Other Cash Compensation/Payments	\$3,000	Offset for annual health insurance cost for UCDC employees.
FAWLEY, REECE UCSF		
VICE PRESIDENT-HEALTH PLAN STRATEGY/MANAGED CARE		
Annual Base as of Dec 31	\$456,415	
Actual Base Salary Received	\$355,318	
Clinical Enterprise Management Recognition Program	\$77,671	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$38,979	Data reflects payment for paid time off amount in excess of accumulation limits.
FISHER, MARC UCB		
VICE CHANCELLOR - ADMINISTRATION		
Annual Base as of Dec 31	\$380,868	
Actual Base Salary Received	\$380,868	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Home Loan Program	\$2,290,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
FLAHERTY, KIERAN UCOP		
ASSOCIATE VICE PRESIDENT & DIRECTOR - STATE GOVERNMENTAL RELATIONS		
Annual Base as of Dec 31	\$269,112	
Actual Base Salary Received	\$269,112	
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 Employee Housing Assistance Program.

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Compensation Element	Amount	Staff Comments
FONG, EDMOND UCOP		
SENIOR MANAGING DIRECTOR - ABSOLUTE RETURN		
Annual Base as of Dec 31	\$377,172	
Actual Base Salary Received	\$377,172	
Office of the Chief Investment Officer Annual Incentive Plan	\$274,506	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
FOX, MARK UCB		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$275,000	Effective 10/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Coach's base salary to \$247,500 through 11/30/20.
Actual Base Salary Received	\$270,417	
Coach - Incentive	\$50,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$1,253,333	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$4,977	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Other Benefit	\$2,044	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
FRANCIS, ANDREW		
ASST. COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$165,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$165,000	
Other Cash Compensation/Payments	\$170,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$2,251	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
FRYE, JUSTIN UCLA		
OFFENSIVE COORDINATOR/OFFENSIVE LINE FOOTBALL COACH		

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Compensation Element	Amount	Staff Comments
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	\$437,500	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$75,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$3,672	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
GALLEGOS, ALEXANDER		
ASSOCIATE CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS, UCLA HEALTH		
Annual Base as of Dec 31	\$288,520	
Actual Base Salary Received	\$292,428	Includes retroactive payment of previously approved increase.
Incentive	\$41,835	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$27,644	Data reflects payment for paid time off amount in excess of accumulation limits.
GILLMAN, HOWARD UCI		
CHANCELLOR		
Annual Base as of Dec 31	\$545,880	Effective 7/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Chancellor's salary to \$491,292 through 6/30/21.
Actual Base Salary Received	\$376,168	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
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.
GOLDMAN, GREGG UCLA		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$442,008	
Actual Base Salary Received	\$442,008	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Home Loan Program	\$1,186,550	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
GOLDSTEIN, STEVEN UCI		
VICE CHANCELLOR OF HEALTH AFFAIRS		
Annual Base as of Dec 31	\$772,500	
Actual Base Salary Received	\$772,500	
Health Sciences Compensation Plan	\$150,000	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.
Moving Expenses	\$847	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Home Loan Program	\$549,850	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
GORDEN JR., MONROE UCLA		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$355,392	
Actual Base Salary Received	\$355,392	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
GRAHAM, DOUGALD UCOP		
CHIEF TRANSFORMATION OFFICER, UC HEALTH		
Annual Base as of Dec 31	\$450,000	
Actual Base Salary Received	\$450,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Clinical Enterprise Management Recognition Program	\$91,710	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 20 percent of annual salary. Data reflects the actual award amount for 2019-20 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
GRIMLEY, KAREN UCLA		
CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$423,321	
Actual Base Salary Received	\$421,699	
Clinical Enterprise Management Recognition Program	\$91,511	Per policy, eligible to participate in the 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 2019-20 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.
GUBBELS, JOHN UCD		
CHIEF TECHNOLOGY OFFICER		
Annual Base as of Dec 31	\$326,257	Effective 4/1/20, an equity increase was received.
Actual Base Salary Received	\$312,072	Employee separated prior to the certification process.
Incentive	\$40,780	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
GUERRERO, DANIEL UCLA		
FORMER 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.
Actual Base Salary Received	\$570,660	
Coach - Incentive	\$71,250	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$203,724	Data reflects terminal vacation payout upon separation.
Home Loan Program	\$850,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.

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Compensation Element	Amount	Staff Comments
GUIMARAES, ARTHUR UCOP		
CHIEF OPERATING OFFICER - OFFICE OF THE CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$390,156	
Actual Base Salary Received	\$390,156	
Office of the Chief Investment Officer Annual Incentive Plan	\$284,670	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. 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 Employee Housing Assistance Program.
GULLATT, YVETTE UCOP		
VICE PRESIDENT - GRADUATE AND UNDERGRADUATE AFFAIRS AND VICE PROVOST - EQUITY, DIVERSITY AND INCLUSION/CHIEF DIVERSITY OFFICER		
Annual Base as of Dec 31	\$330,000	Effective 5/1/20, a market-based salary adjustment was received and title change to Vice President - Graduate and Undergraduate Affairs and Vice Provost - Equity, Diversity and Inclusion.
Actual Base Salary Received	\$326,901	
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.
GUNTHER, ELISABETH UCM		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$260,076	
Actual Base Salary Received	\$260,076	
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.
HA, WON UCSF		
VICE CHANCELLOR-COMMUNICATIONS		
Annual Base as of Dec 31	\$280,000	

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$280,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
HAJEK, CHARLES UCLA		
CHIEF FINANCIAL OFFICER, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$315,228	
Actual Base Salary Received	\$315,228	
Incentive	\$28,371	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
HAMILL, NANCY UCSB		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$291,756	
Actual Base Salary Received	\$291,756	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
HANSEN, KATHERINE UCR		
CHIEF OPERATING OFFICER - UCR HEALTH		
Annual Base as of Dec 31	\$267,804	
Actual Base Salary Received	\$267,804	
Clinical Enterprise Management Recognition Program	\$70,786	Per policy, eligible to participate in the 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 combined award amounts for 2018-19 and 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
HANSEN SHINNERL, CLARE UCSF		
SENIOR ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES		
Annual Base as of Dec 31	\$340,638	
Actual Base Salary Received	\$340,638	

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Compensation Element	Amount	Staff Comments
HARRINGTON, CHRISTOPHER UCOP		
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$260,004	
Actual Base Salary Received	\$260,004	
Other Cash Compensation/Payments	\$1,500	Offset for annual health insurance cost for UCDC employees.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
HAWGOOD, SAMUEL UCSF		
CHANCELLOR		
Annual Base as of Dec 31	\$869,460	Effective 7/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Chancellor's salary to \$782,514 through 6/30/21.
Actual Base Salary Received	\$833,232	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
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.
HAYASHIDA, PETER UCR		
VICE CHANCELLOR - ADVANCEMENT		
Annual Base as of Dec 31	\$375,744	
Actual Base Salary Received	\$375,744	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
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 Employee Housing Assistance Program.
HAYNE, CAY UCOP		
MANAGING DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$288,720	
Actual Base Salary Received	\$288,720	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$133,250	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
HAYNES, BRIAN UCR		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$268,200	
Actual Base Salary Received	\$268,200	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
HAYNES, DOUGLAS UCI		
VICE CHANCELLOR OF EQUITY, DIVERSITY AND INCLUSION		
Annual Base as of Dec 31	\$282,400	
Actual Base Salary Received	\$282,400	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
HERVEY, BRIAN UCI		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$418,524	
Actual Base Salary Received	\$418,524	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
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.
HEXTER, RALPH UCD		
FORMER PROVOST AND EXECUTIVE VICE CHANCELLOR/PROFESSOR		
Annual Base as of Dec 31	\$442,272	Effective 7/1/20, returned to faculty appointment as Professor after SMG role ended on 6/30/20.
Actual Base Salary Received	\$442,272	
Executive Auto Allowance	\$5,201	Per policy, eligible for annual auto allowance.

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Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$44,539	Data reflects terminal vacation payout upon separation from SMG role as Provost/EVC.
Executive Disability		Per policy, eligible while serving as SMG; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
HICKEY, ERIN UCSF		
ASSISTANT VICE CHANCELLOR-CHILDREN'S HEALTH		
Annual Base as of Dec 31	\$367,120	
Actual Base Salary Received	\$367,120	
HOLMES, CLAIRE UCOP		
SENIOR VICE PRESIDENT - EXTERNAL RELATIONS AND COMMUNICATIONS		
Annual Base as of Dec 31	\$370,800	
Actual Base Salary Received	\$363,075	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
HOOPER, JULIE UCB		
VICE CHANCELLOR - UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$415,248	
Actual Base Salary Received	\$415,248	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
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.
HORSE GRANT, DESERT UCLA		
SENIOR DIRECTOR, RESEARCH & INNOVATION, UCLA HEALTH		
Annual Base as of Dec 31	\$433,448	
Actual Base Salary Received	\$431,787	
Incentive	\$62,850	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 2019-20 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	\$2,528	Data reflects payment for paid time off amount in excess of accumulation limits.
HUBBARD, SUSAN LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR EARTH & ENVIRONMENTAL SCIENCES		
Annual Base as of Dec 31	\$408,996	
Actual Base Salary Received	\$408,996	
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.
HUEBNER, MINH-NGOC AGON LBNL		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$323,760	
Actual Base Salary Received	\$323,760	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
HUIE, CRAIG UCOP		
INVESTMENT DIRECTOR		
Annual Base as of Dec 31	\$257,508	
Actual Base Salary Received	\$257,508	
Office of the Chief Investment Officer Annual Incentive Plan	\$128,170	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
HUMISTON, GLENDA UCOP		
VICE PRESIDENT - AGRICULTURE AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$304,500	
Actual Base Salary Received	\$304,500	
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 UCSB		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$382,464	
Actual Base Salary Received	\$382,464	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
INTINARELLI, GINA UCSF		
VICE PRESIDENT-POPULATION HEALTH AND ACCOUNTABLE CARE ORGANIZATION		
Annual Base as of Dec 31	\$325,018	
Actual Base Salary Received	\$323,746	
Clinical Enterprise Management Recognition Program	\$56,318	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$48,778	Stipend received for assuming additional or expanded duties.
Other Cash Compensation/Payments	\$1,571	Data reflects payment for paid time off amount in excess of accumulation limits.
IYER, RAJU UCSF		
CHIEF FINANCIAL OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$808,557	
Actual Base Salary Received	\$805,459	
Clinical Enterprise Management Recognition Program	\$113,340	Per policy, eligible to participate in the 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 2019-20 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.
JACKSON, COREY UCSF		
CHIEF HUMAN RESOURCES OFFICER		
Annual Base as of Dec 31	\$625,001	
Actual Base Salary Received	\$622,606	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$70,964	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses	\$16,258	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
JARMOND, MARTIN UCLA		
DIRECTOR, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$300,000	Effective 6/8/20, hired as Director, Intercollegiate Athletics.
Actual Base Salary Received	\$146,916	
Other Cash Compensation/Payments	\$351,174	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$339,900	One-time signing bonus approved as part of negotiated contract.
Moving Expenses	\$20,696	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$2,819,000	W-2 reportable value of early contract termination payment to previous institution and gross up amount.
JENUSAITIS, MATTHEW UCSD		
CHIEF ADMINISTRATIVE OFFICER - INNOVATION AND TRANSFORMATION		
Annual Base as of Dec 31	\$309,901	
Actual Base Salary Received	\$308,714	
Clinical Enterprise Management Recognition Program	\$56,890	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
JOSLYN, SCOTT UCI		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$430,000	
Actual Base Salary Received	\$430,000	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$49,801	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
KAMERMAN, JANET UCSD		
CHIEF HUMAN RESOURCES OFFICER		
Annual Base as of Dec 31	\$371,560	
Actual Base Salary Received	\$370,136	
Clinical Enterprise Management Recognition Program	\$68,209	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
KANG, DEREK UCLA		
CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES		
Annual Base as of Dec 31	\$432,425	
Actual Base Salary Received	\$430,768	
Stipend	\$9,463	Stipend received for assuming additional or expanded duties.
Other Cash Compensation/Payments	\$19,894	Data reflects payment for paid time off amount in excess of accumulation limits.
KANG, JERRY UCLA		
FORMER VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION/PROFESSOR		
Annual Base as of Dec 31	\$377,200	Effective 7/1/20, returned to faculty role as Law Professor at 100 percent time, after SMG role ended on 6/30/20.
Actual Base Salary Received	\$350,013	
Other Cash Compensation/Payments	\$125,733	Summer salary as faculty member.
Other Cash Compensation/Payments	\$22,029	Data reflects terminal vacation payout upon separation from SMG role as Vice Chancellor.
Other Cash Compensation/Payments	\$796	Data reflects payment for paid time off amount in excess of accumulation limits.
Executive Disability		Per policy, eligible while serving as SMG; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

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Compensation Element	Amount	Staff Comments
KASMAREK, TARA RENEE UCI		
INTERCOLLEGIATE ATHLETIC DIRECTOR		
Annual Base as of Dec 31	\$292,740	
Actual Base Salary Received	\$291,618	
Incentive	\$24,395	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Recognition Award	\$2,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 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	\$21,731	Data reflects payment for paid time off amount in excess of accumulation limits.
KATZ, RANDY UCB		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$419,065	
Actual Base Salary Received	\$419,065	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
KEISTER, SHAUN UCD		
VICE CHANCELLOR - DEVELOPMENT AND UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$426,168	
Actual Base Salary Received	\$426,168	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
KELLEN, VINCE UCSD		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$398,184	

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$398,184	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 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	
Coach - Incentive	\$80,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$3,933,333	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$45,833	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
KEMBY, KAREN UCSF		
VICE PRESIDENT-STRATEGY/CANCER ENTERPRISE		
Annual Base as of Dec 31	\$358,050	
Actual Base Salary Received	\$356,678	
Clinical Enterprise Management Recognition Program	\$51,112	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$33,166	Data reflects payment for paid time off amount in excess of accumulation limits.
KEVAN, STEPHEN LBNL		
DIVISION DIRECTOR, ADVANCED LIGHT SOURCE		
Annual Base as of Dec 31	\$334,632	Effective 10/1/20, a merit-based salary increase was received consistent with the 2020-21 Berkeley Lab Salary Program.
Actual Base Salary Received	\$325,982	
KHARGONEKAR, PRAMOD UCI		
VICE CHANCELLOR - RESEARCH		

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Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$391,200	
Actual Base Salary Received	\$391,200	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
KHOSLA, PRADEEP UCSD		
CHANCELLOR		
Annual Base as of Dec 31	\$490,872	Effective 7/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Chancellor's salary to \$441,785 through 6/30/21.
Actual Base Salary Received	\$470,419	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
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.
KING JR., TALMADGE UCSF		
VICE CHANCELLOR-DEAN-SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$705,408	
Actual Base Salary Received	\$705,408	
Health Sciences Compensation Plan	\$240,561	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; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
KIRK, J. DOUG UCD		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$580,116	
Actual Base Salary Received	\$580,116	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$111,049	Per policy, eligible to participate in the 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 2019-20 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 UCSB		
VICE CHANCELLOR FOR STUDENT AFFAIRS		
Annual Base as of Dec 31	\$298,260	
Actual Base Salary Received	\$298,260	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
KLETZER, LORI UCSC		
CAMPUS PROVOST/EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$385,000	Effective 6/1/20, appointed as Campus Provost/Executive Vice Chancellor.
Actual Base Salary Received	\$372,752	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
KLOHN, JOHANNA UCLA		
CHIEF RISK OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$353,603	
Actual Base Salary Received	\$352,248	
Incentive	\$51,272	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$27,106	Data reflects payment for paid time off amount in excess of accumulation limits.
KLOTZBIER, ELLSWORTH EDWARD UCM		
VICE CHANCELLOR, CHIEF EXTERNAL RELATIONS OFFICER		

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Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$303,540	
Actual Base Salary Received	\$303,540	
Relocation Allowance	\$1,500	Relocation allowance was approved to be paid over a four year period in connection with prior MSP appointment; approved under local authority at time of hire. Data reflects the final annual installment paid in 2020.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
KNOWLTON, JAMES UCB		
ATHLETICS DIRECTOR		
Annual Base as of Dec 31	\$275,000	Effective 10/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the AD's base salary to \$247,500 through 6/30/21.
Actual Base Salary Received	\$270,417	
Coach - Incentive	\$245,000	Performance-based incentive opportunity paid in 2020 calendar year (for 2019-20 and 2020-21 contract years) as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$388,417	Effective 10/1/20, a voluntary talent fee reduction was in effect, temporarily adjusting talent fee to \$355,500 through 6/30/21. 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	\$2,996	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
KOSHLAND, CATHERINE UCB		
VICE CHANCELLOR - UNDERGRADUATE EDUCATION		
Annual Base as of Dec 31	\$330,000	Effective 1/1/20, a market-based salary adjustment was received.
Actual Base Salary Received	\$327,114	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
KOVALCHICK, ANN UCM		
ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$267,552	
Actual Base Salary Received	\$267,552	

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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	\$314,900	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
KRAUS, DAVID UCSD		
CHIEF CONTRACTING OFFICER - MEDICAL CENTER		
Annual Base as of Dec 31	\$213,973	Base salary represents 43% of \$497,612 base salary, as a rehired retiree
Actual Base Salary Received	\$276,883	
Clinical Enterprise Management Recognition Program	\$77,240	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$16,774	Stipend received for assuming additional or expanded duties.
Other Cash Compensation/Payments	\$63,516	Data reflects terminal vacation payout upon separation.
KREMER, BRENDAN UCSD		
CHIEF ADMINISTRATIVE OFFICER - OPERATIONS, UCSD HEALTH & CHIEF OPERATING OFFICER, UCSD PHYSICIAN GROUP		
Annual Base as of Dec 31	\$450,006	Effective 12/1/20, appointed as Chief Administrative Officer - Operations, UCSD Health & Chief Operating Officer, UCSD Physician Group.
Actual Base Salary Received	\$391,789	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Clinical Enterprise Management Recognition Program	\$73,164	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives. Includes payment of interest for deferred 2015/16 award (\$16,382) previously paid in 2019.
KUO, ALLEN UCOP		
DIRECTOR - INVESTMENT RISK MANAGEMENT		
Annual Base as of Dec 31	\$283,260	
Actual Base Salary Received	\$283,260	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$168,292	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
LAIRD, DIANE UCI SPECIALIST		
Annual Base as of Dec 31	\$814,320	Effective 4/13/20, hired as Specialist.
Actual Base Salary Received	\$335,400	
LAKE, GWENDOLINE UCLA CONTROLLER, UCLA HEALTH		
Annual Base as of Dec 31	\$321,740	
Actual Base Salary Received	\$320,507	
Incentive	\$46,652	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$22,198	Data reflects payment for paid time off amount in excess of accumulation limits.
LAM, MARIAM VICE CHANCELLOR FOR DIVERSITY, EQUITY & INCLUSION & CHIEF DIVERSITY OFFICER		
Annual Base as of Dec 31	\$219,670	Effective 8/1/20, appointed as Vice Chancellor for Diversity, Equity & Inclusion and Chief Diversity Officer.
Actual Base Salary Received	\$206,357	
Stipend	\$12,920	Stipend received for assuming additional or expanded duties prior to SMG appointment.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
LARET, MARK UCSF PRESIDENT & CHIEF EXECUTIVE OFFICER, UCSF HEALTH		

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Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$1,472,917	
Actual Base Salary Received	\$1,478,195	
Clinical Enterprise Management Recognition Program	\$391,796	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 2019-20 as approved by the Administrative Oversight Committee. Long-term incentive payout included (FY17-FY20). Actual award amount is based on performance against pre-established objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
LARIVE, CYNTHIA UCSC		
CHANCELLOR		
Annual Base as of Dec 31	\$425,000	Effective 7/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Chancellor's salary to \$382,500 through 6/30/21.
Actual Base Salary Received	\$407,292	
Executive Disability		Per policy, eligible; five year vesting requirement met.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
House Maintenance (tel, util, etc.)	\$2,223	Per policy, taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
LARSEN JR., DONALD UCR		
CHIEF EXECUTIVE OFFICER, UCR HEALTH		
Annual Base as of Dec 31	\$500,000	
Actual Base Salary Received	\$500,000	
Clinical Enterprise Management Recognition Program	\$96,175	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 2019-20 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.
LARSEN, RICHARD UCSF		

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Compensation Element	Amount	Staff Comments
DIRECTOR OF RESEARCH INFORMATICS		
Annual Base as of Dec 31	\$294,737	
Actual Base Salary Received	\$299,404	
Incentive	\$29,179	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$17,217	Stipend received for assuming additional or expanded duties.
LATHAM, SARAH UCSC		
VICE CHANCELLOR - BUSINESS ADMINISTRATION SERVICES		
Annual Base as of Dec 31	\$339,492	
Actual Base Salary Received	\$339,492	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Home Loan Program	\$662,350	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
LAVERNIA, ENRIQUE UCI		
FORMER PROVOST AND EXECUTIVE VICE CHANCELLOR/PROFESSOR		
Annual Base as of Dec 31	\$354,800	Effective 3/24/20, returned to faculty role as Professor after SMG role ended on 3/23/20.
Actual Base Salary Received	\$378,575	Base earnings include salary as Provost/Executive Vice Chancellor and salary as Professor.
Executive Auto Allowance	\$2,769	Per policy, eligible for annual auto allowance.
Other Cash Compensation/Payments	\$43,076	Data reflects terminal vacation payout upon separation from SMG role as Provost/EVC.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
LAZARUS, WILLIAM UCLA		
CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS, UCLA HEALTH		
Annual Base as of Dec 31	\$365,525	
Actual Base Salary Received	\$364,125	

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Compensation Element	Amount	Staff Comments
Incentive	\$53,001	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$15,430	Data reflects payment for paid time off amount in excess of accumulation limits.
LEASURE, CRAIG UCOP		
VICE PRESIDENT - UC NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$384,500	
Actual Base Salary Received	\$384,500	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
LEE, ALBERT UCOP		
INVESTMENT DIRECTOR		
Annual Base as of Dec 31	\$283,260	
Actual Base Salary Received	\$283,260	
Office of the Chief Investment Officer Annual Incentive Plan	\$134,425	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
LEFTERIS, CHAD UCI		
CHIEF EXECUTIVE OFFICER, UC IRVINE HEALTH SYSTEM		
Annual Base as of Dec 31	\$885,000	Effective 3/31/20, appointed as Chief Executive Officer.
Actual Base Salary Received	\$808,026	
Clinical Enterprise Management Recognition Program	\$142,202	Per policy, eligible to participate in the 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 2019-20 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.
LEHMANN, JENNIFER		
UC SYSTEMS REVENUE CYCLE DIRECTOR		

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Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$285,346	
Actual Base Salary Received	\$284,253	
Incentive	\$41,375	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
LEINEN, MARGARET UCSD		
VICE CHANCELLOR - MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY		
Annual Base as of Dec 31	\$375,768	
Actual Base Salary Received	\$375,768	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Other Cash Compensation/Payments	\$200	Data reflects payment as University Extension instructor.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
LES, JAMES 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	\$350,000	
Coach - Incentive	\$10,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance, in lieu of courtesy vehicle, if one is not available. Data reflects the amount received in 2020.
Other Cash Compensation/Payments	\$53,333	Contingent retention bonus approved as part of negotiated athletics contract.
LEVINE, MICHAEL UCLA		
VICE CHANCELLOR - ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$350,100	
Actual Base Salary Received	\$350,100	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

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Compensation Element	Amount	Staff Comments
LI, HAIPENG UCM		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$224,340	
Actual Base Salary Received	\$224,340	
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.
LISKA, EUGENIE UCLA		
DIRECTOR, HOSPITAL SYSTEM OPERATIONS		
Annual Base as of Dec 31	\$304,911	
Actual Base Salary Received	\$303,742	
Incentive	\$39,638	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$19,869	Data reflects payment for paid time off amount in excess of accumulation limits.
LLOYD, CHERYL UCOP		
ASSOCIATE VICE PRESIDENT & CHIEF RISK OFFICER/INTERIM VICE PRESIDENT - SYSTEMWIDE HUMAN RESOURCES		
Annual Base as of Dec 31	\$324,372	
Actual Base Salary Received	\$328,467	Includes retroactive payment of previously approved increase.
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.
LO, TONY UCOP		
DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$262,656	
Actual Base Salary Received	\$262,656	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$98,390	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. 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	\$373,836	
Actual Base Salary Received	\$372,403	
Incentive	\$40,187	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
LOWENSTEIN, DANIEL UCSF		
EXECUTIVE VICE CHANCELLOR/PROVOST		
Annual Base as of Dec 31	\$480,800	Effective 1/1/20, a market-based salary adjustment was received.
Actual Base Salary Received	\$475,302	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
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.
LUBARSKY, DAVID UCD		
VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER, UC DAVIS HEALTH		
Annual Base as of Dec 31	\$772,500	
Actual Base Salary Received	\$772,500	
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.
Home Loan Program	\$899,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Other Benefit	\$1,857	Imputed income; Med Comp Insurance as a School of Medicine faculty member.

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Compensation Element	Amount	Staff Comments
LYONS, RICHARD UCB		
CHIEF INNOVATION AND ENTREPRENEURSHIP OFFICER		
Annual Base as of Dec 31	\$360,600	Effective 1/1/20, hired as Chief Innovation and Entrepreneurship Officer.
Actual Base Salary Received	\$359,175	
Stipend	\$1,667	Stipend received for assuming additional or expanded duties.
MAC PHERSON, GARRY UCSB		
VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$315,180	
Actual Base Salary Received	\$315,180	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
MACKIE-MASON, JEFFREY UCB		
UNIVERSITY LIBRARIAN AND CHIEF DIGITAL SCHOLARSHIP OFFICER		
Annual Base as of Dec 31	\$330,012	
Actual Base Salary Received	\$330,012	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Home Loan Program	\$1,330,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
MALDONADO, THERESA UCOP		
VICE PRESIDENT FOR RESEARCH & INNOVATION		
Annual Base as of Dec 31	\$350,000	Effective 3/11/20, appointed as Vice President for Research and Innovation.
Actual Base Salary Received	\$253,220	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
MANDEVILLE-GAMBLE, STEVEN UCR		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$264,588	
Actual Base Salary Received	\$261,712	
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.
MANLAPAZ, ROWENA UCD		
ASSOCIATE CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$340,000	
Actual Base Salary Received	\$287,693	
Other Cash Compensation/Payments	\$44,286	Data reflects terminal vacation payout upon separation.
MARCUS, EMILIE UCLA		
EXECUTIVE STRATEGY OFFICER, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$377,775	
Actual Base Salary Received	\$377,775	
MARKLAND, JEANNE UCLA		
CHIEF OF ENTERPRISE APPLICATIONS, INFORMATION SERVICES & SOLUTIONS, UCLA HEALTH		
Annual Base as of Dec 31	\$367,655	
Actual Base Salary Received	\$366,346	
Incentive	\$53,310	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
MARSH, TOBY UCD		
CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$380,280	
Actual Base Salary Received	\$380,280	
Clinical Enterprise Management Recognition Program	\$62,128	Per policy, eligible to participate in the 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 2019-20 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.
MARSHALL, DAVID UCSB		
EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$370,968	
Actual Base Salary Received	\$370,968	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
MATTHEWS, GARY UCSD		
VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING		
Annual Base as of Dec 31	\$365,856	
Actual Base Salary Received	\$365,856	
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 UCD		
CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH		
Annual Base as of Dec 31	\$585,000	
Actual Base Salary Received	\$585,000	
Clinical Enterprise Management Recognition Program	\$101,366	Per policy, eligible to participate in the 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 2019-20 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 Employee Housing Assistance Program.

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Compensation Element	Amount	Staff Comments
MAXON, MARY LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR BIOSCIENCES		
Annual Base as of Dec 31	\$377,952	
Actual Base Salary Received	\$377,952	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
MAY, GARY UCD		
CHANCELLOR		
Annual Base as of Dec 31	\$525,156	Effective 7/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Chancellor's salary to \$472,640 through 6/30/21.
Actual Base Salary Received	\$415,248	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
MAYSENT, PATRICIA UCSD		
CHIEF EXECUTIVE OFFICER, UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$934,422	
Actual Base Salary Received	\$930,842	
Clinical Enterprise Management Recognition Program	\$250,886	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 2019-20 as approved by the Administrative Oversight Committee. Long-term incentive payout included (FY17-FY20). Actual award amount is based on performance against pre-established objectives. Due to an administrative error, an overpayment of \$1,000 will be repaid in 2021.
Executive Auto Allowance	\$5,487	Per policy, eligible for auto allowance. Due to a system error, a portion of the annual auto allowance was not paid. Missed auto allowance payments corrected locally by campus.
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
MAZZIOTTA, JOHN UCLA		
VICE CHANCELLOR - HEALTH SCIENCES		
Annual Base as of Dec 31	\$695,172	
Actual Base Salary Received	\$695,172	
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; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
MCLEOD, MICHAEL UCM		
VICE CHANCELLOR & CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$295,620	
Actual Base Salary Received	\$295,620	
Relocation Allowance	\$1,381	Relocation allowance was approved to be paid over a four year period in connection with prior MSP appointment; approved under local authority at time of hire. Data reflects the final annual installment paid in 2020.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Home Loan Program	\$296,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
MERZ, MARCO UCOP		
MANAGING DIRECTOR - DEFINED CONTRIBUTIONS PRODUCTS		
Annual Base as of Dec 31	\$298,704	
Actual Base Salary Received	\$298,704	
Office of the Chief Investment Officer Annual Incentive Plan	\$185,157	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
MITCHELL, ERIK UCSD		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$226,608	
Actual Base Salary Received	\$226,608	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
Home Loan Program	\$643,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
MIURA, EIMEE UCLA		
PROCUREMENT DIRECTOR, UCLA HEALTH/DIRECTOR OF SUPPLY CHAIN OPERATIONS, UC HEALTH		
Annual Base as of Dec 31	\$312,010	
Actual Base Salary Received	\$310,814	
Incentive	\$45,241	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$26,306	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	
Actual Base Salary Received	\$350,208	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
MONGA, INDER LBNL		
EXECUTIVE DIRECTOR ESNET, DIVISION DIRECTOR SCIENTIFIC NETWORKING		
Annual Base as of Dec 31	\$347,412	Effective 10/1/20, a merit-based salary increase was received consistent with the 2020-21 Berkeley Lab Salary Program.
Actual Base Salary Received	\$335,742	
MORGAN, DAVID UCSF		
VICE PRESIDENT-FACULTY PRACTICE OPERATIONS		
Annual Base as of Dec 31	\$358,948	
Actual Base Salary Received	\$357,573	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$59,289	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,309	Data reflects payment for paid time off amount in excess of accumulation limits.
MOUNCEY, NIGEL LBNL		
DIRECTOR, DOE JOINT GENOME INSTITUTE		
Annual Base as of Dec 31	\$375,996	Effective 10/1/20, a merit-based salary increase was received consistent with the 2020-21 Berkeley Lab Salary Program.
Actual Base Salary Received	\$364,586	
MUNOZ, JUAN SANCHEZ UCM		
CHANCELLOR		
Annual Base as of Dec 31	\$425,000	Effective 7/1/20, appointed as Chancellor, UC Merced.
Actual Base Salary Received	\$177,083	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Moving Expenses	\$58,595	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
House Maintenance (tel, util, etc.)	\$33	Per policy, taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
MUNOZ, SANTIAGO III UCLA		
CHIEF STRATEGY OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$646,737	
Actual Base Salary Received	\$648,262	Includes retroactive payment of previously approved increase.
Clinical Enterprise Management Recognition Program	\$121,441	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$5,838	Stipend received for assuming additional or expanded duties; stipend ended once appointed as SMG.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
MURALI, VIJI UCD		
VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$369,192	
Actual Base Salary Received	\$369,192	
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 Employee Housing Assistance Program.
MURASAKI, ALICE UCSF		
ASSISTANT VICE CHANCELLOR- CAMPUS PLANNING		
Annual Base as of Dec 31	\$330,000	
Actual Base Salary Received	\$330,000	
Move Expenses	\$9,658	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
MURPHY, LISA UCSD		
CHIEF ADMINISTRATIVE OFFICER - CARDIOVASCULAR, MEDICINE AND DERMATOLOGY SERVICES		
Annual Base as of Dec 31	\$309,901	
Actual Base Salary Received	\$308,123	
Clinical Enterprise Management Recognition Program	\$48,042	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
MURRI, MITCHELL UCD		
EXECUTIVE DIRECTOR OF PATIENT REVENUE CYCLE		
Annual Base as of Dec 31	\$282,490	
Actual Base Salary Received	\$282,490	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$44,845	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$11,770	Stipend received for assuming additional or expanded duties.
MUSGRAVE, WILLIAM UCB		
OFFENSIVE COORDINATOR - FOOTBALL		
Annual Base as of Dec 31	\$250,000	Effective 1/6/20, hired as Football Offensive Coordinator.
Actual Base Salary Received	\$226,449	
Other Cash Compensation/Payments	\$226,449	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Moving Expenses	\$2,120	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$225	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
MYERS, NEIL UCI		
CONTROLLER		
Annual Base as of Dec 31	\$257,500	
Actual Base Salary Received	\$256,513	
Incentive	\$36,479	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Data reflects the actual award amount for 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Recognition Award	\$2,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Stipend	\$38,477	Stipend received for assuming additional or expanded duties.
Other Cash Compensation/Payments	\$17,759	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
NAIBERG, AMIR UCLA		
ASSOCIATE VICE CHANCELLOR/CHIEF EXECUTIVE OFFICER & PRESIDENT, TECHNOLOGY DEVELOPMENT GROUP		
Annual Base as of Dec 31	\$444,465	
Actual Base Salary Received	\$440,439	
Technology Development Incentive Plan	\$96,105	Per policy, eligible to participate in the Technology Development Incentive Plan (TDIP), 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Relocation Allowance	\$6,333	Relocation allowance was approved to be paid over a four year period; approved under local authority at the time of hire. Data reflects the final annual installment paid in 2020.
Home Loan Program	\$1,500,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
NAPOLITANO, JANET UCOP		
FORMER PRESIDENT OF THE UNIVERSITY/PROFESSOR		
Annual Base as of Dec 31	\$570,000	Effective 7/1/20, returned to faculty appointment as Professor after SMG role ended on 6/30/20.
Actual Base Salary Received	\$546,250	
Executive Auto Allowance		Per policy, eligible for annual auto allowance while serving as SMG.
Executive Disability		Per policy, eligible while serving as SMG; five year vesting requirement met.
University Housing		Per policy, eligible for University-provided housing while serving as President of the University.
NATION, CATHRYN UCOP		
VICE PRESIDENT - UC HEALTH		
Annual Base as of Dec 31	\$402,675	
Actual Base Salary Received	\$424,126	Includes retroactive payment of previously approved increase.
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
NAVA, RACHAEL UCOP		
EXECUTIVE VICE PRESIDENT & CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$392,544	
Actual Base Salary Received	\$392,544	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
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	\$1,498,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
NAVARRO, RENEE UCSF		
VICE CHANCELLOR-DIVERSITY AND OUTREACH		
Annual Base as of Dec 31	\$325,620	
Actual Base Salary Received	\$325,620	
Other Cash Compensation/Payments	\$500	Received an honorarium payment.
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 LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR ENERGY SCIENCES		
Annual Base as of Dec 31	\$364,860	
Actual Base Salary Received	\$364,860	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Home Loan Program	\$666,750	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
NELSON, LOUISE UCLA		
VICE CHANCELLOR - LEGAL AFFAIRS & ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$328,656	
Actual Base Salary Received	\$328,656	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
NEWMAN, BRIAN UCSF		
SENIOR ASSOCIATE VICE CHANCELLOR/VICE PRESIDENT-REAL ESTATE		
Annual Base as of Dec 31	\$587,103	
Actual Base Salary Received	\$584,854	
Clinical Enterprise Management Recognition Program	\$75,003	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20 percent of annual salary. Data reflects the actual award amount for 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
NIES, CHARLES UCM		
VICE CHANCELLOR, STUDENT AFFAIRS		
Annual Base as of Dec 31	\$278,388	
Actual Base Salary Received	\$278,388	
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 Employee Housing Assistance Program.
NORWOOD, BRIAN UCLA		
ASSISTANT HEAD FOOTBALL COACH/PASSING GAME COORDINATOR/DEFENSIVE BACKS FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	
Actual Base Salary Received	\$218,297	
Other Cash Compensation/Payments	\$218,298	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Moving Expenses	\$6,704	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Other Benefit	\$800	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.

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Compensation Element	Amount	Staff Comments
NOSOWSKY, RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH AFFAIRS & TECHNOLOGY LAW		
Annual Base as of Dec 31	\$413,600	
Actual Base Salary Received	\$413,600	
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.
O'BRIEN, MARGAUX UCOP		
INVESTMENT DIRECTOR		
Annual Base as of Dec 31	\$278,100	
Actual Base Salary Received	\$274,903	
Office of the Chief Investment Officer Annual Incentive Plan	\$99,025	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee. Correction for underpayment of FY 2018-19 award was also paid in 2020.
Stipend	\$16,223	Stipend received for assuming additional or expanded duties.
ONG, BYRON UCOP		
DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$242,052	
Actual Base Salary Received	\$242,052	
Office of the Chief Investment Officer Annual Incentive Plan	\$86,166	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
ORLANDO, CHARLES		
CHIEF FINANCIAL OFFICER - UC IRVINE HEALTH		
Annual Base as of Dec 31	\$625,000	Effective 10/19/20, appointed as Chief Financial Officer - UC Irvine Health.
Actual Base Salary Received	\$75,758	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$9,286	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
ORLOWSKI, ANNA UCD		
CHIEF HEALTH SYSTEM COUNSEL		
Annual Base as of Dec 31	\$323,427	
Actual Base Salary Received	\$323,427	
Other Cash Compensation/Payments	\$716	Data reflects payment for paid time off amount in excess of accumulation limits.
OSAKO, MARY UCLA		
VICE CHANCELLOR - STRATEGIC COMMUNICATIONS		
Annual Base as of Dec 31	\$280,000	
Actual Base Salary Received	\$280,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
OUILLET, PIERRE UCSD		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$453,048	
Actual Base Salary Received	\$453,048	
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.
PAARDEKOOPER, JANNA UCLA		
SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$409,239	
Actual Base Salary Received	\$409,239	
Clinical Enterprise Management Recognition Program	\$84,375	Per policy, eligible to participate in the 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 2019-20 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 UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$342,204	
Actual Base Salary Received	\$342,204	
Other Cash Compensation/Payments	\$850	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 UCLA		
ASSOCIATE VICE CHANCELLOR, DEVELOPMENT		
Annual Base as of Dec 31	\$360,060	
Actual Base Salary Received	\$360,060	
PASTERNAK, JOE UCSB		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$382,951	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$378,487	
PATTISON, KEVIN UCSF		
VICE PRESIDENT-SUPPLY CHAIN AND SUPPORT SERVICES		
Annual Base as of Dec 31	\$326,187	
Actual Base Salary Received	\$324,938	
Clinical Enterprise Management Recognition Program	\$53,878	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$7,119	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
PATTON, HAROLD UCSF		
CHIEF NURSING EXECUTIVE		
Annual Base as of Dec 31	\$550,000	Effective 8/3/20, appointed as Chief Nursing Executive.
Actual Base Salary Received	\$437,711	
Clinical Enterprise Management Recognition Program	\$64,380	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses	\$601	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
PEASE, JAMES UCSF		
EXECUTIVE DIRECTOR-DESIGN AND CONSTRUCTION		
Annual Base as of Dec 31	\$380,016	
Actual Base Salary Received	\$378,560	
Incentive	\$28,102	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses	\$26,491	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
PELLUM, DON UCLA		
INSIDE LINEBACKERS FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$141,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$367	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
PENALOZA, LORENA UCSC		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$283,260	

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$283,260	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
PETITT, BECKY UCSD		
VICE CHANCELLOR - EQUITY DIVERSITY INCLUSION		
Annual Base as of Dec 31	\$284,532	
Actual Base Salary Received	\$284,532	
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.
PHELAN, PATRICK UCSF		
CHIEF INFORMATION SECURITY OFFICER (CISO)		
Annual Base as of Dec 31	\$284,887	
Actual Base Salary Received	\$283,795	
Incentive	\$28,204	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$28,496	Stipend received for assuming additional or expanded duties.
Other Cash Compensation/Payments	\$16,568	Data reflects payment for paid time off amount in excess of accumulation limits.
PHILLIPS, DAVID UCOP		
ASSOCIATE VICE PRESIDENT - ENERGY & SUSTAINABILITY		
Annual Base as of Dec 31	\$249,312	
Actual Base Salary Received	\$249,312	
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
PHILLIPS, JAMIE UCSF		
VICE PRESIDENT-CHIEF OPERATING OFFICER, BENIOFF CHILDREN'S HOSPITAL		
Annual Base as of Dec 31	\$676,199	
Actual Base Salary Received	\$673,608	
Clinical Enterprise Management Recognition Program	\$86,384	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20 percent of annual salary. Data reflects the actual award amount for 2019-20 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 PLANNING AND ORGANIZATION		
Annual Base as of Dec 31	\$318,274	
Actual Base Salary Received	\$317,054	
Clinical Enterprise Management Recognition Program	\$50,208	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$8,498	Data reflects payment for paid time off amount in excess of accumulation limits.
POLLACK, ELLEN UCLA		
CHIEF NURSING INFORMATICS OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$367,237	
Actual Base Salary Received	\$365,830	
Incentive	\$53,249	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$26	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
POWERS-SCHILLING, WENDY UCOP		
ASSOCIATE VICE PRESIDENT, AGRICULTURE AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$271,368	
Actual Base Salary Received	\$271,368	
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	\$675,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
PRASHER, RAVI LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR ENERGY TECHNOLOGIES		
Annual Base as of Dec 31	\$351,456	
Actual Base Salary Received	\$352,322	Includes retroactive payment of previously approved increase.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
RADTKE, GUILHERME UCSF		
DIRECTOR PATIENT FINANCIAL SERVICES		
Annual Base as of Dec 31	\$292,049	
Actual Base Salary Received	\$291,255	
Incentive	\$30,975	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$14,599	Stipend received for assuming additional or expanded duties.
RAJABI, NASSIN UCSF		
VICE PRESIDENT- WOMEN'S HEALTH SERVICES		
Annual Base as of Dec 31	\$325,000	
Actual Base Salary Received	\$327,324	

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Compensation Element	Amount	Staff Comments
Incentive	\$37,375	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$3,200	Stipend received for assuming additional or expanded duties.
Other Cash Compensation/Payments	\$26,255	Data reflects payment for paid time off amount in excess of accumulation limits.
RATLIFF, KELLY UCD		
VICE CHANCELLOR - FINANCE, OPERATIONS AND ADMINISTRATION		
Annual Base as of Dec 31	\$361,416	
Actual Base Salary Received	\$361,416	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
REGUERIN, PABLO UCD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$382,464	Effective 7/20/20, appointed as Vice Chancellor - Student Affairs.
Actual Base Salary Received	\$382,464	Includes base salary from previous role as Associate Vice Chancellor at UC Santa Cruz.
Recognition Award	\$1,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 (prior to SMG role) under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$6,801	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
RESNICK, NANCY UCSD		
CAMPUS CHIEF HUMAN RESOURCES OFFICER		
Annual Base as of Dec 31	\$325,560	
Actual Base Salary Received	\$325,560	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Moving Expenses	\$37,899	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

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Compensation Element	Amount	Staff Comments
RHODES, LISA UCSD		
CHIEF ADMINISTRATIVE OFFICER		
Annual Base as of Dec 31	\$309,901	
Actual Base Salary Received	\$308,714	
Clinical Enterprise Management Recognition Program	\$58,935	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
RIDLEY, LORI UCSF		
EHR APPLICATION SOLUTIONS ARCHITECT, UCSF HEALTH		
Annual Base as of Dec 31	\$312,407	
Actual Base Salary Received	\$311,208	
Incentive	\$28,117	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
RIDLEY, VANESSA UCSF		
CHIEF UCSF HEALTH COMPLIANCE OFFICER		
Annual Base as of Dec 31	\$350,000	
Actual Base Salary Received	\$350,000	
RIKE, MIRIAM UCSF		
VICE PRESIDENT-FINANCE/ CHIEF FINANCIAL OFFICER-UCSF MEDICAL CENTER AND LPPI		
Annual Base as of Dec 31	\$416,848	
Actual Base Salary Received	\$415,251	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$58,432	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
RILEY, MICHAEL UCB		
EXECUTIVE DIRECTOR, EMERGENCY & TRAUMA SERVICES & CLINICAL REGULATORY AFFAIRS, UCLA HEALTH		
Annual Base as of Dec 31	\$300,000	Effective 11/2/20, transferred from UC Merced as Interim VC and CFO to UC Berkeley to assume role as Controller.
Actual Base Salary Received	\$254,229	
RIMICCI, JANET UCLA		
SENIOR DIRECTOR OF UCLA MEDICAL CENTER, SANTA MONICA, UCLA HEALTH		
Annual Base as of Dec 31	\$368,908	Effective 1/27/20, appointed as Senior Director.
Actual Base Salary Received	\$361,646	
Incentive	\$39,658	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$734	Stipend received for assuming additional or expanded duties.
Other Cash Compensation/Payments	\$29,693	Data reflects payment for paid time off amount in excess of accumulation limits.
RITTER, JOHN UCOP		
MANAGING DIRECTOR, REAL ASSETS		
Annual Base as of Dec 31	\$297,348	
Actual Base Salary Received	\$297,348	
Office of the Chief Investment Officer Annual Incentive Plan	\$119,330	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.

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Compensation Element	Amount	Staff Comments
ROBINSON, CHARLES UCOP		
GENERAL COUNSEL AND VICE PRESIDENT - LEGAL AFFAIRS		
Annual Base as of Dec 31	\$482,268	
Actual Base Salary Received	\$482,268	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
ROBINSON, DAVID UCB		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$310,848	
Actual Base Salary Received	\$310,848	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
ROBINSON, WHITLEY UCSD		
CHIEF ADMINISTRATOR OFFICER - FACILITIES, CAPITAL MANAGEMENT AND HOSPITAL SUPPORT SERVICES		
Annual Base as of Dec 31	\$279,813	
Actual Base Salary Received	\$278,741	
Clinical Enterprise Management Recognition Program	\$53,213	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ROBNETT-OLSEN, BELINDA UCSB		
VICE PRESIDENT-STRATEGY, CANCER ENTERPRISE		
Annual Base as of Dec 31	\$282,000	Effective 9/1/20, appointed as Vice Chancellor - Diversity, Equity & Inclusion.
Actual Base Salary Received	\$264,048	Includes base salary from previous role as Associate Dean role at UC Irvine.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
ROE, NATALIE LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR PHYSICAL SCIENCES		
Annual Base as of Dec 31	\$350,004	Effective 7/1/20, appointed as Associate Laboratory Director for Physical Sciences.
Actual Base Salary Received	\$320,989	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
ROSALSKY, MARA UCI		
INTERIM CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$350,000	Effective 8/1/20, appointed as Interim Chief Nursing Officer.
Actual Base Salary Received	\$220,312	
ROSS, CHERYL UCSD		
ASSOCIATE VICE CHANCELLOR/UNIVERSITY CONTROLLER AND FINANCIAL OFFICER - SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$335,988	
Actual Base Salary Received	\$335,988	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
ROTH, JEFFREY UCLA		
ASSOCIATE VICE CHANCELLOR, ACADEMIC PLANNING & BUDGET		
Annual Base as of Dec 31	\$328,800	
Actual Base Salary Received	\$328,800	
Relocation Allowance	\$5,960	Relocation allowance was approved to be paid over a four year period; approved under local authority at time of hire. Data reflects the final annual installment paid in 2020.
Home Loan Program	\$1,233,000	
ROWAN-BRAUN, MARIANNE UCLA		
CHIEF PATIENT EXPERIENCE OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$320,863	
Actual Base Salary Received	\$319,634	

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Compensation Element	Amount	Staff Comments
Incentive	\$44,119	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
SAGE, DEREK UCLA		
TIGHT ENDS/SPECIAL TEAMS FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	
Actual Base Salary Received	\$250,000	
Coach - Incentive	\$25,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$95,833	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
SATTERLUND, ALYSSON UCSD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$279,048	
Actual Base Salary Received	\$279,048	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
SAVAGE, JOHN 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	\$150,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$150,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$75,500	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$75,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$15,252	W-2 reportable imputed value of courtesy vehicle.

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Compensation Element	Amount	Staff Comments
SAVINO, DARREN UCLA		
MEN'S ASSOCIATE HEAD BASKETBALL COACH		
Annual Base as of Dec 31	\$250,000	
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$150,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$15,000	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Benefit	\$4,157	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
SCHNEIDER, PETER UCI		
CHIEF HEALTH SCIENCES COUNSEL		
Annual Base as of Dec 31	\$336,900	
Actual Base Salary Received	\$336,900	
SCHNETZLER, GRETA UCSF		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$342,204	
Actual Base Salary Received	\$341,743	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
SCHROEDER, DAVID UCOP		
SENIOR PORTFOLIO MANAGER - FIXED INCOME		
Annual Base as of Dec 31	\$323,820	
Actual Base Salary Received	\$323,820	
Office of the Chief Investment Officer Annual Incentive Plan	\$142,756	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.

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Compensation Element	Amount	Staff Comments
SCURR, KIMBERLY UCSF		
VICE PRESIDENT-BENIOFF CHILDREN'S HOSPITAL		
Annual Base as of Dec 31	\$381,603	
Actual Base Salary Received	\$380,240	
Clinical Enterprise Management Recognition Program	\$53,491	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$31,950	Data reflects payment for paid time off amount in excess of accumulation limits.
SELICK, HAROLD UCSF		
VICE CHANCELLOR-BUSINESS DEVELOPMENT, INNOVATION PARTNERSHIPS		
Annual Base as of Dec 31	\$445,584	
Actual Base Salary Received	\$445,584	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
SHAFFER, CHRISTOPHER UCSF		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$291,756	
Actual Base Salary Received	\$291,756	
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	
Actual Base Salary Received	\$253,248	
Executive Auto Allowance	\$5,201	Per policy, eligible for annual auto allowance.
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.
SHILLING, JEFFREY UCSC		
FORMER INTERIM VICE CHANCELLOR - UNIVERSITY RELATIONS/ASSOCIATE VICE CHANCELLOR - PHILANTHROPY		
Annual Base as of Dec 31	\$250,030	Effective 7/1/20, returned to role as Associate Vice Chancellor - Philanthropy after Interim SMG role ended on 6/30/20.
Actual Base Salary Received	\$284,429	Base earnings include salary as Interim Vice Chancellor - University Relations and salary as Associate Vice Chancellor.
Stipend	\$4,914	Stipend received for assuming additional or expanded duties.
SIMMONS, BLAKE LBNL		
DIVISION DIRECTOR, BIOLOGICAL SYSTEMS & ENGINEERING		
Annual Base as of Dec 31	\$361,284	Effective 10/1/20, a merit-based salary increase was received consistent with the 2020-21 Berkeley Lab Salary Program.
Actual Base Salary Received	\$350,684	
SIMMONS, BRADLEY UCD		
CHIEF OPERATING OFFICER/INTERIM CHIEF EXECUTIVE OFFICER		
Annual Base as of Dec 31	\$754,983	
Actual Base Salary Received	\$754,983	
Clinical Enterprise Management Recognition Program	\$135,359	Per policy, eligible to participate in the 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 2019-20 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.
SIMMONS, ELIZABETH UCSD		
EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$409,836	

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$409,836	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Home Loan Program	\$1,062,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
SIMON, HORST LBNL		
DEPUTY LABORATORY DIRECTOR FOR RESEARCH		
Annual Base as of Dec 31	\$472,656	
Actual Base Salary Received	\$472,656	
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 Employee Housing Assistance Program.
SINA, JULIE UCLA		
ASSOCIATE VICE CHANCELLOR, ALUMNI AFFAIRS & CHIEF FINANCIAL OFFICER, UCLA FOUNDATION		
Annual Base as of Dec 31	\$347,436	
Actual Base Salary Received	\$347,436	
SIRMON, PETER UCB		
DEFENSIVE COORDINATOR/INSIDE LINEBACKERS COACH - FOOTBALL		
Annual Base as of Dec 31	\$250,000	Effective 10/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Coach's base salary to \$225,000 through 1/31/21.
Actual Base Salary Received	\$245,833	
Coach - Incentive	\$10,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$368,333	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$87,500	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$1,498	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Other Benefit	\$1,022	W-2 reportable travel costs for spouse and family members.

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Compensation Element	Amount	Staff Comments
SMITH, BRIAN UCSF		
CHIEF ETHICS AND COMPLIANCE OFFICER		
Annual Base as of Dec 31	\$375,000	
Actual Base Salary Received	\$375,000	
SMITH, CHARMIN UCB		
HEAD COACH - WOMEN'S BASKETBALL		
Annual Base as of Dec 31	\$275,000	Effective 10/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Coach's base salary to \$247,000 through 7/1/21.
Actual Base Salary Received	\$383,300	
Coach - Incentive	\$50,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$204,227	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$7,494	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Other Benefit	\$718	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
SMITH, MACKENZIE UCD		
UNIVERSITY LIBRARIAN AND VICE PROVOST OF DIGITAL SCHOLARSHIP		
Annual Base as of Dec 31	\$290,976	
Actual Base Salary Received	\$290,976	
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 UCLA		
ASSOCIATE VICE CHANCELLOR FOR RESEARCH ADMINISTRATION		
Annual Base as of Dec 31	\$345,060	
Actual Base Salary Received	\$345,060	

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Compensation Element	Amount	Staff Comments
SMITH, SUSAN UCSF		
SENIOR VICE PRESIDENT & CHIEF FACULTY PRACTICES OFFICER		
Annual Base as of Dec 31	\$613,016	
Actual Base Salary Received	\$610,667	
Clinical Enterprise Management Recognition Program	\$95,125	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
SMITH, THOMAS UCR		
INTERIM PROVOST & EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$350,000	Effective 7/1/20, a market-based salary adjustment was received.
Actual Base Salary Received	\$326,667	
Home Loan Program	\$400,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
SOUSA, NOEL UCD		
DIRECTOR OF FINANCE		
Annual Base as of Dec 31	\$277,545	
Actual Base Salary Received	\$277,545	
Clinical Enterprise Management Recognition Program	\$37,774	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$13,007	Data reflects payment for paid time off amount in excess of accumulation limits.
SPAIN BRADLEY, ANNA		
VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION		
Annual Base as of Dec 31	\$330,000	Effective 9/1/20, appointed as Vice Chancellor - Equity, Diversity & Inclusion.
Actual Base Salary Received	\$82,500	

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$28,661	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
SPISSO, JOHNESE UCLA		
PRESIDENT, UCLA HEALTH/CHIEF EXECUTIVE OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$1,393,009	
Actual Base Salary Received	\$1,395,860	Includes retroactive payment of previously approved increase.
Clinical Enterprise Management Recognition Program	\$418,597	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 2019-20 as approved by the Administrative Oversight Committee. Long-term incentive payout included (FY17-FY20). Actual award amount is based on performance against pre-established objectives.
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
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 - FIXED INCOME		
Annual Base as of Dec 31	\$242,052	
Actual Base Salary Received	\$242,052	
Office of the Chief Investment Officer Annual Incentive Plan	\$92,250	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
STATON, PAUL UCLA		
SENIOR VICE PRESIDENT & CHIEF FINANCIAL OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$818,538	
Actual Base Salary Received	\$815,402	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$176,947	Per policy, eligible to participate in the 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 2019-20 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.
STEEL, VIRGINIA UCLA		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$309,589	Effective 1/1/20, a market-based salary adjustment was received.
Actual Base Salary Received	\$308,129	
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 Employee Housing Assistance Program.
STERMAN, STEVEN UCOP		
SENIOR MANAGING DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$375,144	
Actual Base Salary Received	\$375,144	
Office of the Chief Investment Officer Annual Incentive Plan	\$184,044	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. 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 Employee Housing Assistance Program.
STERN, HAL		
INTERIM PROVOST & EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$400,000	Effective 3/11/20, appointed as Interim Executive Vice Chancellor.
Actual Base Salary Received	\$366,127	

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Compensation Element	Amount	Staff Comments
Other Cash Compensation/Payments	\$1,000	Received an honorarium payment under faculty appointment; prior to appointment as Interim Provost/EVC.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
STRACHAN, SHAY UCSF		
VICE PRESIDENT-STRATEGIC DEVELOPMENT		
Annual Base as of Dec 31	\$344,374	
Actual Base Salary Received	\$343,054	
Clinical Enterprise Management Recognition Program	\$49,159	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$15,955	Data reflects payment for paid time off amount in excess of accumulation limits.
SUTTON, STEPHEN UCB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$299,184	
Actual Base Salary Received	\$299,184	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Other Cash Compensation/Payments	\$4,000	Data reflects payment as University Extension instructor.
SWEENEY, MICHAEL UCD		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$308,268	
Actual Base Salary Received	\$308,268	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
SWETT, MICHAEL UCOP		
SENIOR PORTFOLIO MANAGER - FIXED INCOME		
Annual Base as of Dec 31	\$267,804	
Actual Base Salary Received	\$267,804	

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Compensation Element	Amount	Staff Comments
Office of the Chief Investment Officer Annual Incentive Plan	\$105,978	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
SWINKELS, RONALD UCOP		
MANAGING DIRECTOR - PUBLIC EQUITY		
Annual Base as of Dec 31	\$329,604	
Actual Base Salary Received	\$325,815	
Office of the Chief Investment Officer Annual Incentive Plan	\$208,071	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. FY 2019-20 incentive payout award was approved by the Administrative Oversight Committee. Correction for underpayment of FY 2018-19 award was also paid in 2020.
SZE, HOYT UCOP		
MANAGING COUNSEL		
Annual Base as of Dec 31	\$325,500	
Actual Base Salary Received	\$325,500	
Recognition Award	\$500	STAR (Staff Appreciation and Recognition Plan) Award received in 2020 under location-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
TAKEUCHI, SUSAN UCLA		
CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$457,606	
Actual Base Salary Received	\$455,853	
Clinical Enterprise Management Recognition Program	\$90,526	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$33,343	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
TANJI, LORELEI UCI		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$264,264	
Actual Base Salary Received	\$264,264	
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.
TIJERINO, EDGAR UCLA		
CHIEF INFORMATION SECURITY OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$266,387	
Actual Base Salary Received	\$265,366	
Incentive	\$38,626	
Relocation Allowance	\$5,500	Relocation allowance was approved to be paid over a four year period; approved under local authority at the time of hire. Data reflects the final annual installment paid in 2020.
Other Cash Compensation/Payments	\$22,690	Data reflects payment for paid time off amount in excess of accumulation limits.
TORRES, RODOLFO UCR		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$325,000	
Actual Base Salary Received	\$325,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$28,335	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Home Loan Program	\$728,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
TRAINA, SAMUEL UCM		
FORMER VICE CHANCELLOR - RESEARCH & ECONOMIC DEVELOPMENT/PROFESSOR		
Annual Base as of Dec 31	\$281,904	Effective 7/1/20, returned to faculty as Professor after SMG role ended on 6/30/20.
Actual Base Salary Received	\$281,904	
Other Cash Compensation/Payments	\$51,844	Data reflects terminal vacation payout upon separation from SMG role as Vice Chancellor.
Executive Disability		Per policy, eligible while serving as SMG; five year vesting requirement met.

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Compensation Element	Amount	Staff Comments
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
TRAN, TU UCOP		
ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS		
Annual Base as of Dec 31	\$258,408	
Actual Base Salary Received	\$258,408	
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.
TUIASOSOPO, MARQUES 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	\$250,000	Coach separated prior to the certification process.
Coach - Incentive	\$10,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$66,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,493	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Other Benefit	\$887	W-2 reportable travel costs for spouse and family members.
TULL, RENETTA UCD		
VICE CHANCELLOR - DIVERSITY, EQUITY AND INCLUSION		
Annual Base as of Dec 31	\$276,000	
Actual Base Salary Received	\$276,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$34,538	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Home Loan Program	\$886,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.

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Compensation Element	Amount	Staff Comments
TURNER, RUSSELL UCI		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$374,920	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$370,370	
Coach - Incentive	\$125,000	Performance-based incentive opportunity paid in 2020 calendar year 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		W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
TURTELTAUB, RHEA UCLA		
VICE CHANCELLOR - EXTERNAL AFFAIRS		
Annual Base as of Dec 31	\$486,924	
Actual Base Salary Received	\$486,924	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
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-LEEUEWE, MATTHEW UCD		
EXECUTIVE DIRECTOR, PROFESSIONAL SERVICES DIVISION, UC DAVIS HEALTH		
Annual Base as of Dec 31	\$297,436	
Actual Base Salary Received	\$297,436	
Clinical Enterprise Management Recognition Program	\$41,329	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
VANDENBERG, CHAD UCSD		
CHIEF QUALITY AND PATIENT SAFETY OFFICER, UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$292,926	

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Compensation Element	Amount	Staff Comments
Actual Base Salary Received	\$291,803	
Incentive	\$36,614	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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
VAUGHN, KEVIN UCR		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$263,532	
Actual Base Salary Received	\$263,532	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
VEGA, FRANCESCA UCSF		
VICE CHANCELLOR-COMMUNITY AND GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$273,000	
Actual Base Salary Received	\$273,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
WAKIMOTO, ROGER UCLA		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$376,620	
Actual Base Salary Received	\$376,620	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
WALLACE, TAMMY		
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$499,992	
Actual Base Salary Received	\$498,077	

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$108,086	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
WALSHOK, MARY UCSD		
DEAN-UNIVERSITY EXTENSION/ASSOCIATE VICE CHANCELLOR EXTENDED STUDIES AND PUBLIC SERVICE		
Annual Base as of Dec 31	\$228,372	
Actual Base Salary Received	\$228,372	
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.
WEBBER, MARIE UCSD		
CHIEF ADMINISTRATOR OFFICER - WOMEN AND INFANTS, PSYCHIATRIC AND OPHTHALMOLOGY SERVICES		
Annual Base as of Dec 31	\$281,149	
Actual Base Salary Received	\$280,072	
Clinical Enterprise Management Recognition Program	\$50,656	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
WEBSTER, CHARLES UCOP		
INVESTMENT OFFICER		
Annual Base as of Dec 31	\$226,608	
Actual Base Salary Received	\$226,608	
Office of the Chief Investment Officer Annual Incentive Plan	\$113,797	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2019-20, with target and maximum award opportunities (as a percent of base salary) of 35% and 70%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.

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Compensation Element	Amount	Staff Comments
WEISS, GEORGE UCSF		
VICE PRESIDENT-CHILDREN'S AMBULATORY OPERATIONS		
Annual Base as of Dec 31	\$326,187	
Actual Base Salary Received	\$324,937	
Clinical Enterprise Management Recognition Program	\$31,885	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
WELCH, ANDREW UCI		
ASSOCIATE VICE CHANCELLOR, HEALTH ADVANCEMENT		
Annual Base as of Dec 31	\$350,000	
Actual Base Salary Received	\$325,862	
WILCOX, JUSTIN UCB		
HEAD COACH - FOOTBALL		
Annual Base as of Dec 31	\$275,000	Effective 10/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Coach's base salary to \$247,500 through 7/1/21.
Actual Base Salary Received	\$692,208	
Coach - Incentive	\$250,000	Performance-based incentive opportunity paid in 2020 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$2,592,917	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$19,878	W-2 reportable imputed value of courtesy vehicle.
Other Benefit	\$2,861	W-2 reportable value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
WILCOX, KIM UCR		
CHANCELLOR		
Annual Base as of Dec 31	\$431,256	Effective 7/1/20, a voluntary base salary reduction was in effect, temporarily adjusting the Chancellor's salary to \$388,130 through 6/30/21.
Actual Base Salary Received	\$413,287	

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Compensation Element	Amount	Staff Comments
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
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.
House Maintenance (tel, util, etc.)	\$1,322	Per policy, taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
WILDMAN, ELIZABETH UCSF		
VICE PRESIDENT-FINANCE/CHIEF FINANCIAL OFFICER, PHYSICIAN ORGANIZATIONS		
Annual Base as of Dec 31	\$399,999	
Actual Base Salary Received	\$398,465	
Clinical Enterprise Management Recognition Program	\$21,896	Per policy, 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses	\$50,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
WILLIAMS, VANDONELIO UCSC		
VICE CHANCELLOR - INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$306,948	
Actual Base Salary Received	\$306,948	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
WILSON, ELLEN UCLA		
EXECUTIVE DIRECTOR, THERAPY SERVICES, UCLA HEALTH		
Annual Base as of Dec 31	\$288,081	
Actual Base Salary Received	\$286,978	
Incentive	\$41,772	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 2019-20 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
WILSON, STEPHEN UCSF		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$487,944	
Actual Base Salary Received	\$486,075	
Clinical Enterprise Management Recognition Program	\$68,398	Per policy, eligible to participate in the 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 2019-20 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$30,950	Data reflects payment for paid time off amount in excess of accumulation limits.
WILSON, WILLIAM UCI		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$523,600	
Actual Base Salary Received	\$507,551	
Clinical Enterprise Management Recognition Program	\$98,070	Per policy, eligible to participate in the 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 2019-20 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.
WITHERELL, MICHAEL LBNL		
LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$480,804	
Actual Base Salary Received	\$480,804	
Executive Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.