

**ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR
CALENDAR YEAR 2021: 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), 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 2021 for the following employees who were active employees as of December 31, 2021: (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 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 2021, and (3) 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 2021 was \$340,000.

OBSERVATIONS

- **Executive compensation remains a small percentage of payroll:** Compensation for incumbents included in this report that are appointed into positions in the Senior Management Group represents less than 1 percent of UC's total annual payroll of \$18.5 billion (exclusive of salaries for Lawrence Berkeley National Laboratory).

- **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 2021 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 2021: 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>).

- **2021 Systemwide Salary Program**
University of California campuses, medical centers, and Office of the President processed a general increase of 3.0 percent for eligible policy-covered employees. Lawrence Berkeley National Lab completed a 2021 merit-based program as approved by the Department of Energy.
- **UC Chancellors' compensation relative to market:** In 2021, the salaries for UC Chancellors remained low relative to market comparators and continued to fall in the bottom third as compared to other Association of American Universities (AAU) institutions. A review in late 2021 resulted in proposed market-based salary adjustments for eligible Chancellors that were approved by the Regents effective March 2022 and will be reported in the Annual Report for Executive Compensation for calendar year 2022.

The Chancellors chose to take a ten percent salary reduction for the 2020-21 fiscal year. On July 1, 2021, their base salaries reverted to their base salary amounts as of June 30, 2020.

- **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 tied to the attainment of specific performance 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 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 are not to be used to fund incentive award payments for clinical and health sciences personnel, OCIO personnel, or coaches and other athletic personnel.
- **Funding source for recognition awards:** By policy, only non-SMG staff are eligible to receive recognition awards. Funding for recognition awards is provided by local resources within division and departmental budget guidelines, which may include unrestricted fund sources (mainly general and common funds). The use of restricted funds is subject to any restrictions on those funds.
- **Incentive and recognition award pay by the numbers:** Of the 362 employees included in this report, 167 received incentive or recognition award pay, which collectively totaled just under \$19.0 million, and just over 0.10 percent of UC's \$18.5 billion annual payroll. Of the total incentive and recognition pay, \$11.5 million, or 60.5 percent, consisted of payments from the medical enterprise's Clinical Enterprise Management Recognition Plan (CEMRP). Approximately \$6.1 million, or 32.2 percent of the total incentive and recognition pay, consisted of payments under the OCIO Annual Incentive Plan (AIP). \$133,340, or 0.7 percent represented payments under the UCLA Technology Development Group Incentive Plan. Incentive awards for athletic directors, coaches, and incumbents in other athletic positions totaled approximately \$1.2 million, or 6.4 percent. Recognition award program payments of approximately \$44,000 made up the remaining 0.2 percent.

REPORT FORMAT AND CONTENT

The report includes compensation information for University employees who were active employees on December 31, 2021 and held positions that met the reportable population criteria during calendar year 2021.

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, 2021 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 CEMRP, (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: Policy no longer allows for temporary housing and/or relocation allowances to be utilized. Therefore, this element of the report has been removed.

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, and other cash compensation/payments. The total cash compensation may not correspond with the employee's taxable W-2 earnings due to pre-tax deductions and/or imputed income for non-cash perquisites.

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, 2021: 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, 2021. 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.

Reimbursed Moving Costs: This column reports the total amount of reimbursements for moving and relocation expenses incurred for relocating their primary residence in order to accept a position at the University.

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 UC location 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 on UC’s Institutional Research and Academic Planning website: (<https://www.ucop.edu/institutional-research-academic-planning/content-analysis/employees/compensation-reporting.html>)

(Attachments)

**ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2021:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Employee Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Reimburse Moving Costs	University- Provided Home Mortgage
ADAMS, PAUL	ACTING ASSOCIATE LABORATORY DIRECTOR FOR BIOSCIENCES	LBNL	MRZ	Below the 50th Percentile	\$354,605	\$323,152						\$323,152						
ADLER, JOSHUA	CHIEF CLINICAL OFFICER/VICE DEAN - CLINICAL AFFAIRS	UCSF	MRZ	Below the 50th Percentile	\$728,106	\$713,938	\$176,723					\$890,661	Y			Y		
AGARWAL, PRADEEP	DEAN - UNIVERSITY EXTENSION	UCSC	MRZ	Below the 60th Percentile	\$267,800	\$263,250						\$263,250	Y					
ALCOCER, DAVID	ASSOCIATE VICE PRESIDENT - BUDGET ANALYSIS AND PLANNING	UCOP	MRZ	Below the 75th Percentile	\$277,803	\$267,918						\$267,918	Y					
ALEXANDER, STACY	VICE PRESIDENT - WOMEN'S AND CHILDREN'S HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$344,791	\$338,083	\$66,950				\$13,227	\$418,260						
ALTSHULE, REBECCA	CHIEF CONTRACTING OFFICER, FACULTY PRACTICE GROUP	UCLA	Salary Range	Below the Maximum Salary Range	\$337,421	\$330,853	\$49,138				\$10,344	\$390,335						
AMODEO, RONALD	CHIEF STRATEGY OFFICER	UCD	Salary Range	Below the Maximum Salary Range	\$417,150	\$410,063	\$75,533					\$485,595					\$1,349	
ANANTHASWAMY, SATISH	SENIOR MANAGING DIRECTOR - ASIA INVESTMENTS AND GLOBAL FIXED INCOME	UCOP	Salary Range	Below the Maximum Salary Range	\$396,550	\$382,440	\$372,148					\$754,588						
ANDRIOLA, THOMAS	VICE CHANCELLOR - INFORMATION, TECHNOLOGY AND DATA; CHIEF DATA OFFICER	UCI	Salary Range	Below the Maximum Salary Range	\$515,004	\$506,252	\$52,281					\$558,533						
ANSTINE, LARRY	SPECIALIST	UCI	Salary Range	Below the Minimum Salary Range	\$375,003	\$364,586					\$10,788	\$375,374						
ANTELMAN, KRISTIN	UNIVERSITY LIBRARIAN	UCSB	MRZ	Below the 90th Percentile	\$265,233	\$260,727						\$260,727	Y					
ANTRUM, SHEILA	SENIOR VICE PRESIDENT- ADULT SERVICES/CHIEF OPERATING OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 60th Percentile	\$866,958	\$850,085	\$210,425					\$1,060,510	Y					
ARMBRUSTER, MARGARET A	EXECUTIVE DIRECTOR, EMERGENCY & TRAUMA SERVICES & CLINICAL REGULATORY AFFAIRS, UCLA HEALTH	UCLA	Salary Range	Below the Midpoint Salary Range	\$314,703	\$308,581	\$45,831				\$2,419	\$356,830						
ARRINGTON, JONATHON DUANE	CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP	UCLA	Salary Range	Below the Maximum Salary Range	\$404,028	\$396,163	\$98,063				\$23,245	\$517,471						
ATREJA, ASHISH	CHIEF INFORMATION OFFICER AND CHIEF DIGITAL INFORMATION OFFICER	UCD	MRZ	Below the 90th Percentile	\$576,800	\$522,362	\$65,380					\$587,742	Y				\$10,038	
AVERY, HOWARD	CHIEF DEVELOPMENT OFFICER/ASST DEAN - DEVELOPMENT & ALUMNI RELATIONS, HAAS SCHOOL OF BUSINESS	UCB	Salary Range	Above the Maximum Salary Range	\$350,000	\$350,000						\$350,000					\$54,019	
AVETISYAN, LUCY	ASSOCIATE VICE CHANCELLOR & CHIEF INFORMATION OFFICER	UCLA	Salary Range	Below the Maximum Salary Range	\$409,940	\$402,975	\$2,500					\$405,475						
AZAR, RICHARD F	CHIEF OPERATING OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 50th Percentile	\$757,610	\$690,269	\$159,899					\$850,168	Y					

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AZZINARO, JERRY	DEFENSIVE COORDINATOR - FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$450,000	\$700,000						
BACHHER, JAGDEEP	CHIEF INVESTMENT OFFICER, VICE PRESIDENT - INVESTMENTS	UCOP	MRZ	Below the 75th Percentile	\$712,974	\$687,600	\$1,217,147			\$8,916		\$1,913,663	Y			Y		
BAGGETT, MARGARITA	CHIEF CLINICAL OFFICER, UC SAN DIEGO HEALTH	UCSD	MRZ	Below the 90th Percentile	\$429,376	\$421,022	\$94,588					\$515,610	Y			Y		
BAIRD-JAMES, ALLISON	ASSOCIATE VICE CHANCELLOR - BUSINESS & FINANCE SOLUTIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$338,664	\$332,910	\$10,000					\$342,910						\$832,500
BALDWIN, BROOKE	CHIEF NURSING EXECUTIVE	UCI	Salary Range	Below the Midpoint Salary Range	\$425,000	\$362,599						\$362,599						
BALLA, ROSEMARIE	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCB	MRZ	Below the 90th Percentile	\$392,294	\$385,629						\$385,629	Y					
BANKS, WILLIE	VICE CHANCELLOR FOR STUDENT AFFAIRS	UCI	MRZ	Below the 50th Percentile	\$308,997	\$283,674						\$283,674	Y					\$549,800
BASZILE, JENNIFER	INTERIM VICE CHANCELLOR FOR STUDENT AFFAIRS AND SUCCESS	UCSC	MRZ	Below the 60th Percentile	\$272,950	\$268,312						\$268,312						
BATISTE-BROWN, QUANNA	CHIEF NURSING OFFICER, AMBULATORY NURSING	UCLA	Salary Range	Below the Maximum Salary Range	\$289,104	\$298,592	\$42,100					\$340,692						
BECK, MICHAEL JOHN	ADMINISTRATIVE VICE CHANCELLOR	UCLA	MRZ	Below the 90th Percentile	\$405,186	\$398,302						\$398,302	Y			Y		
BENGFORT, JOSEPH	SENIOR VICE PRESIDENT, ASSOCIATE VICE CHANCELLOR, AND CHIEF INFORMATION OFFICER	UCSF	Salary Range	Below the Maximum Salary Range	\$557,350	\$546,501	\$135,276					\$681,777						
BENNAN, JAMES	VICE PRESIDENT/CHIEF OPERATING OFFICER - ADULT SERVICES	UCSF	Salary Range	Below the Maximum Salary Range	\$405,009	\$386,303	\$94,404				\$7,780	\$488,487						
BERGQUIST, DAVID	CHIEF CAMPUS COUNSEL	UCR	MRZ	Below the 50th Percentile	\$299,328	\$294,237						\$294,237	Y			Y		
BLOCK, GENE	CHANCELLOR	UCLA	MRZ	Below the 25th Percentile	\$511,630	\$473,961				\$8,916		\$482,877	Y	Y				
BO, KOSAL	VICE PRESIDENT- MEDICAL STAFF GOVERNANCE	UCSF	Salary Range	Below the Maximum Salary Range	\$319,318	\$297,439	\$38,131				\$36,720	\$372,290						
BOMOTTI, GERARD	VICE CHANCELLOR - PLANNING, BUDGET AND ADMINISTRATION	UCR	MRZ	Below the 50th Percentile	\$313,428	\$308,101						\$308,101	Y					
BOUBELIK, JANE	CHIEF LEGAL COUNSEL, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$350,032	\$343,214					\$37,553	\$380,767						
BOUZAN, PATSY	CHIEF CONTRACTING OFFICER	UCSD	Salary Range	Below the Midpoint Salary Range	\$298,709	\$292,894	\$72,501					\$365,395						
BRANDT, MICHAEL	DEPUTY DIRECTOR FOR OPERATIONS	LBNL	MRZ	Below the 90th Percentile	\$454,488	\$446,054						\$446,054	Y					
BRANDT, SCOTT	FORMER VICE CHANCELLOR RESEARCH/PROFESSOR	UCSC	ACA	No longer in SMG role; On Academic Pay Scale	\$215,200	\$345,522						\$345,522						
BRAY-HANIN, LAUREL	VICE PRESIDENT/CHIEF OPERATING OFFICER - HDFCCC	UCSF	Salary Range	Below the Maximum Salary Range	\$360,493	\$353,478	\$70,000				\$6,730	\$430,208						

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BRENNER, DAVID	VICE CHANCELLOR - HEALTH SCIENCES	UCSD	MRZ	Below the 50th Percentile	\$652,332	\$641,244		\$220,000				\$861,244	Y					
BROSTROM, NATHAN	EXECUTIVE VICE PRESIDENT - CHIEF FINANCIAL OFFICER	UCOP	MRZ	Below the 50th Percentile	\$463,722	\$447,222				\$12,631		\$459,853	Y			Y		
BROWN, DAVID	DIVISION DIRECTOR, COMPUTATIONAL RESEARCH	LBNL	Salary Range	Below the Maximum Salary Range	\$361,908	\$351,568						\$351,568						
BROWN, MICHAEL	PROVOST & EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS	UCOP	MRZ	Below the 50th Percentile	\$414,147	\$399,410						\$399,410	Y					
BROWN, PAMELA	VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING	UCOP	MRZ	Below the 75th Percentile	\$331,631	\$319,831						\$319,831	Y			Y		
BROWN, SANDRA	VICE CHANCELLOR - RESEARCH	UCSD	MRZ	Below the 50th Percentile	\$370,236	\$363,943						\$363,943	Y					
BUCHMAN, BRAD	MEDICAL DIRECTOR - STUDENT HEALTH & COUNSELING - UC HEALTH	UCOP	MRZ	Above the 90th Percentile	\$429,263	\$413,989						\$413,989	Y			Y		
BULLARD, ERIC	DEAN - CONTINUING EDUCATION AND UCLA EXTENSION	UCLA	MRZ	Below the 75th Percentile	\$319,300	\$313,875						\$313,875	Y					
BURGER, JENNIFER	VICE PRESIDENT - IT APPLICATIONS	UCD	Salary Range	Below the Maximum Salary Range	\$341,182	\$303,003	\$42,612		\$3,951		\$14,086	\$363,652						
BURNS, CAROL	DEPUTY DIRECTOR FOR RESEARCH	LBNL	MRZ	Below the 75th Percentile	\$435,000	\$145,000						\$145,000	Y				\$5,148	
BUSTAMANTE, ALEXANDER	SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER	UCOP	MRZ	Below the 75th Percentile	\$382,468	\$368,859						\$368,859	Y					
BYINGTON, CARRIE	EXECUTIVE VICE PRESIDENT - UC HEALTH	UCOP	MRZ	Below the 75th Percentile	\$895,894	\$864,016	\$260,940					\$1,124,956	Y					
CAMFIELD, GREGG	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCM	MRZ	Below the 25th Percentile	\$372,588	\$366,253						\$366,253	Y					
CAMPBELL, JOHN	CHIEF OPERATING OFFICER, PHYSICIAN HEALTH NETWORK	UCSD	MRZ	Below the 50th Percentile	\$442,405	\$428,468	\$107,375					\$535,843	Y			Y		
CARLSON, SUSAN	VICE PROVOST - ACADEMIC PERSONNEL AND PROGRAMS	UCOP	MRZ	Below the 75th Percentile	\$325,056	\$313,490						\$313,490	Y					
CARMICHAEL, JOSEPH	CHIEF MEDICAL OFFICER	UCI	MRZ	Below the 75th Percentile	\$590,000	\$238,944		\$559,541				\$798,485	Y					
CARTER, EMILY ANN	FORMER EXECUTIVE VICE CHANCELLOR & PROVOST	UCLA	MRZ	Below the 75th Percentile	\$596,370	\$586,238						\$586,238	Y					
CARTER, JONATHAN	ASSOCIATE LABORATORY DIRECTOR FOR COMPUTING SCIENCES	LBNL	MRZ	Below the 60th Percentile	\$385,632	\$375,072						\$375,072	Y					
CATES, DOUGLAS	CHIEF STRATEGY OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$371,580	\$364,344	\$85,424					\$449,768						
CATRON, SUSAN	DEAN - DIVISION OF CONTINUING AND PROFESSIONAL EDUCATION	UCD	MRZ	Below the 60th Percentile	\$271,846	\$267,227						\$267,227	Y					
CHIARAPPA, CYNTHIA	VICE PRESIDENT - MED CENTER ADMIN	UCSF	Salary Range	Below the Maximum Salary Range	\$348,654	\$341,864	\$84,621				\$8,025	\$434,511						
CHIU, JEFFREY	VICE PRESIDENT/ASSOC VICE CHANCELLOR - TALENT OPS AND MGMT	UCSF	Salary Range	Below the Maximum Salary Range	\$412,004	\$397,088	\$100,000				\$14,227	\$511,315						

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CHOI, LEI	MEDICAL DIRECTOR, LEAN PROMOTION OFFICE	UCSF	Salary Range	Below the Maximum Salary Range	\$333,871	\$327,373	\$48,621				\$14,720	\$390,714						
CHRISMAN, MAYE	VICE DEAN - FINANCE & ADMINISTRATION, SCHOOL OF MEDICINE	UCSF	Salary Range	Below the Midpoint Salary Range	\$416,700	\$409,615	\$101,138					\$510,753						
CHRIST, CAROL	CHANCELLOR	UCB	MRZ	Below the 50th Percentile	\$581,266	\$538,471						\$538,471	Y	Y				
CLIFT, SARAH	CHIEF DEVELOPMENT OFFICER	LBNL	Salary Range	Below the Maximum Salary Range	\$386,256	\$372,096						\$372,096						
CLOSE, CORI	HEAD COACH - WOMEN'S BASKETBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$44,500				\$299,942	\$644,442						
CLOUD-GLAAB, REBECCA	SENIOR DIRECTOR, REVENUE CYCLE	UCI	Salary Range	Below the Maximum Salary Range	\$314,996	\$290,222	\$38,689				\$30,184	\$359,095						
CLUNE, MICHAEL SCOTT	SENIOR ASSOCIATE VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCSF	Salary Range	Below the Maximum Salary Range	\$357,012	\$350,941						\$350,941						
COLBURN, BRENT	SENIOR VICE PRESIDENT - EXTERNAL RELATIONS & COMMUNICATIONS	UCOP	MRZ	Below the 90th Percentile	\$415,000	\$106,894					\$41,500	\$148,394	Y				\$45,776	
COLLINS, HEIDI	VICE PRESIDENT - CLINICAL SYSTEMS	UCSF	Salary Range	Below the Midpoint Salary Range	\$437,749	\$429,228	\$106,250					\$535,479						
COLLINS, WILLIAM	DIRECTOR, CLIMATE & ECOSYSTEM SCIENCES DIVISION/DIRECTOR, ENVIRONMENTAL RESILIENCE ACCELERATOR (ERA)/SENIOR SCIENTIST	LBNL	Salary Range	Below the Maximum Salary Range	\$364,824	\$350,344						\$350,344						\$980,000
CONDRIAN, MICHAEL	CHIEF OPERATING OFFICER, AMBULATORY CARE	UCD	MRZ	Below the 50th Percentile	\$463,500	\$428,792	\$94,334				\$9,465	\$532,591	Y					
CONFETTI, KEVIN	INTERIM ASSOCIATE VICE PRESIDENT & CHIEF RISK OFFICER	UCOP	MRZ	Below the 75th Percentile	\$280,869	\$266,554						\$266,554						
COOK, JOHN	DEPUTY CHIEF INFORMATION OFFICER	UCD	Salary Range	Below the Maximum Salary Range	\$355,300	\$352,183	\$74,409				\$30,169	\$456,761						
COOK, MATTHEW	PRESIDENT - BENIOFF CHILDREN'S HOSPITALS	UCSF	MRZ	Below the 90th Percentile	\$1,024,853	\$955,351	\$124,375				\$175,000	\$1,254,726	Y				\$30,973	
COULON, RICHARD	INTERIM CHIEF FINANCIAL OFFICER AND VICE CHANCELLOR	UCI	MRZ	Below the 25th Percentile	\$355,900	\$261,692						\$261,692						
COWELL, ELIZABETH	UNIVERSITY LIBRARIAN	UCSC	MRZ	Below the 90th Percentile	\$273,194	\$268,552						\$268,552	Y			Y		
CROCITTO, LAURA	VICE PRESIDENT/CHIEF MEDICAL OFFICER - CANCER SERVICES	UCSF	Salary Range	Below the Maximum Salary Range	\$604,727	\$592,957	\$117,421					\$710,378						
CRONIN, MICHAEL	HEAD COACH - MEN'S BASKETBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$185,000				\$3,366,667	\$3,851,667						
CROUGHAN, MARY	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCD	MRZ	Below the 25th Percentile	\$442,900	\$435,375						\$435,375	Y					

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CUCINA, RUSSELL	CHIEF HEALTH INFORMATION OFFICER AND VICE PRESIDENT - GENETIC AND GENOMIC SERVICES, UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$473,800	\$316,009		\$143,092			\$6,032	\$465,133						
CURRY, RHONDA	CHIEF OF COMMUNICATIONS, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$396,574	\$400,602	\$96,252		\$7,626		\$26,843	\$531,323						
CZECH, JANE	ASSOCIATE CHAIR FOR ADMINISTRATION & FINANCE/CHIEF ADMINISTRATIVE OFFICER	UCSF	Salary Range	Below the Maximum Salary Range	\$315,180	\$309,825	\$45,900					\$355,725						
DAVIS, MARK	VICE CHANCELLOR FOR UNIVERSITY RELATIONS	UCSC	MRZ	Below the 50th Percentile	\$345,050	\$339,188						\$339,188	Y				\$1,827	\$1,125,000
DAVOL MUXEN, SCOTT ARTHUR	ASSOCIATE VICE CHANCELLOR - CAPITAL PROGRAMS	UCSF	Salary Range	Below the Maximum Salary Range	\$375,924	\$369,532						\$369,532						
DEAS, DEBORAH	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN OF THE SCHOOL OF MEDICINE	UCR	MRZ	Below the 50th Percentile	\$718,548	\$706,333		\$150,000				\$856,333	Y					
DECOSTA, SHELBY	SENIOR VICE PRESIDENT AND CHIEF STRATEGY OFFICER	UCSF	MRZ	Below the 75th Percentile	\$757,422	\$742,693	\$183,843					\$926,536	Y					
DONALDSON, LORI	CHIEF FINANCIAL OFFICER - UC SAN DIEGO HEALTH	UCSD	MRZ	Below the 60th Percentile	\$573,991	\$562,821	\$135,639				\$1,500	\$699,959	Y			Y		
DOSANJH, SUDIP	NERSC DIVISION DIRECTOR	LBNL	Salary Range	Below the Maximum Salary Range	\$364,716	\$354,296						\$354,296						
DRAKE, MICHAEL	PRESIDENT OF THE UNIVERSITY	UCOP	MRZ	Below the 75th Percentile	\$916,700	\$849,208						\$849,208	Y	Y			\$4,089	
DUBON, OSCAR	FORMER VICE CHANCELLOR - EQUITY AND INCLUSION/PROFESSOR	UCB	ACA	No longer in SMG role; On Academic Pay Scale	\$266,200	\$275,812					\$46,987	\$322,799						
DUNTUGAN, ALBERT	CHIEF DATA OFFICER, UCLA HEALTH SCIENCES	UCLA	Salary Range	Below the Maximum Salary Range	\$334,769	\$328,256	\$48,753				\$17,959	\$394,967						
DURDEN, DAVID	HEAD COACH - MEN'S SWIMMING AND DIVING	UCB	Salary Range	No Independent Survey Data Available	\$260,000	\$238,271	\$50,000				\$180,000	\$468,271						
EATON, ANDREA	CHIEF CAMPUS COUNSEL	UCI	MRZ	Below the 50th Percentile	\$301,213	\$296,096						\$296,096	Y					
ECKBLAD, J STUART	VICE PRESIDENT - MAJOR CAPITAL PROJECTS	UCSF	Salary Range	Below the Maximum Salary Range	\$380,079	\$365,322	\$92,250				\$13,126	\$470,698						
EDWARD, AMIR	CHIEF EXECUTIVE OFFICER - EL CENTRO RMC	UCSD	Salary Range	Below the Maximum Salary Range	\$399,226	\$391,458	\$96,899					\$488,356						
ELAHI, FARANAK	CHIEF OPERATING OFFICER, AMBULATORY & COMMUNITY PRACTICES, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$456,768	\$449,003	\$110,864					\$559,867						
EPSTEIN LUDEWIG, ROBIN	DIRECTOR, HUMAN RESOURCES PLANNING & TALENT ACQUISITION, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$335,291	\$320,454	\$46,504				\$11,563	\$378,522						

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FALLE, JOHN	EXECUTIVE DIRECTOR - FEDERAL GOVERNMENT RELATIONS - UC NATIONAL LABS/SENIOR ADVISOR	UCOP	Salary Range	Above the Maximum Salary Range	\$360,183	\$347,364					\$3,000	\$350,364						
FISHER, MARC	VICE CHANCELLOR - ADMINISTRATION	UCB	MRZ	Below the 90th Percentile	\$392,294	\$385,629						\$385,629	Y					\$2,290,000
FLAHERTY, KIERAN	ASSOCIATE VICE PRESIDENT & DIRECTOR - STATE GOVERNMENTAL RELATIONS	UCOP	MRZ	Below the 75th Percentile	\$277,185	\$267,322						\$267,322	Y			Y		\$360,000
FONG, EDMOND	SENIOR MANAGING DIRECTOR - ABSOLUTE RETURN & PRIVATE CREDIT	UCOP	Salary Range	Below the Maximum Salary Range	\$388,487	\$374,664	\$381,131					\$755,795						
FOSTER, ANNE	CHIEF CLINICAL STRATEGY OFFICER	UCOP	MRZ	Below the 25th Percentile	\$425,000	\$314,130					\$30,000	\$344,130	Y					
FOX, MARK	HEAD COACH - MEN'S BASKETBALL	UCB	Salary Range	No Independent Survey Data Available	\$275,000	\$272,708	\$50,000				\$1,339,166	\$1,661,874						
FRYE, JUSTIN	OFFENSIVE COORDINATOR/OFFENSIVE LINE FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$450,000	\$700,000						
GALLEGOS, ALEXANDER	ASSOCIATE CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$297,185	\$291,398	\$43,278				\$28,469	\$363,145						
GEE, DEBBIE	EXECUTIVE DIRECTOR - ORTHOPAEDIC INSTITUTE	UCSF	Salary Range	Below the Maximum Salary Range	\$317,982	\$309,955	\$46,307				\$26,677	\$382,939						
GILLMAN, HOWARD	CHANCELLOR	UCI	MRZ	Below the 25th Percentile	\$562,256	\$520,860				\$8,916		\$529,776	Y	Y				
GOLDMAN, GREGG	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCLA	MRZ	Below the 90th Percentile	\$455,268	\$447,533						\$447,533	Y					\$1,186,550
GOLDSTEIN, STEVEN	VICE CHANCELLOR OF HEALTH AFFAIRS	UCI	MRZ	Below the 50th Percentile	\$795,675	\$782,156		\$150,000				\$932,156	Y					\$549,850
GORDEN JR., MONROE	VICE CHANCELLOR - STUDENT AFFAIRS	UCLA	MRZ	Above the 90th Percentile	\$366,054	\$359,835						\$359,835	Y					
GRAHAM, DOUGALD	CHIEF TRANSFORMATION OFFICER - UC HEALTH	UCOP	MRZ	Below the 50th Percentile	\$463,500	\$447,008	\$112,500					\$559,508	Y					
GRIMLEY, KAREN	CHIEF NURSING OFFICER	UCLA	MRZ	Below the 60th Percentile	\$501,433	\$456,861	\$91,649					\$548,510	Y			Y		
GUIMARAES, ARTHUR	CHIEF OPERATING OFFICER OCIO	UCOP	MRZ	Below the 90th Percentile	\$401,861	\$387,562	\$427,384					\$814,946	Y			Y		\$1,330,000
GULLATT, YVETTE	VICE PRESIDENT AND VICE PROVOST - GRADUATE, UNDERGRADUATE & EQUITY AFFAIRS	UCOP	MRZ	Below the 75th Percentile	\$339,900	\$327,806						\$327,806	Y			Y		
GUNTHER, ELISABETH	FORMER CHIEF CAMPUS COUNSEL/EXECUTIVE ADVISOR	UCM	Salary Range	Below the Minimum Salary Range	\$65,019	\$172,399					\$26,360	\$198,759	Y			Y		
HA, WON	VICE CHANCELLOR - COMMUNICATIONS	UCSF	MRZ	Below the 75th Percentile	\$288,400	\$283,500						\$283,500	Y					
HAJEK, CHARLES	CHIEF FINANCIAL OFFICER, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$324,696	\$319,173	\$40,192					\$359,365						
HAMILL, NANCY	CHIEF CAMPUS COUNSEL	UCSB	MRZ	Below the 60th Percentile	\$300,509	\$295,403						\$295,403	Y					

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HAMILL, NORMAN	INTERIM DEPUTY GENERAL COUNSEL - LITIGATION AND CAPITAL STRATEGIES	UCOP	MRZ	Below the 60th Percentile	\$297,670	\$258,867						\$258,867						
HANS, JESSICA	INVESTMENT DIRECTOR - REAL ESTATE	UCOP	Salary Range	Below the Maximum Salary Range	\$295,000	\$243,387	\$133,166		\$16,041			\$392,594						
HANSEN SHINNERL, CLARE	SENIOR ASSOCIATE VICE CHANCELLOR - CAMPUS LIFE SERVICES	UCSF	Salary Range	Below the Maximum Salary Range	\$350,868	\$344,901						\$344,901						
HARRINGTON, CHRISTOPHER	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	MRZ	Below the 50th Percentile	\$267,804	\$258,275					\$1,500	\$259,775	Y					
HAWGOOD, SAMUEL	CHANCELLOR	UCSF	MRZ	Below the 60th Percentile	\$895,539	\$829,608				\$8,916		\$838,524	Y	Y				
HAYASHIDA, PETER	VICE CHANCELLOR - ADVANCEMENT	UCR	MRZ	Below the 25th Percentile	\$387,024	\$380,444				\$8,916		\$389,360	Y			Y		
HAYNES, BRIAN	VICE CHANCELLOR - STUDENT AFFAIRS	UCR	MRZ	Below the 25th Percentile	\$276,252	\$271,555						\$271,555	Y					
HAYNES, DOUGLAS	VICE CHANCELLOR FOR EQUITY, DIVERSITY, AND INCLUSION	UCI	MRZ	Below the 75th Percentile	\$298,696	\$288,538						\$288,538	Y					
HERVEY, BRIAN	VICE CHANCELLOR, UNIVERSITY ADVANCEMENT AND ALUMNI RELATIONS	UCI	MRZ	Below the 50th Percentile	\$456,298	\$432,162				\$8,916		\$441,078	Y			Y		
HICKEY, ERIN	INTERIM VICE CHANCELLOR - UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCSF	MRZ	Below the 60th Percentile	\$478,500	\$387,905			\$13,208			\$401,113						
HOLLAND, CHRISTOPHER	EXECUTIVE DIRECTOR - NEUROSCIENCE SERVICE LINE	UCSF	Salary Range	Below the Maximum Salary Range	\$309,024	\$303,001	\$36,600				\$7,120	\$346,722						
HOOPER, JULIE	VICE CHANCELLOR - UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCB	MRZ	Below the 75th Percentile	\$427,705	\$420,439				\$8,916		\$429,355	Y			Y		
HOWARD, CECIL	INTERIM VICE CHANCELLOR AND CHIEF DIVERSITY OFFICER	UCM	MRZ	Below the 25th Percentile	\$221,000	\$52,739						\$52,739						
HUBBARD, SUSAN	ASSOCIATE LABORATORY DIRECTOR FOR EARTH & ENVIRONMENTAL SCIENCES	LBNL	MRZ	Below the 75th Percentile	\$442,368	\$429,551						\$429,551	Y			Y		
HUEBNER, MINH-NGOC	CHIEF FINANCIAL OFFICER	LBNL	MRZ	Below the 50th Percentile	\$367,680	\$342,569						\$342,569	Y					
HUIE, CRAIG	INVESTMENT DIRECTOR	UCOP	Salary Range	Below the Midpoint Salary Range	\$265,233	\$255,795	\$199,355					\$455,150						
HUMISTON, GLENDA	VICE PRESIDENT - AGRICULTURE AND NATURAL RESOURCES	UCOP	MRZ	Below the 60th Percentile	\$313,635	\$302,475						\$302,475	Y			Y		
INCANDELA, JOSEPH	VICE CHANCELLOR - RESEARCH	UCSB	MRZ	Below the 75th Percentile	\$393,938	\$387,245						\$387,245	Y					
INKELAS, SHARON	FORMER INTERIM VICE CHANCELLOR EQUITY AND INCLUSION/ASSOCIATE VICE PROVOST	UCB	MRZ	No longer in SMG role; On Academic Pay Scale	\$211,000	\$224,100			\$36,000		\$22,767	\$282,867						

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INTINARELLI, GINA	VICE PRESIDENT AND CHIEF POPULATION HEALTH OFFICER, ASSOCIATE DEAN OF CLINICAL AFFAIRS, ASSOCIATE CHIEF NURSING OFFICER	UCSF	Salary Range	Below the Maximum Salary Range	\$423,488	\$385,546	\$114,975		\$26,814		\$11,380	\$538,715						
IYER, RAJU	SENIOR VICE CHANCELLOR - FINANCE AND ADMINISTRATION	UCSF	MRZ	Below the 75th Percentile	\$832,820	\$816,614	\$202,140					\$1,018,754	Y					
JACKSON, COREY	ASSOC VICE CHANCELLOR/SENIOR VICE PRESIDENT, HR/CHIEF HUMAN RESOURCES OFFICER	UCSF	Salary Range	Below the Maximum Salary Range	\$643,751	\$631,227	\$156,250				\$1,384	\$788,862						
JACKSON-TRICHE, MAGA	EXECUTIVE ADVISOR FOR DIVERSITY, EQUITY AND INCLUSION	UCSF	Salary Range	Above the Maximum Salary Range	\$327,816	\$229,984		\$194,687				\$424,670						
JARMOND, MARTIN	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$68,000			\$5,400	\$751,458	\$1,124,858						
JENUSAITIS, MATTHEW	CHIEF ADMINISTRATIVE OFFICER - INNOVATION AND TRANSFORMATION	UCSD	Salary Range	Below the Midpoint Salary Range	\$319,213	\$312,995	\$77,475					\$390,470						
JOSLYN, SCOTT	CHIEF INFORMATION OFFICER	UCI	Salary Range	Below the Midpoint Salary Range	\$489,252	\$465,597	\$101,804					\$567,401						
KAMERMAN, JANET	CHIEF HUMAN RESOURCES OFFICER	UCSD	Salary Range	Below the Maximum Salary Range	\$382,710	\$375,262	\$92,890					\$468,152						
KANG, DEREK	CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES	UCLA	Salary Range	Below the Maximum Salary Range	\$445,412	\$436,739			\$8,112		\$39,146	\$483,997						
KASMAREK, TARA	EXECUTIVE DIRECTOR, CLINICAL SUPPORT SERVICES	UCI	Salary Range	Below the Maximum Salary Range	\$301,528	\$295,659	\$40,204				\$18,526	\$354,389						
KATZ, RANDY	VICE CHANCELLOR - RESEARCH	UCB	MRZ	Below the 75th Percentile	\$431,637	\$424,303						\$424,303	Y					
KEISTER, SHAUN	VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS	UCD	MRZ	Below the 50th Percentile	\$438,953	\$431,495				\$8,916		\$440,411	Y			Y		
KELLEN, VINCENT	CHIEF INFORMATION OFFICER	UCSD	Salary Range	Above the Maximum Salary Range	\$410,136	\$403,164	\$5,000					\$408,164						
KELLY, CHARLES	HEAD COACH - FOOTBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$155,000				\$5,275,000	\$5,730,000						
KEMBY, KAREN	VICE PRESIDENT - STRATEGY/CANCER ENTERPRISE	UCSF	Salary Range	Below the Maximum Salary Range	\$368,803	\$361,621	\$71,610				\$14,141	\$447,372						
KHARGONEKAR, PRAMOD	VICE CHANCELLOR - RESEARCH	UCI	MRZ	Below the 75th Percentile	\$402,936	\$396,090						\$396,090	Y					
KHOSLA, PRADEEP	CHANCELLOR	UCSD	MRZ	Below the 25th Percentile	\$505,608	\$468,378				\$8,916		\$477,294	Y	Y				
KING JR., TALMADGE	VICE CHANCELLOR - MEDICAL AFFAIRS/DEAN, SCHOOL OF MEDICINE	UCSF	MRZ	Below the 50th Percentile	\$726,570	\$714,226		\$375,622				\$1,089,848	Y					
KIRK, JOHN DOUGLAS	CHIEF MEDICAL OFFICER	UCD	MRZ	Below the 75th Percentile	\$654,289	\$633,297	\$148,327					\$781,624	Y			Y		

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KLAWUNN, MARGARET	VICE CHANCELLOR - STUDENT AFFAIRS	UCSB	MRZ	Below the 90th Percentile	\$307,208	\$301,988						\$301,988	Y					
KLEIN, DIANNE	CHIEF OF STAFF - OCIO	UCOP	Salary Range	Below the Maximum Salary Range	\$256,752	\$247,611	\$99,706					\$347,317						
KLETZER, LORI	CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	MRZ	Below the 25th Percentile	\$396,550	\$389,812						\$389,812	Y					
KLOHN, JOHANNA	CHIEF RISK OFFICER, UCLA HEALTH	UCLA	Salary Range	Above the Maximum Salary Range	\$364,210	\$357,125	\$53,040				\$8,374	\$418,539						
KLOTZBIER, ELLSWORTH	VICE CHANCELLOR, CHIEF EXTERNAL RELATIONS OFFICER	UCM	MRZ	Below the 25th Percentile	\$312,648	\$307,335						\$307,335	Y					
KNOWLTON, JAMES	ATHLETIC DIRECTOR	UCB	Salary Range	No Independent Survey Data Available	\$300,000	\$271,875	\$200,000				\$490,792	\$962,667						
KOSCHMANN, MATHEW	EXECUTIVE DIRECTOR - STRATEGIC PLANNING	UCSF	Salary Range	Below the Maximum Salary Range	\$283,258	\$277,738	\$55,000				\$21,680	\$354,417						
KOSHLAND, CATHERINE	INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST/VICE CHANCELLOR - UNDERGRADUATE EDUCATION	UCB	MRZ	Below the 60th Percentile	\$448,050	\$396,688						\$396,688	Y					
KOTIS, DESPINA	CHIEF PHARMACY EXECUTIVE	UCSF	Salary Range	Below the Midpoint Salary Range	\$437,749	\$429,229	\$85,000				\$8,800	\$523,029					\$2,564	
KOVALCHICK, ANN	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCM	MRZ	Below the 50th Percentile	\$275,580	\$270,897						\$270,897	Y			Y		\$314,900
KREMER, BRENDAN	CHIEF ADMINISTRATIVE OFFICER - OPERATIONS, UC SAN DIEGO HEALTH & CHIEF OPERATING OFFICER, UC SAN DIEGO PHYSICIAN GROUP	UCSD	MRZ	Below the 75th Percentile	\$463,515	\$456,448	\$105,076					\$561,525	Y					
KUO, ALLEN	DIRECTOR, INVESTMENT RISK MANAGEMENT	UCOP	Salary Range	Below the Midpoint Salary Range	\$291,758	\$281,376	\$229,030					\$510,406						
LAIRD, DIANE	SPECIALIST	UCI	Salary Range	Above the Maximum Salary Range	\$814,320	\$492,180						\$492,180						
LAM, MARIAM	VICE CHANCELLOR - DIVERSITY, EQUITY AND INCLUSION/ CHIEF DIVERSITY OFFICER	UCR	MRZ	Below the 50th Percentile	\$226,272	\$222,421						\$222,421	Y					
LARET, MARK	PRESIDENT & CHIEF EXECUTIVE OFFICER, UCSF HEALTH	UCSF	MRZ	Below the 60th Percentile	\$1,517,099	\$1,487,587	\$589,167			\$8,916		\$2,085,670	Y			Y		
LARIVE, CYNTHIA	CHANCELLOR	UCSC	MRZ	Below the 25th Percentile	\$437,750	\$405,521						\$405,521	Y	Y				
LARSEN JR, DONALD	CHIEF EXECUTIVE OFFICER, UCR HEALTH	UCR	MRZ	Below the 75th Percentile	\$515,004	\$506,252	\$112,500					\$618,752	Y					
LARSEN, RICHARD	DIRECTOR OF RESEARCH INFORMATICS	UCSF	Salary Range	Below the Maximum Salary Range	\$303,588	\$298,425	\$41,263		\$33,708			\$373,396						

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LATHAM, SARAH	VICE CHANCELLOR - BUSINESS ADMINISTRATIVE SERVICES	UCSC	MRZ	Below the 90th Percentile	\$349,677	\$343,736						\$343,736	Y			Y		
LAZARUS, WILLIAM	CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$376,508	\$369,174	\$54,829				\$23,097	\$447,100						
LEASURE, CRAIG	VICE PRESIDENT - NATIONAL LABORATORIES	UCOP	MRZ	Below the 60th Percentile	\$396,035	\$381,943						\$381,943	Y					
LEE, ALBERT	INVESTMENT DIRECTOR	UCOP	Salary Range	Below the Midpoint Salary Range	\$291,758	\$281,376	\$218,444					\$499,820						
LEFTERIS, CHAD	CHIEF EXECUTIVE OFFICER, UC IRVINE HEALTH SYSTEM	UCI	MRZ	Below the 60th Percentile	\$911,550	\$896,063	\$236,295					\$1,132,358	Y					
LEHMANN, JENNIFER	UC SYSTEMS REVENUE CYCLE DIRECTOR	UCLA	Salary Range	Below the Midpoint Salary Range	\$293,907	\$288,189	\$38,522				\$15,223	\$341,934						
LEINEN, MARGARET	VICE CHANCELLOR - MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	MRZ	Below the 60th Percentile	\$387,048	\$380,468						\$380,468	Y					
LENZ, PATRICK	INTERIM CHIEF OPERATING OFFICER	UCM	MRZ	Below the 50th Percentile	\$250,400	\$75,879						\$75,879						
LEONE, THERESE	LABORATORY COUNSEL	LBNL	MRZ	Below the 60th Percentile	\$350,004	\$294,361						\$294,361	Y					
LES, JAMES	HEAD COACH - MEN'S BASKETBALL	UCD	Salary Range	No Independent Survey Data Available	\$370,000	\$337,680	\$10,000			\$5,400	\$73,987	\$427,067						
LEVINE, MICHAEL	VICE CHANCELLOR - ACADEMIC PERSONNEL AND INTERIM EXECUTIVE VICE CHANCELLOR & PROVOST	UCLA	MRZ	At the 25th Percentile	\$452,600	\$377,476						\$377,476	Y					
LEWIS, DENNIS	ASSISTANT COACH, MEN'S BASKETBALL	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$35,000				\$60,417	\$345,417						
LI, HAIPENG	UNIVERSITY LIBRARIAN	UCM	MRZ	Below the 60th Percentile	\$231,072	\$227,145						\$227,145	Y			Y		
LILLY, HAROLD DEAN	VICE PRESIDENT - INTERNATIONAL BUSINESS DEVELOPMENT, CONCIERGE AND EXECUTIVE HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$295,870	\$290,110	\$57,499				\$24,952	\$372,561						
LISKA, EUGENIE	DIRECTOR, HOSPITAL SYSTEM OPERATIONS	UCLA	Salary Range	Below the Maximum Salary Range	\$314,077	\$307,957	\$45,737				\$19,255	\$372,949						
LLOYD, CHERYL	VICE PRESIDENT - SYSTEMWIDE HUMAN RESOURCES	UCOP	MRZ	Below the 75th Percentile	\$381,000	\$337,847						\$337,847	Y					
LO, TONY	INVESTMENT DIRECTOR - FIXED INCOME	UCOP	Salary Range	Below the Midpoint Salary Range	\$270,536	\$260,909	\$179,342					\$440,251						
LODGE-LEMON, BERNADETTE	REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$385,069	\$351,012	\$56,075					\$407,087						

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Employee Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Reimburse Moving Costs	University- Provided Home Mortgage
LOWENSTEIN, DANIEL	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	MRZ	Below the 60th Percentile	\$495,224	\$486,810				\$8,916		\$495,726	Y			Y		
LUBARSKY, DAVID	CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER AND VICE CHANCELLOR -- HUMAN HEALTH SCIENCES	UCD	MRZ	Below the 25th Percentile	\$795,675	\$782,156		\$200,700				\$982,856	Y					\$899,000
LUO, JIA	INVESTMENT OFFICER, PUBLIC EQUITY INVESTMENTS	UCOP	Salary Range	Below the Maximum Salary Range	\$218,772	\$211,801	\$133,673					\$345,474						
LYONS, RICHARD	CHIEF INNOVATION AND ENTREPRENEURSHIP OFFICER	UCB	Salary Range	Below the Maximum Salary Range	\$371,418	\$365,108						\$365,108						
MAC PHERSON, GARRY	VICE CHANCELLOR - ADMINISTRATIVE SERVICES	UCSB	MRZ	Below the 90th Percentile	\$324,635	\$319,120						\$319,120	Y					
MACKIE-MASON, JEFFREY	UNIVERSITY LIBRARIAN AND CHIEF DIGITAL SCHOLARSHIP OFFICER	UCB	MRZ	Above the 90th Percentile	\$339,912	\$334,137						\$334,137	Y					\$1,330,000
MACMILLAN, JOHN	INTERIM VICE CHANCELLOR FOR RESEARCH	UCSC	MRZ	Below the 50th Percentile	\$300,000	\$230,446			\$23,862			\$254,308						
MALDONADO, THERESA	VICE PRESIDENT FOR RESEARCH & INNOVATION	UCOP	MRZ	Below the 25th Percentile	\$360,500	\$347,673						\$347,673	Y					
MANDEVILLE-GAMBLE, STEVEN	UNIVERSITY LIBRARIAN	UCR	MRZ	Below the 75th Percentile	\$272,532	\$267,898						\$267,898	Y			Y		
MARCUS, EMILIE	EXECUTIVE STRATEGY OFFICER, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$389,112	\$382,499						\$382,499						
MARKLAND, JEANNE	CHIEF OF ENTERPRISE APPLICATIONS, INFORMATION SERVICES & SOLUTIONS, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$378,701	\$371,325	\$55,148		\$8,521		\$5,236	\$440,230						
MARSH, TOBY	CHIEF NURSING OFFICER	UCD	MRZ	Below the 50th Percentile	\$391,688	\$385,033	\$82,331					\$467,364	Y			Y		
MARSHALL, DAVID	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$382,097	\$375,605				\$8,916		\$384,521	Y					
MATOS, DANIA	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	MRZ	Below the 90th Percentile	\$325,000	\$273,778						\$273,778	Y				\$25,124	
MATTHEWS, GARY	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	MRZ	Below the 75th Percentile	\$376,836	\$370,431						\$370,431	Y			Y		
MAURICE, TIMOTHY	CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH	UCD	MRZ	Below the 50th Percentile	\$602,550	\$592,313	\$132,737					\$725,050	Y			Y		
MAXON, MARY	ASSOCIATE LABORATORY DIRECTOR FOR BIOSCIENCES	LBNL	MRZ	Below the 60th Percentile	\$408,792	\$285,645						\$285,645	Y					
MAY, GARY	CHANCELLOR	UCD	MRZ	Below the 25th Percentile	\$540,911	\$501,087				\$8,916		\$510,003	Y	Y				
MAYSSENT, PATRICIA	CHIEF EXECUTIVE OFFICER, UC SAN DIEGO HEALTH	UCSD	MRZ	Below the 50th Percentile	\$962,464	\$943,734	\$373,769			\$13,031		\$1,330,534	Y			Y		
MAZZIOTTA, JOHN	VICE CHANCELLOR - HEALTH SCIENCES	UCLA	MRZ	Below the 50th Percentile	\$716,027	\$703,862		\$340,000				\$1,043,862	Y					
MERZ, MARCO	MANAGING DIRECTOR - DEFINED CONTRIBUTIONS PRODUCTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$307,665	\$296,718	\$250,401					\$547,119						
MITCHELL, ERIK	UNIVERSITY LIBRARIAN	UCSD	MRZ	Below the 50th Percentile	\$233,412	\$229,443						\$229,443	Y					\$643,500

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MOHAPATRA, PRASANT	VICE CHANCELLOR - RESEARCH	UCD	MRZ	Below the 50th Percentile	\$360,714	\$354,586						\$354,586	Y					
MONGA, INDER	EXECUTIVE DIRECTOR ESNET, DIVISION DIRECTOR SCIENTIFIC NETWORKING	LBNL	Salary Range	Below the Maximum Salary Range	\$362,172	\$349,872						\$349,872						
MORGAN, DAVID	VICE PRESIDENT - FACULTY PRACTICE OPERATIONS	UCSF	Salary Range	Below the Maximum Salary Range	\$412,004	\$380,346	\$89,737				\$3,179	\$473,262						
MOUNCEY, NIGEL	DIRECTOR, DOE JOINT GENOME INSTITUTE	LBNL	Salary Range	Below the Maximum Salary Range	\$393,852	\$378,972						\$378,972						
MUNOZ III, SANTIAGO	CHIEF STRATEGY OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 60th Percentile	\$666,135	\$653,178	\$155,217					\$808,395	Y					
MUÑOZ, JUAN SÁNCHEZ	CHANCELLOR	UCM	MRZ	Below the 25th Percentile	\$437,750	\$430,313						\$430,313	Y	Y			\$23,966	
MURALIDHARAN, VIJAYALAKSHMI	VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 75th Percentile	\$380,268	\$373,807						\$373,807	Y			Y		\$810,000
MURPHY, LISA	CHIEF ADMINISTRATIVE OFFICER - CARDIOVASCULAR, MEDICINE AND DERMATOLOGY SERVICES	UCSD	Salary Range	Below the Midpoint Salary Range	\$319,213	\$312,995	\$75,430					\$388,425						
MUSGRAVE, WILLIAM	OFFENSIVE COORDINATOR/ QUARTERBACKS COACH - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$725,000	\$975,000						
MYERS, NEIL	CONTROLLER	UCI	Salary Range	Below the Maximum Salary Range	\$305,015	\$282,799	\$40,669		\$16,278		\$30,385	\$370,131						
NAIBERG, AMIR	ASSOCIATE VICE CHANCELLOR/CEO & PRESIDENT, TECHNOLOGY DEVELOPMENT GROUP	UCLA	Salary Range	Below the Maximum Salary Range	\$457,799	\$450,021	\$133,340					\$583,360						
NAPPI, MARIA	DIVISION DIRECTOR, ENVIRONMENTAL, HEALTH & SAFETY	LBNL	Salary Range	Below the Maximum Salary Range	\$352,248	\$346,208						\$346,208						
NATION, CATHRYN	VICE PRESIDENT - UC HEALTH	UCOP	MRZ	Below the 75th Percentile	\$414,755	\$399,997						\$399,997	Y			Y		
NAVA, RACHAEL	EXECUTIVE VICE PRESIDENT & CHIEF OPERATING OFFICER	UCOP	MRZ	Below the 50th Percentile	\$404,320	\$389,933				\$8,916		\$398,849	Y			Y		\$1,498,500
NAVARRO, RENEE	VICE CHANCELLOR - CHIEF DIVERSITY AND OUTREACH OFFICER	UCSF	MRZ	Below the 90th Percentile	\$335,389	\$329,690					\$300	\$329,990	Y			Y		
NEATON, JEFFREY	ASSOCIATE LABORATORY DIRECTOR FOR ENERGY SCIENCES	LBNL	MRZ	Below the 60th Percentile	\$394,632	\$383,198						\$383,198	Y					\$666,750
NELSON, LOUISE	VICE CHANCELLOR - LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL	UCLA	MRZ	Below the 75th Percentile	\$368,534	\$354,987						\$354,987	Y			Y		
NEWMAN, BRIAN	SENIOR ASSOCIATE VICE CHANCELLOR/VICE PRESIDENT-REAL ESTATE	UCSF	Salary Range	Below the Maximum Salary Range	\$604,727	\$592,957	\$117,421					\$710,378						
NGAI, STELLA	INTERIM CHIEF CAMPUS COUNSEL	UCM	MRZ	Below the 25th Percentile	\$267,804	\$216,858	\$500					\$217,358						
NIES, CHARLES	VICE CHANCELLOR, STUDENT AFFAIRS	UCM	MRZ	Below the 75th Percentile	\$286,740	\$281,868						\$281,868	Y			Y		\$517,500

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NORWOOD, BRIAN	ASSISTANT HEAD FOOTBALL COACH/PASSING GAME COORDINATOR/DEFENSIVE BACKS FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$250,000	\$500,000						
NOSOWSKY, RACHEL	DEPUTY GENERAL COUNSEL - HEALTH AFFAIRS & TECHNOLOGY LAW	UCOP	MRZ	Below the 50th Percentile	\$426,008	\$410,850						\$410,850	Y			Y		
NOVELERO, MARIA LOURDES	ASSOCIATE CHAIR - ADMINISTRATION - DOM	UCSF	Salary Range	Below the Maximum Salary Range	\$327,864	\$322,288	\$47,746					\$370,034						
O'BRIEN, MARGAUX	DIRECTOR, PUBLIC EQUITY INVESTMENTS	UCOP	Salary Range	Below the Midpoint Salary Range	\$286,443	\$276,251	\$180,472					\$456,723						
ONG, BYRON	DIRECTOR, FIXED INCOME INVESTMENTS & CREDIT RESEARCH	UCOP	Salary Range	Below the Midpoint Salary Range	\$249,314	\$240,443	\$157,989					\$398,432						
ORLOWSKI, ANNA	HEALTH SYSTEM COUNSEL	UCD	Salary Range	Below the Maximum Salary Range	\$349,787	\$342,496					\$29,276	\$371,772						
OSAKO, MARY	VICE CHANCELLOR - STRATEGIC COMMUNICATIONS	UCLA	MRZ	Below the 75th Percentile	\$288,400	\$283,500						\$283,500	Y					
OUILLET, PIERRE	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCSD	MRZ	Below the 50th Percentile	\$466,644	\$458,713						\$458,713	Y			Y		
PAARDEKOOPER, JANNA	SENIOR ASSOCIATE DEAN OF FINANCE AND ADMINISTRATION, SCHOOL OF MEDICINE	UCLA	Salary Range	Below the Maximum Salary Range	\$421,524	\$414,358	\$92,079					\$506,436						
PALMER, RODWIN	ASSISTANT COACH, MEN'S BASKETBALL	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$35,000				\$60,417	\$345,417						
PANION, MICHAEL	ASSOCIATE CHAIR OF FINANCE & ADMIN	UCSF	Salary Range	Below the Maximum Salary Range	\$311,184	\$305,893	\$45,317					\$351,210						
PARK, DANIEL	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	MRZ	Below the 60th Percentile	\$352,476	\$346,484						\$346,484	Y			Y		
PARKER, LAURA	ASSOCIATE VICE CHANCELLOR, DEVELOPMENT	UCLA	Salary Range	Below the Maximum Salary Range	\$370,862	\$364,561	\$2,500					\$367,061						
PASTERNAK, JOE	HEAD COACH - MEN'S BASKETBALL	UCSB	Salary Range	No Independent Survey Data Available	\$396,354	\$391,734	\$45,000				\$82,765	\$519,499						
PATTISON, KEVIN	VICE PRESIDENT - SUPPLY CHAIN AND SUPPORT SERVICES	UCSF	Salary Range	Below the Maximum Salary Range	\$335,980	\$329,440	\$81,547					\$410,987						
PATTON, HAROLD	CHIEF NURSING EXECUTIVE	UCSF	Salary Range	Below the Maximum Salary Range	\$566,516	\$555,486	\$125,125					\$680,611					\$2,638	
PEASE, JAMES	EXECUTIVE DIRECTOR - DESIGN AND CONSTRUCTION	UCSF	Salary Range	Below the Maximum Salary Range	\$391,416	\$383,802	\$53,202					\$437,004						
PELLUM, DON	INSIDE LINEBACKERS FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$150,000	\$400,000						

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PENALOZA, LORENA	CHIEF CAMPUS COUNSEL	UCSC	MRZ	Below the 60th Percentile	\$291,758	\$286,801						\$286,801	Y					
PEREZ, RONALD	SENIOR DIRECTOR, OPERATIVE SERVICES	UCLA	Salary Range	Below the Maximum Salary Range	\$350,220	\$343,402	\$51,001					\$394,403						
PETITT, BECKY	VICE CHANCELLOR - EQUITY, DIVERSITY, INCLUSION	UCSD	MRZ	Below the 75th Percentile	\$321,360	\$309,033						\$309,033	Y			Y		
PHELAN, PATRICK	EXECUTIVE DIRECTOR - DATA SECURITY	UCSF	Salary Range	Below the Maximum Salary Range	\$322,784	\$328,753	\$37,092		\$16,473		\$21,041	\$403,360						
PHILLIPS, DAVID	ASSOCIATE VICE PRESIDENT - CAPITAL PROGRAMS AND SUSTAINABILITY	UCOP	MRZ	Below the 75th Percentile	\$284,280	\$259,108						\$259,108	Y			Y		
PHILLIPS, JAMIE	VICE PRESIDENT/CHIEF OPERATING OFFICER - BENIOFF CHILDREN'S HOSPITAL	UCSF	Salary Range	Below the Maximum Salary Range	\$696,494	\$682,939	\$135,240					\$818,179						
POLEK, ELIZABETH	VICE PRESIDENT - NEW HOSPITAL PLANNING AND OPTIMIZATION	UCSF	Salary Range	Above the Maximum Salary Range	\$327,816	\$321,442	\$63,655				\$6,635	\$391,731						
POLLACK, ELLEN	CHIEF NURSING INFORMATICS OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$378,262	\$370,899	\$55,086		\$20,426		\$27,538	\$473,949						
POWERS-SCHILLING, WENDY	ASSOCIATE VICE PRESIDENT - AGRICULTURE AND NATURAL RESOURCES	UCOP	MRZ	Below the 90th Percentile	\$279,509	\$269,563						\$269,563	Y			Y		\$675,000
PRASHER, RAVI	ASSOCIATE LABORATORY DIRECTOR FOR ENERGY TECHNOLOGIES	LBNL	MRZ	Below the 60th Percentile	\$391,548	\$383,170						\$383,170	Y					
PULLING, ELIZABETH	DIRECTOR OF ESG INTEGRATION	UCOP	Salary Range	Below the Midpoint Salary Range	\$259,931	\$250,682	\$148,555					\$399,237						
RADTKE, GUILHERME	VICE PRESIDENT - REVENUE CYCLE	UCSF	Salary Range	Below the Maximum Salary Range	\$359,992	\$294,962	\$38,550		\$29,381			\$362,894						
RAJABI, NASSIM ERICA	VICE PRESIDENT - WOMEN'S HEALTH & ADULT SVCS MB	UCSF	Salary Range	Below the Maximum Salary Range	\$360,493	\$342,097	\$69,998				\$23,247	\$435,342						
RATLIFF, KELLY	VICE CHANCELLOR - FINANCE, OPERATIONS AND ADMINISTRATION	UCD	MRZ	Below the 75th Percentile	\$372,258	\$365,934						\$365,934	Y					
REGALADO MANLAPAZ, ROWENA	ASSOCIATE CHIEF STRATEGY OFFICER	UCD	Salary Range	Below the Maximum Salary Range	\$350,200	\$344,250	\$46,346				\$1,067	\$391,663						
REGUERIN, PABLO	VICE CHANCELLOR - STUDENT AFFAIRS	UCD	MRZ	Below the 50th Percentile	\$298,700	\$293,627						\$293,627	Y					\$652,500
RHODES, LISA	CHIEF ADMINISTRATOR OFFICER - PERIOPERATIVE SERVICES	UCSD	Salary Range	Below the Maximum Salary Range	\$357,507	\$333,451	\$86,772					\$420,223						
RIDLEY, VANESSA	CHIEF HEALTHCARE COMPLIANCE OFFICER	UCSF	Salary Range	Below the Maximum Salary Range	\$360,504	\$354,377						\$354,377						
RIKE, MIRIAM	VICE PRESIDENT - FINANCE CANCER SVCS/CFO,UCSFMC	UCSF	Salary Range	Below the Maximum Salary Range	\$429,355	\$421,002	\$104,212					\$525,214						

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RIMICCI, JANET	SENIOR DIRECTOR OF UCLA MEDICAL CENTER, SANTA MONICA, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$379,995	\$372,592	\$55,336				\$23,297	\$451,225						
RITTER, JOHN	MANAGING DIRECTOR, REAL ASSETS	UCOP	Salary Range	Below the Midpoint Salary Range	\$306,268	\$295,370	\$211,808					\$507,178						
ROBINSON, CHARLES	GENERAL COUNSEL & VICE PRESIDENT - LEGAL AFFAIRS	UCOP	MRZ	Below the 75th Percentile	\$496,736	\$479,061				\$8,916		\$487,977	Y			Y		
ROBINSON, DAVID	CHIEF CAMPUS COUNSEL	UCB	MRZ	Below the 75th Percentile	\$320,173	\$314,734						\$314,734	Y					
ROBINSON, WHITLEY	CHIEF ADMINISTRATOR OFFICER - FACILITIES, CAPITAL MANAGEMENT AND HOSPITAL SUPPORT SERVICES	UCSD	Salary Range	Below the Maximum Salary Range	\$330,008	\$282,610	\$69,953					\$352,563						
ROE, NATALIE	ASSOCIATE LABORATORY DIRECTOR FOR PHYSICAL SCIENCES	LBNL	MRZ	Below the 50th Percentile	\$364,008	\$352,046						\$352,046	Y					
ROSALSKY, MARA	FORMER INTERIM CHIEF NURSING OFFICER/EXECUTIVE DIRECTOR OF PERIOPERATIVE SERVICES	UCI	Salary Range	Below the Maximum Salary Range	\$309,024	\$312,582	\$53,770					\$366,352						
ROSS, CHERYL	ASSOCIATE VICE CHANCELLOR/UNIVERSITY CONTROLLER AND FINANCIAL OFFICER - SCHOOL OF MEDICINE	UCSD	Salary Range	Below the Maximum Salary Range	\$346,068	\$340,188	\$5,000					\$345,188						
ROWAN-BRAUN, MARIANNE	CHIEF PATIENT EXPERIENCE OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$330,510	\$324,069	\$48,129				\$13,974	\$386,172						
RUSTAD, SUSANNA	CHIEF PROCUREMENT OFFICER & EXECUTIVE DIRECTOR OF VIRTUAL CARE	UCI	Salary Range	Below the Maximum Salary Range	\$298,709	\$269,621	\$39,828				\$36,515	\$345,964						
SAGE, DEREK	TIGHT ENDS/SPECIAL TEAMS FOOTBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000					\$100,000	\$350,000						
SATORRE, RUTH	FORMER INTERIM ASSOCIATE VICE PRESIDENT AND SYSTEMWIDE CONTROLLER/DIRECTOR OF CORPORATE ACCOUNTING	UCOP	Salary Range	Below the Maximum Salary Range	\$196,248	\$200,695	\$500					\$201,195						
SATTERLUND, ALYSSON	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	MRZ	Below the 50th Percentile	\$301,791	\$286,130						\$286,130	Y					
SAVAGE, JOHN	HEAD COACH - BASEBALL	UCLA	Salary Range	No Independent Survey Data Available	\$300,000	\$300,000	\$75,000				\$465,500	\$840,500						
SAVINO, DARREN	MEN'S ASSOCIATE HEAD BASKETBALL COACH	UCLA	Salary Range	No Independent Survey Data Available	\$250,000	\$250,000	\$35,000				\$160,417	\$445,417						
SAYRE, JENNIE	CHIEF OPERATING OFFICER, AFFILIATE	UCSF	Salary Range	Below the Maximum Salary Range	\$360,493	\$353,478	\$70,000					\$423,478						

**ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2021:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND CERTAIN MANAGERS AND SENIOR PROFESSIONALS (MSP)**

Employee Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Reimburse Moving Costs	University-Provided Home Mortgage
SCHNEIDER, PETER	CHIEF HEALTH SCIENCES COUNSEL	UCI	Salary Range	Below the Maximum Salary Range	\$347,016	\$341,115						\$341,115						
SCHNETZLER, GRETA	CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL	UCSF	MRZ	Below the 60th Percentile	\$352,470	\$347,315						\$347,315	Y			Y		
SCHNIER, KURT	INTERIM VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCM	MRZ	Below the 75th Percentile	\$337,332	\$319,513			\$18,656			\$338,170						
SCHROEDER, DAVID	MANAGING DIRECTOR - GLOBAL FIXED INCOME	UCOP	Salary Range	Below the Midpoint Salary Range	\$360,000	\$330,488	\$259,745					\$590,233						
SCOTT, KENNETH	PHARMACY MANAGEMENT GROUP	UCSF	Salary Range	Below the Maximum Salary Range	\$339,926	\$315,602	\$33,000					\$348,602						
SCURR, KIMBERLY	VICE PRESIDENT - OPERATIONS, UCSF HEALTH	UCSF	Salary Range	Below the Maximum Salary Range	\$393,066	\$385,411	\$87,769				\$19,599	\$492,779						
SELICK, HAROLD	VICE CHANCELLOR - BUSINESS DEVELOPMENT, INNOVATION AND PARTNERSHIPS	UCSF	MRZ	Below the 90th Percentile	\$458,952	\$451,154						\$451,154	Y			Y		
SHAFFER, CHRISTOPHER	UNIVERSITY LIBRARIAN	UCSF	MRZ	Below the 75th Percentile	\$300,509	\$295,403						\$295,403	Y			Y		
SHAW, ANNE	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	MRZ	Below the 50th Percentile	\$260,845	\$251,564				\$12,631		\$264,195	Y			Y		
SIMMONS, BLAKE	DIVISION DIRECTOR, BIOLOGICAL SYSTEMS & ENGINEERING	LBNL	Salary Range	Below the Maximum Salary Range	\$386,712	\$372,878					\$25,000	\$397,878						
SIMMONS, BRADLEY	CHIEF ADMINISTRATOR - UC DAVIS HOSPITAL AND CHIEF OPERATING OFFICER - HOSPITAL DIVISION	UCD	MRZ	Below the 75th Percentile	\$776,620	\$763,424	\$176,813					\$940,237	Y			Y		
SIMMONS, ELIZABETH	EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS	UCSD	MRZ	Below the 25th Percentile	\$422,136	\$414,961						\$414,961	Y					
SIMON, HORST	FORMER DEPUTY LABORATORY DIRECTOR FOR RESEARCH/SENIOR ADVISOR	LBNL	Salary Range	At the Maximum Salary Range	\$352,272	\$471,504	\$15,000				\$11,977	\$498,481						\$1,057,750
SINA, JULIE	ASSOCIATE VICE CHANCELLOR, ALUMNI AFFAIRS & CHIEF FINANCIAL OFFICER, UCLA FOUNDATION	UCLA	Salary Range	Below the Maximum Salary Range	\$357,859	\$351,779	\$2,500					\$354,279						
SIRMON, PETER	DEFENSIVE COORDINATOR/INSIDE LINEBACKERS COACH - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$250,000	\$245,833					\$576,667	\$822,500						
SIWABESSY, RANDOLPH	CHIEF FINANCIAL OFFICER	UCI	MRZ	Below the 75th Percentile	\$600,000	\$338,095					\$102,000	\$440,095	Y					\$578,400
SMITH, BRIAN	CHIEF ETHICS AND COMPLIANCE OFFICER/SENIOR ASSOCIATE VICE CHANCELLOR - RESEARCH	UCSF	Salary Range	Below the Maximum Salary Range	\$386,250	\$379,688						\$379,688						

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Employee Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Reimburse Moving Costs	University- Provided Home Mortgage
SMITH, CHARMIN	HEAD COACH - WOMEN'S BASKETBALL	UCB	Salary Range	No Independent Survey Data Available	\$275,000	\$258,958	\$70,000				\$193,418	\$522,377						
SMITH, MACKENZIE	UNIVERSITY LIBRARIAN AND VICE PROVOST DIGITAL SCHOLARSHIP	UCD	MRZ	Below the 90th Percentile	\$299,705	\$294,613						\$294,613	Y			Y		
SMITH, MARCIA	ASSOCIATE VICE CHANCELLOR FOR RESEARCH ADMINISTRATION	UCLA	Salary Range	Below the Maximum Salary Range	\$355,412	\$349,373						\$349,373						
SMITH, SUSAN	PRESIDENT OF FACULTY PRACTICE / SENIOR VICE PRESIDENT	UCSF	Salary Range	Below the Maximum Salary Range	\$672,085	\$648,415	\$163,150					\$811,565						
SMITH, THOMAS	FORMER INTERIM PROVOST AND EXECUTIVE VICE CHANCELLOR/PROFESSOR	UCR	ACA	No longer in SMG role; On Academic Pay Scale	\$350,000	\$350,000						\$350,000						
SOUSA, NOEL	DIRECTOR, FINANCE - UC DAVIS HEALTH	UCD	Salary Range	Below the Maximum Salary Range	\$285,872	\$281,014	\$50,472				\$23,926	\$355,412						
SPAIN BRADLEY, ANNA	VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION	UCLA	MRZ	Below the 90th Percentile	\$339,900	\$334,125						\$334,125	Y					
SPISSO, JOHNESE	PRESIDENT, UCLA HEALTH/CHIEF EXECUTIVE OFFICER, UCLA HOSPITAL SYSTEM	UCLA	MRZ	Below the 60th Percentile	\$1,434,811	\$1,406,891	\$557,204			\$8,916		\$1,973,011	Y			Y		
STAINES, AARON	INVESTMENT DIRECTOR - FIXED INCOME	UCOP	Salary Range	Below the Midpoint Salary Range	\$249,314	\$240,443	\$175,080					\$415,523						
STATON, PAUL	SENIOR VICE PRESIDENT - FINANCE & CHIEF FINANCIAL OFFICER, UCLA HEALTH	UCLA	MRZ	Below the 75th Percentile	\$843,093	\$826,691	\$204,634					\$1,031,326	Y			Y		
STEEL, VIRGINIA	UNIVERSITY LIBRARIAN	UCLA	MRZ	Below the 90th Percentile	\$318,877	\$313,459						\$313,459	Y			Y		\$1,330,000
STERMAN, STEVEN	SENIOR MANAGING DIRECTOR - FIXED INCOME	UCOP	MRZ	Below the 60th Percentile	\$386,398	\$372,649	\$321,019					\$693,668	Y			Y		\$800,000
STERN, HAL	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$468,650	\$439,854						\$439,854	Y					
STRACHAN, SHAY	VICE PRESIDENT - STRATEGIC PARTNERSHIPS	UCSF	Salary Range	Below the Maximum Salary Range	\$354,709	\$347,806	\$68,875				\$12,921	\$429,602						
STRINGER, JENNIFER	CHIEF INFORMATION OFFICER & ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY	UCB	Salary Range	Below the Maximum Salary Range	\$365,650	\$359,437	\$500					\$359,937						
SUTTON, STEPHEN	VICE CHANCELLOR - STUDENT AFFAIRS	UCB	MRZ	Above the 90th Percentile	\$340,000	\$313,537					\$4,000	\$317,537	Y					
SWEENEY, MICHAEL	CHIEF CAMPUS COUNSEL	UCD	MRZ	Below the 60th Percentile	\$349,268	\$335,627						\$335,627	Y					
SWETT, MICHAEL	SENIOR PORTFOLIO MANAGER - FIXED INCOME	UCOP	Salary Range	Below the Midpoint Salary Range	\$275,838	\$266,023	\$180,341					\$446,364						
SWINKELS, RONALD	MANAGING DIRECTOR - PUBLIC EQUITY	UCOP	Salary Range	Below the Midpoint Salary Range	\$339,492	\$327,412	\$293,292					\$620,704						

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Employee Name	Working Title	Loc	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Reimburse Moving Costs	University- Provided Home Mortgage
TAKEUCHI, SUSAN	CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH	UCLA	Salary Range	Below the Maximum Salary Range	\$542,024	\$494,666	\$114,402				\$16,637	\$625,704						
TANJI, LORELEI	UNIVERSITY LIBRARIAN	UCI	MRZ	Below the 75th Percentile	\$272,192	\$267,567						\$267,567	Y			Y		
TORRES, RODOLFO	VICE CHANCELLOR - RESEARCH	UCR	MRZ	Below the 50th Percentile	\$334,752	\$329,063						\$329,063	Y					\$728,000
TRAN, TU	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	MRZ	Below the 50th Percentile	\$266,160	\$256,690						\$256,690	Y			Y		
TULL, RENETTA	VICE CHANCELLOR - DIVERSITY, EQUITY AND INCLUSION	UCD	MRZ	Below the 60th Percentile	\$284,280	\$279,450						\$279,450	Y					\$866,500
TURNER, MEREDITH	FORMER ACTING AVP - STATE GOVERNMENT RELATIONS/ASSOCIATE DIRECTOR, ADVOCACY & INSTITUTIONAL RELATIONS	UCOP	Salary Range	Below the Midpoint Salary Range	\$147,756	\$149,532						\$149,532						
TURNER, RUSSELL	HEAD COACH - MEN'S BASKETBALL	UCI	Salary Range	No Independent Survey Data Available	\$386,168	\$381,481					\$227,917	\$609,398						
TURTELTAUB, RHEA	VICE CHANCELLOR - EXTERNAL AFFAIRS	UCLA	MRZ	Below the 75th Percentile	\$536,639	\$507,639				\$8,916		\$516,555	Y			Y		
VANDEBERG, CHAD	CHIEF QUALITY AND PATIENT SAFETY OFFICER, UC SAN DIEGO HEALTH	UCSD	Salary Range	At the Midpoint of Salary Range	\$324,600	\$295,845	\$50,676					\$346,521						
VAUGHN, KEVIN	DEAN - UNIVERSITY EXTENSION	UCR	MRZ	Below the 60th Percentile	\$271,440	\$266,827						\$266,827	Y					
VEGA, FRANCESCA	VICE CHANCELLOR - COMMUNITY & GOVERNMENT RELATIONS	UCSF	MRZ	Below the 90th Percentile	\$281,190	\$276,413						\$276,413	Y					
VILLAR, HUGO	DEAN OF UNIVERSITY EXTENSION	UCSD	MRZ	Below the 60th Percentile	\$270,000	\$211,510					\$6,581	\$218,091	Y					
WAKIMOTO, ROGER	VICE CHANCELLOR FOR RESEARCH	UCLA	MRZ	Below the 60th Percentile	\$387,919	\$381,328						\$381,328	Y					
WALKER, BYRON	INTERIM VICE CHANCELLOR FOR INFORMATION TECHNOLOGY	UCSC	MRZ	Below the 50th Percentile	\$265,000	\$203,078			\$10,994			\$214,072						
WALLACE, TAMMY	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the Maximum Salary Range	\$566,495	\$528,653	\$124,998				\$2,496	\$656,147						
WALSHOK, MARY	FORMER DEAN - UNIVERSITY EXTENSION/ASSOCIATE VICE CHANCELLOR FOR PUBLIC PROGRAMS	UCSD	ACA	No longer in SMG role; On Academic Pay Scale	\$228,372	\$170,414					\$63,848	\$234,262	Y			Y		
WANG, TEDDY	CHIEF FINANCIAL OFFICER - UCSF BENIOFF CHILDREN'S HOSPITALS/CHILDREN'S SERVICES - UCSF HEALTH	UCSF	Salary Range	Below the Midpoint Salary Range	\$463,515	\$454,493	\$80,750					\$535,243					\$239	
WATKINS, ELIZABETH	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$437,760	\$413,643						\$413,643	Y				\$45,013	
WATSON, TREAVION	DEFENSIVE BACKS COACH - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$200,000	\$147,101					\$195,000	\$342,101						

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WEBSTER, CHARLES	INVESTMENT OFFICER - PRIVATE EQUITY	UCOP	Salary Range	Below the Maximum Salary Range	\$295,000	\$246,501	\$154,184					\$400,685						
WEISS, GEORGE	VICE PRESIDENT - OPS BENIOFF CHILDREN'S HOSPITAL	UCSF	Salary Range	Below the Maximum Salary Range	\$335,980	\$329,440	\$65,237					\$394,677						
WILCOX, JUSTIN	HEAD COACH - FOOTBALL	UCB	Salary Range	No Independent Survey Data Available	\$275,000	\$258,958	\$150,000				\$3,548,958	\$3,957,917						
WILCOX, KIM	CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$444,204	\$411,494				\$5,201		\$416,695	Y	Y				
WILDMAN, ELIZABETH	VICE PRESIDENT - FINANCE MEDICAL CENTER ADMINISTRATION	UCSF	Salary Range	Below the Maximum Salary Range	\$412,004	\$403,985	\$80,000					\$483,985						
WILLIAMS, PAUL	ASSOCIATE VICE PRESIDENT & CHIEF PROCUREMENT OFFICER	UCOP	MRZ	Below the 75th Percentile	\$333,000	\$117,307					\$25,000	\$142,307	Y				\$13,055	
WILLIAMS, VANDONELIO	CHIEF INFORMATION OFFICER AND VICE PRESIDENT - INFORMATION TECHNOLOGY	UCOP	MRZ	Below the 60th Percentile	\$390,000	\$323,672						\$323,672	Y					
WILSON, STEPHEN	CHIEF MEDICAL OFFICER	UCSF	Salary Range	Below the Maximum Salary Range	\$502,602	\$492,814	\$121,986				\$36,610	\$651,410						
WITHERELL, MICHAEL	LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$515,040	\$505,746				\$8,916		\$514,662	Y					
WOLDEN, MATTHEW	VICE PRESIDENT - QUALITY	UCSF	Salary Range	Below the Maximum Salary Range	\$339,926	\$333,304	\$66,000		\$5,232			\$404,536						
WONG, JANE	VICE PRESIDENT - INFORMATION TECHNOLOGY/ASSOCIATE CHIEF INFORMATION OFFICER	UCSF	Salary Range	Below the Maximum Salary Range	\$346,023	\$339,288	\$67,181				\$19,905	\$426,374						
WOODALL, ALLISON	DEPUTY GENERAL COUNSEL - EDUCATION AFFAIRS, EMPLOYMENT & GOVERNANCE	UCOP	MRZ	Below the 75th Percentile	\$309,420	\$298,410						\$298,410	Y			Y		
WRIGHT, DARNELE	DEPUTY GENERAL COUNSEL - BUSINESS, FINANCE AND INNOVATION	UCOP	MRZ	Below the 60th Percentile	\$297,670	\$283,198						\$283,198	Y					
YANG, HENRY	CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$451,362	\$418,131				\$8,916		\$427,047	Y	Y		Y		
YOST, LAURA	EXECUTIVE DIRECTOR - CLINICAL SERVICES, UCLA HEALTH	UCLA	Salary Range	Below the Midpoint Salary Range	\$279,270	\$273,832	\$40,669				\$31,033	\$345,534						
YU, JUNE	ASSOCIATE VICE PRESIDENT - UC NATIONAL LABORATORIES	UCOP	MRZ	Below the 75th Percentile	\$360,500	\$347,673						\$347,673	Y					
ZACK, MITCHELL	EXECUTIVE DIRECTOR, STRATEGY & HEALTH PLAN CONTRACTING	UCSF	Salary Range	Above the Maximum Salary Range	\$330,635	\$324,205	\$36,980					\$361,185						
ZATZ, MARJORIE	INTERIM VICE CHANCELLOR, RESEARCH & ECONOMIC DEVELOPMENT	UCM	MRZ	Below the 50th Percentile	\$303,852	\$298,688						\$298,688						
ZHANG, XIAOCHUAN	INVESTMENT DIRECTOR - FIXED INCOME & PRIVATE CREDIT	UCOP	Salary Range	Below the Midpoint Salary Range	\$270,672	\$261,041	\$177,152					\$438,193						

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Compensation Element	Amount	Staff Comments
ADAMS, PAUL LBNL ACTING ASSOCIATE LABORATORY DIRECTOR FOR BIOSCIENCES		
Annual Base as of Dec 31	\$354,605	Effective 8/23/21, appointed as Acting Associate Lab Director for Biosciences; approved by the President.
Actual Base Salary Received	\$323,152	
ADLER, JOSHUA UCSF CHIEF CLINICAL OFFICER/VICE DEAN - CLINICAL AFFAIRS		
Annual Base as of Dec 31	\$728,106	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$713,938	
Clinical Enterprise Management Recognition Program	\$176,723	Per policy, eligible to participate in the 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 2020-21 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.
AGARWAL, PRADEEP UCSC DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$267,800	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$263,250	
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	\$277,803	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$267,918	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
ALEXANDER, STACY UCSF		
VICE PRESIDENT - WOMEN'S AND CHILDREN'S HEALTH		
Annual Base as of Dec 31	\$344,791	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$338,083	
Clinical Enterprise Management Recognition Program	\$66,950	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$13,227	Data reflects payment for paid time off amount in excess of accumulation limits.
ALTSHULE, REBECCA UCLA		
CHIEF CONTRACTING OFFICER, FACULTY PRACTICE GROUP		
Annual Base as of Dec 31	\$337,421	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$330,853	
Incentive	\$49,138	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Data reflects the actual award amount for 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$10,344	Data reflects payment for paid time off amount in excess of accumulation limits.
AMODEO, RONALD UCD		
CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$417,150	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$410,063	
Clinical Enterprise Management Recognition Program	\$75,533	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses	\$1,349	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

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Compensation Element	Amount	Staff Comments
ANANTHASWAMY, SATISH UCOP		
SENIOR MANAGING DIRECTOR - ASIA INVESTMENTS AND GLOBAL FIXED INCOME		
Annual Base as of Dec 31	\$396,550	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$382,440	
Office of the Chief Investment Officer Annual Incentive Plan	\$372,148	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.
ANDRIOLA, THOMAS UCI		
VICE CHANCELLOR - INFORMATION, TECHNOLOGY AND DATA; CHIEF DATA OFFICER		
Annual Base as of Dec 31	\$515,004	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$506,252	
Clinical Enterprise Management Recognition Program	\$52,281	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ANSTINE, LARRY UCI		
SPECIALIST		
Annual Base as of Dec 31	\$375,003	
Actual Base Salary Received	\$364,586	
Other Cash Compensation/Payments	\$10,788	Data reflects payment for paid time off amount in excess of accumulation limits.
ANTELMAN, KRISTIN UCSB		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$265,233	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$260,727	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
ANTRUM, SHEILA UCSF		
SENIOR VICE PRESIDENT-ADULT SERVICES/CHIEF OPERATING OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$866,958	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$850,085	
Clinical Enterprise Management Recognition Program	\$210,425	Per policy, eligible to participate in the 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 2020-21 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.
ARMBRUSTER, MARGARET UCLA		
EXECUTIVE DIRECTOR, EMERGENCY & TRAUMA SERVICES & CLINICAL REGULATORY AFFAIRS, UCLA HEALTH		
Annual Base as of Dec 31	\$314,703	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$308,581	
Incentive	\$45,831	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$2,419	Data reflects payment for paid time off amount in excess of accumulation limits.
ARRINGTON, JONATHON UCLA		
CHIEF FINANCIAL OFFICER, FACULTY PRACTICE GROUP		
Annual Base as of Dec 31	\$404,028	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$396,163	
Clinical Enterprise Management Recognition Program	\$98,063	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$23,245	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
ATREJA, ASHISH UCD		
CHIEF INFORMATION OFFICER AND CHIEF DIGITAL INFORMATION OFFICER		
Annual Base as of Dec 31	\$576,800	Effective 12/31/20, appointed as Chief Information Officer/Chief Digital Information Officer; approved by the President. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$522,362	
Clinical Enterprise Management Recognition Program	\$65,380	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 2020-21 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 not met.
Moving Expenses	\$10,038	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
AVERY, HOWARD UCB		
CHIEF DEVELOPMENT OFFICER/ASST DEAN - DEVELOPMENT & ALUMNI RELATIONS, HAAS SCHOOL OF BUSINESS		
Annual Base as of Dec 31	\$350,000	
Actual Base Salary Received	\$350,000	
Moving Expenses	\$54,019	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
AVETISYAN, LUCY UCLA		
ASSOCIATE VICE CHANCELLOR & CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$409,940	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$402,975	
Recognition Award	\$2,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2021 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
AZAR, RICHARD UCLA		
CHIEF OPERATING OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$757,610	Annual base includes a market-based salary adjustment, effective 7/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$690,269	
Clinical Enterprise Management Recognition Program	\$159,899	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2020-21 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 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	\$450,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$800	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
BACHHER, JAGDEEP UCOP		
CHIEF INVESTMENT OFFICER, VICE PRESIDENT - INVESTMENTS		
Annual Base as of Dec 31	\$712,974	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$687,600	
Office of the Chief Investment Officer Annual Incentive Plan	\$1,217,147	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.

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Compensation Element	Amount	Staff Comments
BAGGETT, MARGARITA UCSD		
CHIEF CLINICAL OFFICER, UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$429,376	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$421,022	
Clinical Enterprise Management Recognition Program	\$94,588	Per policy, eligible to participate in the 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 2020-21 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.
BAIRD-JAMES, ALLISON UCLA		
ASSOCIATE VICE CHANCELLOR - BUSINESS & FINANCE SOLUTIONS		
Annual Base as of Dec 31	\$338,664	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$332,910	
Recognition Award	\$10,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2021 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
Home Loan Program	\$832,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
BALDWIN, BROOKE UCI		
CHIEF NURSING EXECUTIVE		
Annual Base as of Dec 31	\$425,000	
Actual Base Salary Received	\$362,599	
BALLA, ROSEMARIE UCB		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$392,294	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$385,629	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
BANKS, WILLIE UCI		

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Compensation Element	Amount	Staff Comments
VICE CHANCELLOR FOR STUDENT AFFAIRS		
Annual Base as of Dec 31	\$308,997	Annual base includes a market-based salary adjustment, effective 8/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$283,674	
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 UCSC		
INTERIM VICE CHANCELLOR FOR STUDENT AFFAIRS AND SUCCESS		
Annual Base as of Dec 31	\$272,950	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$268,312	
BATISTE-BROWN, QUANNA UCLA		
CHIEF NURSING OFFICER, AMBULATORY NURSING		
Annual Base as of Dec 31	\$289,104	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$298,592	
Incentive	\$42,100	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
BECK, MICHAEL UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$405,186	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$398,302	
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
BENGFORT, JOSEPH UCSF		
SENIOR VICE PRESIDENT, ASSOCIATE VICE CHANCELLOR, AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$557,350	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$546,501	
Clinical Enterprise Management Recognition Program	\$135,276	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
BENNAN, JAMES UCSF		
VICE PRESIDENT/CHIEF OPERATING OFFICER - ADULT SERVICES		
Annual Base as of Dec 31	\$405,009	Annual base includes an equity adjustment, effective 8/22/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$386,303	
Clinical Enterprise Management Recognition Program	\$94,404	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$7,780	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	\$299,328	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$294,237	
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	\$511,630	Effective 7/1/20, a voluntary base salary reduction was in effect, reducing the Chancellor's salary through 6/30/21. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 7/1/21.
Actual Base Salary Received	\$473,961	
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.
BO, KOSAL UCSF		
VICE PRESIDENT- MEDICAL STAFF GOVERNANCE		
Annual Base as of Dec 31	\$319,318	Annual base includes an upward reclassification, effective 4/18/21 and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 6/27/21.
Actual Base Salary Received	\$297,439	
Incentive	\$38,131	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$36,720	Data reflects payment for paid time off amount in excess of accumulation limits.
BOMOTTI, GERARD UCR		
VICE CHANCELLOR - PLANNING, BUDGET, AND ADMINISTRATION		
Annual Base as of Dec 31	\$313,428	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$308,101	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
BOUBELIK, JANE UCLA		
CHIEF LEGAL COUNSEL, UCLA HEALTH		
Annual Base as of Dec 31	\$350,032	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$343,214	
Other Cash Compensation/Payments	\$37,553	Data reflects payment for paid time off amount in excess of accumulation limits.
BOUZAN, PATSY UCSD		
CHIEF CONTRACTING OFFICER		
Annual Base as of Dec 31	\$298,709	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$292,894	
Clinical Enterprise Management Recognition Program	\$72,501	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
BRANDT, MICHAEL LBNL		
DEPUTY DIRECTOR FOR OPERATIONS		
Annual Base as of Dec 31	\$454,488	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$446,054	Actual base salary includes FY 2020-21 merit-based and equity pay, effective 10/1/20; paid in calendar year 2021.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
BRANDT, SCOTT UCSC		
FORMER VICE CHANCELLOR - RESEARCH/PROFESSOR		
Annual Base as of Dec 31	\$215,200	Data reflects annual base salary as Professor once SMG role ended in 2021.
Actual Base Salary Received	\$345,522	
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

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Compensation Element	Amount	Staff Comments
BRAY-HANIN, LAUREL UCSF		
VICE PRESIDENT/CHIEF OPERATING OFFICER - HDFCCC		
Annual Base as of Dec 31	\$360,493	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$353,478	
Clinical Enterprise Management Recognition Program	\$70,000	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$6,730	Data reflects payment for paid time off amount in excess of accumulation limits.
BRENNER, DAVID UCSD		
VICE CHANCELLOR - HEALTH SCIENCES		
Annual Base as of Dec 31	\$652,332	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$641,244	
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.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
BROSTROM, NATHAN UCOP		
EXECUTIVE VICE PRESIDENT - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$463,722	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$447,222	
Executive Auto Allowance	\$12,631	Per policy, eligible for annual auto allowance of \$8,916. Correction for missed 2020 auto allowance was paid in 2021.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
BROWN, DAVID LBNL		
DIVISION DIRECTOR, COMPUTATIONAL RESEARCH		
Annual Base as of Dec 31	\$361,908	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$351,568	
BROWN, MICHAEL UCOP		
PROVOST & EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$414,147	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$399,410	
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	\$331,631	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$319,831	
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	\$370,236	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$363,943	
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
BUCHMAN, BRAD UCOP		
MEDICAL DIRECTOR - STUDENT HEALTH AND COUNSELING - UC HEALTH		
Annual Base as of Dec 31	\$429,263	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$413,989	
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.
BULLARD, ERIC UCLA		
DEAN - CONTINUING EDUCATION AND UCLA EXTENSION		
Annual Base as of Dec 31	\$319,300	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$313,875	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
BURGER, JENNIFER UCD		
VICE PRESIDENT - IT APPLICATIONS		
Annual Base as of Dec 31	\$341,182	Annual base includes an equity adjustment, effective 10/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$303,003	
Incentive	\$42,612	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$3,951	Stipend received for assuming temporary additional duties.
Other Cash Compensation/Payments	\$14,086	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
BURNS, CAROL LBNL		
DEPUTY DIRECTOR FOR RESEARCH		
Annual Base as of Dec 31	\$435,000	Effective 8/2/21, appointed as Acting Associate Lab Director for Biosciences; approved by the President.
Actual Base Salary Received	\$145,000	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$5,148	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
BUSTAMANTE, ALEXANDER UCOP		
SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE & AUDIT OFFICER		
Annual Base as of Dec 31	\$382,468	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$368,859	
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	\$895,894	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$864,016	
Clinical Enterprise Management Recognition Program	\$260,940	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 2020-21 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.
CAMFIELD, GREGG UCM		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$372,588	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$366,253	
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
CAMPBELL, JOHN UCSD		
CHIEF OPERATING OFFICER, PHYSICIAN HEALTH NETWORK		
Annual Base as of Dec 31	\$442,405	Annual base includes a market-based salary adjustment, effective 1/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$428,468	
Clinical Enterprise Management Recognition Program	\$107,375	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 2020-21 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	\$325,056	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$313,490	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
CARMICHAEL, JOSEPH UCI		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$590,000	Effective 12/21/21, appointed as Chief Medical Officer; approved by the President.
Actual Base Salary Received	\$238,944	
Health Sciences Compensation Plan	\$559,541	Per policy, eligible to participate in the Health Sciences Compensation Plan. Data reflects payment of a negotiated "Y" amount and "Z" incentive.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

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Compensation Element	Amount	Staff Comments
CARTER, EMILY ANN UCLA		
FORMER EXECUTIVE VICE CHANCELLOR & PROVOST		
Annual Base as of Dec 31	\$596,370	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$586,238	
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.
CARTER, JONATHAN LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR COMPUTING SCIENCES		
Annual Base as of Dec 31	\$385,632	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$375,072	Actual base salary includes FY 2020-21 merit-based pay, effective 10/1/20; paid in calendar year 2021.
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	\$371,580	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$364,344	
Clinical Enterprise Management Recognition Program	\$85,424	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2020-21 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	\$271,846	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$267,227	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
CHIARAPPA, CYNTHIA UCSF		
VICE PRESIDENT - MED CENTER ADMIN		
Annual Base as of Dec 31	\$348,654	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$341,864	
Clinical Enterprise Management Recognition Program	\$84,621	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$8,025	Data reflects payment for paid time off amount in excess of accumulation limits.
CHIU, JEFFREY UCSF		
VICE PRESIDENT/ASSOC VICE CHANCELLOR - TALENT OPS AND MGMT		
Annual Base as of Dec 31	\$412,004	Annual base includes a lateral transfer salary increase, effective 4/18/21 and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 6/27/21.
Actual Base Salary Received	\$397,088	
Clinical Enterprise Management Recognition Program	\$100,000	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$14,227	Data reflects payment for paid time off amount in excess of accumulation limits.
CHOI, LEI UCSF		
MEDICAL DIRECTOR - LEAN PROMOTION OFFICE		
Annual Base as of Dec 31	\$333,871	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$327,373	
Incentive	\$48,621	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$14,720	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
CHRISMAN, MAYE UCSF		
VICE DEAN - FINANCE & ADMINISTRATION, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$416,700	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$409,615	
Clinical Enterprise Management Recognition Program	\$101,138	Per policy, eligible to participate in the 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 2020-21 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	\$581,266	Effective 7/1/20, a voluntary base salary reduction was in effect, reducing the Chancellor's salary through 6/30/21. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 7/1/21.
Actual Base Salary Received	\$538,471	
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.
CLIFT, SARAH LBNL		
CHIEF DEVELOPMENT OFFICER		
Annual Base as of Dec 31	\$386,256	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$372,096	

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Compensation Element	Amount	Staff Comments
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	\$44,500	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$299,167	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$775	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Benefit	\$4,791	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
CLOUD-GLAAB, REBECCA UCI		
SENIOR DIRECTOR, REVENUE CYCLE		
Annual Base as of Dec 31	\$314,996	Annual base includes an equity adjustment, effective 9/19/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$290,222	
Incentive	\$38,689	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$30,184	Data reflects payment for paid time off amount in excess of accumulation limits.
CLUNE, MICHAEL UCSF		
SENIOR ASSOCIATE VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$357,012	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$350,941	

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Compensation Element	Amount	Staff Comments
COLBURN, BRENT UCOP		
SENIOR VICE PRESIDENT - EXTERNAL RELATIONS & COMMUNICATIONS		
Annual Base as of Dec 31	\$415,000	Effective 8/30/21, appointed as Senior Vice President; approved by the President.
Actual Base Salary Received	\$106,894	
Other One-Time Payment	\$41,500	Per policy, a hiring bonus was approved to be paid two installments; approved by the Regents. The first installment was paid in 2021; final payment to be paid in 2022.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$45,776	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
COLLINS, HEIDI UCSF		
VICE PRESIDENT - CLINICAL SYSTEMS		
Annual Base as of Dec 31	\$437,749	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$429,228	
Clinical Enterprise Management Recognition Program	\$106,250	Per policy, eligible to participate in the 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 2020-21 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	\$364,824	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$350,344	
Home Loan Program	\$980,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.

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Compensation Element	Amount	Staff Comments
CONDRIN, MICHAEL UCD		
CHIEF OPERATING OFFICER, AMBULATORY CARE		
Annual Base as of Dec 31	\$463,500	Effective 7/1/21, appointed as Chief Operating Officer - Ambulatory Care; approved by the President.
Actual Base Salary Received	\$428,792	
Clinical Enterprise Management Recognition Program	\$94,334	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$9,465	Data reflects payment for paid time off amount in excess of accumulation limits.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
CONFETTI, KEVIN UCOP		
INTERIM ASSOCIATE VICE PRESIDENT & CHIEF RISK OFFICER		
Annual Base as of Dec 31	\$280,869	Effective 9/1/21, appointed as Interim Associate Vice President & Chief Risk Officer; appointed by the President. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$266,554	
COOK, JOHN UCD		
DEPUTY CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$355,300	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$352,183	
Clinical Enterprise Management Recognition Program	\$74,409	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$30,169	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
COOK, MATTHEW UCSF		
PRESIDENT - BENIOFF CHILDREN'S HOSPITALS		
Annual Base as of Dec 31	\$1,024,853	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$955,351	
Clinical Enterprise Management Recognition Program	\$124,375	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other One-Time Payment	\$175,000	Per policy, a hiring bonus was paid as a lump sum in 2021; approved by the Regents.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$30,973	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
COULON, RICHARD UCI		
INTERIM CHIEF FINANCIAL OFFICER AND VICE CHANCELLOR		
Annual Base as of Dec 31	\$355,900	Effective 12/6/21, appointed as Interim Chief Financial Officer; approved by the President.
Actual Base Salary Received	\$261,692	
COWELL, ELIZABETH UCSC		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$273,194	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$268,552	
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
CROCITTO, LAURA UCSF		
VICE PRESIDENT/CHIEF MEDICAL OFFICER - CANCER SERVICES		
Annual Base as of Dec 31	\$604,727	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$592,957	
Clinical Enterprise Management Recognition Program	\$117,421	Per policy, 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 2020-21 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	\$185,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$3,366,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$6,251	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
CROUGHAN, MARY UCD		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$442,900	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$435,375	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
CUCINA, RUSSELL UCSF		
CHIEF HEALTH INFORMATION OFFICER AND VICE PRESIDENT - GENETIC AND GENOMIC SERVICES, UCSF HEALTH		
Annual Base as of Dec 31	\$473,800	
Actual Base Salary Received	\$316,009	

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Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$143,092	Per policy, eligible to participate in the Health Sciences Compensation Plan. Data reflects payment of a negotiated "Y" amount and "Z" incentive.
Other Cash Compensation/Payments	\$6,032	Data reflects payment for paid time off amount in excess of accumulation limits.
CURRY, RHONDA UCLA		
CHIEF OF COMMUNICATIONS, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$396,574	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$400,602	Data reflects base salary received in 2021 calendar year. Employee received a portion of base salary via monthly pay cycle (School of Medicine), and the remainder via bi-weekly pay cycle (Health System).
Clinical Enterprise Management Recognition Program	\$96,252	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$7,626	Stipend received for assuming temporary additional duties.
Other Cash Compensation/Payments	\$26,843	Data reflects payment for paid time off amount in excess of accumulation limits.
CZECH, JANE UCSF		
ASSOCIATE CHAIR FOR ADMINISTRATION & FINANCE/CHIEF ADMINISTRATIVE OFFICER		
Annual Base as of Dec 31	\$315,180	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$309,825	
Incentive	\$45,900	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
DAVIS, MARK UCSC		
VICE CHANCELLOR FOR UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$345,050	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$339,188	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$1,827	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

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Compensation Element	Amount	Staff Comments
Home Loan Program	\$1,125,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.

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Compensation Element	Amount	Staff Comments
DAVOL MUXEN, SCOTT UCSF		
ASSOCIATE VICE CHANCELLOR-CAPITAL PROGRAMS		
Annual Base as of Dec 31	\$375,924	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$369,532	
DEAS, DEBORAH UCR		
VICE CHANCELLOR - HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$718,548	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$706,333	
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		
SENIOR VICE PRESIDENT AND CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$757,422	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$742,693	
Clinical Enterprise Management Recognition Program	\$183,843	Per policy, eligible to participate in the 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 2020-21 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
DONALDSON, LORI UCSD		
CHIEF FINANCIAL OFFICER - UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$573,991	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$562,821	
Clinical Enterprise Management Recognition Program	\$135,639	Per policy, eligible to participate in the 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 2020-21 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	\$364,716	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$354,296	
DRAKE, MICHAEL UCOP		
PRESIDENT OF THE UNIVERSITY		
Annual Base as of Dec 31	\$916,700	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$849,208	
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.
Moving Expenses	\$4,089	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

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Compensation Element	Amount	Staff Comments
DUBON, OSCAR UCB		
FORMER VICE CHANCELLOR - EQUITY AND INCLUSION/PROFESSOR		
Annual Base as of Dec 31	\$266,200	Data reflects annual base salary as Professor once SMG role ended in 2021.
Actual Base Salary Received	\$275,812	
Other Cash Compensation/Payments	\$46,987	Data reflects terminal vacation payout upon termination of SMG appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
DUNTUGAN, ALBERT UCLA		
CHIEF DATA OFFICER, UCLA HEALTH SCIENCES		
Annual Base as of Dec 31	\$334,769	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$328,256	
Incentive	\$48,753	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$17,959	Data reflects payment for paid time off amount in excess of accumulation limits.
DURDEN, DAVID UCB		
HEAD COACH - MEN'S SWIMMING AND DIVING		
Annual Base as of Dec 31	\$260,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$238,271	
Coach - Incentive	\$50,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$180,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$33	W-2 imputed 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
EATON, ANDREA UCI		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$301,213	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$296,096	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
ECKBLAD, J STUART UCSF		
VICE PRESIDENT-MAJOR CAPITAL PROJECTS		
Annual Base as of Dec 31	\$380,079	Annual base includes an equity adjustment, effective 2/7/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$365,322	
Clinical Enterprise Management Recognition Program	\$92,250	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$13,126	Data reflects payment for paid time off amount in excess of accumulation limits.
EDWARD, AMIR UCSD		
CHIEF EXECUTIVE OFFICER - EL CENTRO RMC		
Annual Base as of Dec 31	\$399,226	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$391,458	
Clinical Enterprise Management Recognition Program	\$96,899	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2020-21 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	\$456,768	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$449,003	
Clinical Enterprise Management Recognition Program	\$110,864	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
EPSTEIN LUDEWIG, ROBIN UCLA		
DIRECTOR, HUMAN RESOURCES PLANNING & TALENT ACQUISITION, UCLA HEALTH		
Annual Base as of Dec 31	\$335,291	Annual base includes an equity adjustment, effective 6/27/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$320,454	
Incentive	\$46,504	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$11,563	Data reflects payment for paid time off amount in excess of accumulation limits.
FALLE, JOHN UCOP		
EXECUTIVE DIRECTOR - FEDERAL GOVERNMENT RELATIONS - UC NATIONAL LABS/SENIOR ADVISOR		
Annual Base as of Dec 31	\$360,183	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$347,364	
Other Cash Compensation/Payments	\$3,000	Offset for annual health insurance cost for UCDC employees.

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Compensation Element	Amount	Staff Comments
FISHER, MARC UCB		
VICE CHANCELLOR - ADMINISTRATION		
Annual Base as of Dec 31	\$392,294	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$385,629	
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.
Other Benefit	\$1,120	W-2 imputed value of athletic tickets.
FLAHERTY, KIERAN UCOP		
ASSOCIATE VICE PRESIDENT & DIRECTOR - STATE GOVERNMENTAL RELATIONS		
Annual Base as of Dec 31	\$277,185	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$267,322	
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.
FONG, EDMOND UCOP		
SENIOR MANAGING DIRECTOR - ABSOLUTE RETURN & PRIVATE CREDIT		
Annual Base as of Dec 31	\$388,487	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$374,664	
Office of the Chief Investment Officer Annual Incentive Plan	\$381,131	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.

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Compensation Element	Amount	Staff Comments
FOSTER, ANNE UCOP		
CHIEF CLINICAL STRATEGY OFFICER		
Annual Base as of Dec 31	\$425,000	Effective 3/4/21, appointed as Chief Clinical Officer; approved by the President.
Actual Base Salary Received	\$314,130	
Other One-Time Payment	\$30,000	Per policy, a hiring bonus was approved to be paid two installments; approved by the Regents. The first installment was paid in 2021; final payment to be paid in 2022.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
FOX, MARK UCB		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$275,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$272,708	
Coach - Incentive	\$50,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$1,339,166	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$5,031	W-2 imputed 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		
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	\$450,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,026	W-2 imputed 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
GALLEGOS, ALEXANDER UCLA		
ASSOCIATE CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS, UCLA HEALTH		
Annual Base as of Dec 31	\$297,185	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$291,398	
Incentive	\$43,278	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$28,469	Data reflects payment for paid time off amount in excess of accumulation limits.
GEE, DEBBIE UCSF		
EXECUTIVE DIRECTOR - ORTHOPAEDIC INSTITUTE		
Annual Base as of Dec 31	\$317,982	Annual base includes an equity adjustment, effective 2/21/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$309,955	
Incentive	\$46,307	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$26,677	Data reflects payment for paid time off amount in excess of accumulation limits.
GILLMAN, HOWARD UCI		
CHANCELLOR		
Annual Base as of Dec 31	\$562,256	Effective 7/1/20, a voluntary base salary reduction was in effect, reducing the Chancellor's salary through 6/30/21. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 7/1/21.
Actual Base Salary Received	\$520,860	
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.

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Compensation Element	Amount	Staff Comments
GOLDMAN, GREGG UCLA		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$455,268	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$447,533	
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	\$795,675	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$782,156	
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.
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	\$366,054	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$359,835	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
GRAHAM, DOUGALD UCOP		
CHIEF TRANSFORMATION OFFICER - UC HEALTH		
Annual Base as of Dec 31	\$463,500	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$447,008	
Clinical Enterprise Management Recognition Program	\$112,500	Per policy, eligible to participate in the 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 2020-21 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.
GRIMLEY, KAREN UCLA		
CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$501,433	Annual base includes a market-based salary adjustment, effective 7/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$456,861	
Clinical Enterprise Management Recognition Program	\$91,649	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
GUIMARAES, ARTHUR UCOP		
CHIEF OPERATING OFFICER - OCIO		
Annual Base as of Dec 31	\$401,861	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$387,562	
Office of the Chief Investment Officer Annual Incentive Plan	\$427,384	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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 AND VICE PROVOST - GRADUATE, UNDERGRADUATE & EQUITY AFFAIRS		
Annual Base as of Dec 31	\$339,900	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$327,806	
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		
FORMER CHIEF CAMPUS COUNSEL/EXECUTIVE ADVISOR		
Annual Base as of Dec 31	\$65,019	Data reflects annual base salary as rehired retiree at 25 percent time; SMG role ended 6/30/21.
Actual Base Salary Received	\$172,399	
Other Cash Compensation/Payments	\$26,360	Data reflects terminal vacation payout upon termination of SMG appointment.
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
HA, WON UCSF		
VICE CHANCELLOR - COMMUNICATIONS		
Annual Base as of Dec 31	\$288,400	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$283,500	
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	\$324,696	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$319,173	
Incentive	\$40,192	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 2020-21 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	\$300,509	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$295,403	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
HAMILL, NORMAN UCOP		
INTERIM DEPUTY GENERAL COUNSEL - LITIGATION AND CAPITAL STRATEGIES		
Annual Base as of Dec 31	\$297,670	Effective 10/15/21, appointed as Interim Deputy General Counsel; approved by the President. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$258,867	

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Compensation Element	Amount	Staff Comments
HANS, JESSICA UCOP		
INVESTMENT DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$295,000	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines and a promotional increase to Investment Director - Real Estate, effective 8/1/21.
Actual Base Salary Received	\$243,387	
Office of the Chief Investment Officer Annual Incentive Plan	\$133,166	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.
Stipend	\$16,041	Stipend received for assuming temporary additional duties.
HANSEN SHINNERL, CLARE UCSF		
SENIOR ASSOCIATE VICE CHANCELLOR - CAMPUS LIFE SERVICES		
Annual Base as of Dec 31	\$350,868	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$344,901	
HARRINGTON, CHRISTOPHER UCOP		
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$267,804	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$258,275	
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.

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Compensation Element	Amount	Staff Comments
HAWGOOD, SAMUEL UCSF		
CHANCELLOR		
Annual Base as of Dec 31	\$895,539	Effective 7/1/20, a voluntary base salary reduction was in effect, reducing the Chancellor's salary through 6/30/21. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 7/1/21.
Actual Base Salary Received	\$829,608	
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.
House Maintenance (tel, util, etc.)	\$30,380	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.
HAYASHIDA, PETER UCR		
VICE CHANCELLOR - ADVANCEMENT		
Annual Base as of Dec 31	\$387,024	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$380,444	
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.
HAYNES, BRIAN UCR		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$276,252	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$271,555	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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Compensation Element	Amount	Staff Comments
HAYNES, DOUGLAS UCI		
VICE CHANCELLOR FOR EQUITY, DIVERSITY, AND INCLUSION		
Annual Base as of Dec 31	\$298,696	Annual base includes a market-based salary adjustment, effective 8/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$288,538	
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	\$456,298	Annual base includes a market-based salary adjustment, effective 8/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$432,162	
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.
HICKEY, ERIN UCSF		
INTERIM VICE CHANCELLOR – UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$478,500	Effective 11/15/21, appointed as Interim Vice Chancellor - University Development and Alumni Relations; approved by the President.
Actual Base Salary Received	\$387,905	
Stipend	\$13,208	Stipend received for assuming temporary additional duties prior to Interim SMG appointment.

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Compensation Element	Amount	Staff Comments
HOLLAND, CHRISTOPHER UCSF		
EXECUTIVE DIRECTOR - NEUROSCIENCE SERVICE LINE		
Annual Base as of Dec 31	\$309,024	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$303,001	
Incentive	\$36,600	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$7,120	Data reflects payment for paid time off amount in excess of accumulation limits.
HOOPER, JULIE UCB		
VICE CHANCELLOR - UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$427,705	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$420,439	
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.
HOWARD, CECIL UCM		
INTERIM VICE CHANCELLOR AND CHIEF DIVERSITY OFFICER		
Annual Base as of Dec 31	\$221,000	Effective 9/6/21, appointed as Interim Vice Chancellor and Chief Diversity Officer; approved by President.
Actual Base Salary Received	\$52,739	

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Compensation Element	Amount	Staff Comments
HUBBARD, SUSAN LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR EARTH & ENVIRONMENTAL SCIENCES		
Annual Base as of Dec 31	\$442,368	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$429,551	Actual base salary includes FY 2020-21 merit-based pay, effective 10/1/20; paid in calendar year 2021.
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 LBNL		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$367,680	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$342,569	Actual base salary includes FY 2020-21 merit-based pay, effective 10/1/20; paid in calendar year 2021.
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	\$265,233	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$255,795	
Office of the Chief Investment Officer Annual Incentive Plan	\$199,355	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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	\$313,635	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$302,475	
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
INCANDELA, JOSEPH UCSB		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$393,938	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$387,245	
Executive Disability		Per policy, eligible; five year vesting requirement met.
INKELAS, SHARON UCB		
FORMER INTERIM VICE CHANCELLOR EQUITY AND INCLUSION/ASSOCIATE VICE PROVOST		
Annual Base as of Dec 31	\$211,000	Effective 7/1/21, appointed as Interim Vice Chancellor - Equity and Inclusion; approved by the Regents. Data reflects annual base salary as Associate Vice Provost once Interim SMG role ended in 2021.
Actual Base Salary Received	\$224,100	
Stipend	\$36,000	Stipend received for assuming temporary additional duties (while not in the Interim role).
Other Cash Compensation/Payments	\$22,767	Summer Salary as faculty member.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
INTINARELLI, GINA UCSF		
VICE PRESIDENT AND CHIEF POPULATION HEALTH OFFICER, ASSOCIATE DEAN OF CLINICAL AFFAIRS, ASSOCIATE CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$423,488	Annual base includes an upward reclassification, effective 4/18/21 and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$385,546	
Clinical Enterprise Management Recognition Program	\$114,975	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$26,814	Stipend received for assuming temporary additional duties.
Other Cash Compensation/Payments	\$11,380	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
IYER, RAJU UCSF		
SENIOR VICE CHANCELLOR - FINANCE AND ADMINISTRATION		
Annual Base as of Dec 31	\$832,820	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$816,614	
Clinical Enterprise Management Recognition Program	\$202,140	Per policy, eligible to participate in the 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 2020-21 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		
ASSOC VICE CHANCELLOR/SENIOR VICE PRESIDENT, HR/CHIEF HUMAN RESOURCES OFFICER		
Annual Base as of Dec 31	\$643,751	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$631,227	
Clinical Enterprise Management Recognition Program	\$156,250	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$1,384	Data reflects payment for paid time off amount in excess of accumulation limits.
JACKSON-TRICHE, MAGA UCSF		
EXECUTIVE ADVISOR FOR DIVERSITY, EQUITY AND INCLUSION		
Annual Base as of Dec 31	\$327,816	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$229,984	
Health Sciences Compensation Plan	\$194,687	Per policy, eligible to participate in the Health Sciences Compensation Plan. Data reflects payment of a negotiated "Y" amount.

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Compensation Element	Amount	Staff Comments
JARMOND, MARTIN UCLA		
DIRECTOR, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$300,000	
Coach - Incentive	\$68,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Coach Auto Allowance	\$5,400	Per contract, an annual car allowance, in lieu of courtesy vehicle, if one is not available.
Other Cash Compensation/Payments	\$751,458	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$6,628	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
JENUSAITIS, MATTHEW UCSD		
CHIEF ADMINISTRATIVE OFFICER - INNOVATION AND TRANSFORMATION		
Annual Base as of Dec 31	\$319,213	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$312,995	
Clinical Enterprise Management Recognition Program	\$77,475	Per policy, eligible to participate in the 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 2020-21 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	\$489,252	Annual base includes an equity adjustment, effective 4/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$465,597	
Clinical Enterprise Management Recognition Program	\$101,804	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

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Compensation Element	Amount	Staff Comments
KAMERMAN, JANET UCSD		
CHIEF HUMAN RESOURCES OFFICER		
Annual Base as of Dec 31	\$382,710	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$375,262	
Clinical Enterprise Management Recognition Program	\$92,890	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 2020-21 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	\$445,412	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$436,739	
Stipend	\$8,112	Stipend received for assuming temporary additional duties.
Other Cash Compensation/Payments	\$39,146	Data reflects payment for paid time off amount in excess of accumulation limits.
KASMAREK, TARA RENEE UCI		
EXECUTIVE DIRECTOR, CLINICAL SUPPORT SERVICES		
Annual Base as of Dec 31	\$301,528	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$295,659	
Incentive	\$40,204	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$18,526	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
KATZ, RANDY UCB		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$431,637	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$424,303	
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 ALUMNI RELATIONS		
Annual Base as of Dec 31	\$438,953	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$431,495	
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, VINCENT UCSD		
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$410,136	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$403,164	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2021 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
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	\$155,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$4,275,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$1,000,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$70,000	W-2 imputed 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	\$368,803	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$361,621	
Clinical Enterprise Management Recognition Program	\$71,610	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20 percent of annual salary. Data reflects the actual award amount for 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$14,141	Data reflects payment for paid time off amount in excess of accumulation limits.
KHARGONEKAR, PRAMOD UCI		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$402,936	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$396,090	
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
KHOSLA, PRADEEP UCSD		
CHANCELLOR		
Annual Base as of Dec 31	\$505,608	Effective 7/1/20, a voluntary base salary reduction was in effect, reducing the Chancellor's salary through 6/30/21. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 7/1/21.
Actual Base Salary Received	\$468,378	
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 - MEDICAL AFFAIRS/DEAN, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$726,570	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$714,226	
Health Sciences Compensation Plan	\$375,622	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, JOHN DOUGLAS UCD		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$654,289	Annual base includes a market-based salary adjustment, effective 2/4/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$633,297	
Clinical Enterprise Management Recognition Program	\$148,327	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2020-21 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.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

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Compensation Element	Amount	Staff Comments
KLAWUNN, MARGARET UCSB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$307,208	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$301,988	
Executive Disability		Per policy, eligible; five year vesting requirement met.
KLEIN, DIANNE UCOP		
CHIEF OF STAFF - OCIO		
Annual Base as of Dec 31	\$256,752	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$247,611	
Office of the Chief Investment Officer Annual Incentive Plan	\$99,706	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, with target and maximum award opportunities (as a percent of base salary) of 20% and 40%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
KLETZER, LORI UCSC		
CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$396,550	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$389,812	
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	\$364,210	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$357,125	

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Compensation Element	Amount	Staff Comments
Incentive	\$53,040	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$8,374	Data reflects payment for paid time off amount in excess of accumulation limits.
KLOTZBIER, ELLSWORTH UCM		
VICE CHANCELLOR, CHIEF EXTERNAL RELATIONS OFFICER		
Annual Base as of Dec 31	\$312,648	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$307,335	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
KNOWLTON, JAMES UCB		
ATHLETIC DIRECTOR		
Annual Base as of Dec 31	\$300,000	Effective 10/1/20, a voluntary base salary reduction was in effect, reducing the AD's salary through 6/30/21. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$271,875	
Coach - Incentive	\$200,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$490,792	Effective 10/1/20, a voluntary talent fee reduction was in effect, temporarily reducing talent fee 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 Benefit	\$514	W-2 imputed value of courtesy vehicle.
KOSCHMANN, MATHEW UCSF		
EXECUTIVE DIRECTOR - STRATEGIC PLANNING		
Annual Base as of Dec 31	\$283,258	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$277,738	
Incentive	\$55,000	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$21,680	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; five year vesting requirement met.

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Compensation Element	Amount	Staff Comments
KOSHLAND, CATHERINE UCB		
INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST/VICE CHANCELLOR - UNDERGRADUATE EDUCATION		
Annual Base as of Dec 31	\$448,050	Effective 7/1/21, appointed as Interim EVCP, in addition to existing duties as VC - Undergraduate Education; approved by the Regents. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$396,688	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
KOTIS, DESPINA UCSF		
CHIEF PHARMACY EXECUTIVE		
Annual Base as of Dec 31	\$437,749	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$429,229	
Clinical Enterprise Management Recognition Program	\$85,000	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$8,800	Erroneous payment made to employee. Location has arranged an agreement for repayment in 2022.
Moving Expenses	\$2,564	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
KOVALCHICK, ANN UCM		
ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$275,580	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$270,897	
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.

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Compensation Element	Amount	Staff Comments
KREMER, BRENDAN UCSD		
CHIEF ADMINISTRATIVE OFFICER - OPERATIONS, UC SAN DIEGO HEALTH & CHIEF OPERATING OFFICER, UC SAN DIEGO PHYSICIAN GROUP		
Annual Base as of Dec 31	\$463,515	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$456,448	
Clinical Enterprise Management Recognition Program	\$105,076	Per policy, eligible to participate in the 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 2020-21 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.
KUO, ALLEN UCOP		
DIRECTOR - INVESTMENT RISK MANAGEMENT		
Annual Base as of Dec 31	\$291,758	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$281,376	
Office of the Chief Investment Officer Annual Incentive Plan	\$229,030	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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	Data reflects annual base salary as a contract employee at 50 percent time.
Actual Base Salary Received	\$492,180	
LAM, MARIAM UCR		
VICE CHANCELLOR FOR DIVERSITY, EQUITY & INCLUSION/CHIEF DIVERSITY OFFICER		
Annual Base as of Dec 31	\$226,272	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$222,421	
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
LARET, MARK UCSF		
PRESIDENT & CHIEF EXECUTIVE OFFICER, UCSF HEALTH		
Annual Base as of Dec 31	\$1,517,099	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$1,487,587	
Clinical Enterprise Management Recognition Program	\$589,167	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 2020-21 as approved by the Administrative Oversight Committee. Long-term incentive payout included (FY18-FY21). 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	\$437,750	Effective 7/1/20, a voluntary base salary reduction was in effect, reducing the Chancellor's salary through 6/30/21. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 7/1/21.
Actual Base Salary Received	\$405,521	
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.
House Maintenance (tel, util, etc.)	\$2,079	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.

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Compensation Element	Amount	Staff Comments
LARSEN JR., DONALD UCR		
CHIEF EXECUTIVE OFFICER, UCR HEALTH		
Annual Base as of Dec 31	\$515,004	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$506,252	
Clinical Enterprise Management Recognition Program	\$112,500	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 2020-21 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		
DIRECTOR OF RESEARCH INFORMATICS		
Annual Base as of Dec 31	\$303,588	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$298,425	
Incentive	\$41,263	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$33,708	Stipend received for assuming temporary additional duties.
LATHAM, SARAH UCSC		
VICE CHANCELLOR - BUSINESS ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$349,677	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$343,736	
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
LAZARUS, WILLIAM UCLA		
CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS, UCLA HEALTH		
Annual Base as of Dec 31	\$376,508	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$369,174	
Incentive	\$54,829	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$23,097	Data reflects payment for paid time off amount in excess of accumulation limits.
LEASURE, CRAIG UCOP		
VICE PRESIDENT - NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$396,035	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$381,943	
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	\$291,758	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$281,376	
Office of the Chief Investment Officer Annual Incentive Plan	\$218,444	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.

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Compensation Element	Amount	Staff Comments
LEFTERIS, CHAD UCI		
CHIEF EXECUTIVE OFFICER, UC IRVINE HEALTH SYSTEM		
Annual Base as of Dec 31	\$911,550	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$896,063	
Clinical Enterprise Management Recognition Program	\$236,295	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 2020-21 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 UCLA		
UC SYSTEMS REVENUE CYCLE DIRECTOR		
Annual Base as of Dec 31	\$293,907	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$288,189	
Incentive	\$38,522	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$15,223	Data reflects payment for paid time off amount in excess of accumulation limits.
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	\$387,048	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$380,468	
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
LENZ, PATRICK UCM		
INTERIM CHIEF OPERATING OFFICER		
Annual Base as of Dec 31	\$250,400	Effective 8/12/21, appointed as Interim Chief Operating Officer; approved by the President.
Actual Base Salary Received	\$75,879	Data reflects annual base salary as rehired retiree at 80 percent time.
LEONE, THERESE LBNL		
LABORATORY COUNSEL		
Annual Base as of Dec 31	\$350,004	Effective 7/1/21, appointed as Laboratory Counsel, approved by the President.
Actual Base Salary Received	\$294,361	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
LES, JAMES UCD		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$370,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$337,680	
Coach - Incentive	\$10,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Coach Auto Allowance	\$5,400	Per contract, an annual car allowance, in lieu of courtesy vehicle, if one is not available.
Other Cash Compensation/Payments	\$53,333	Contingent retention bonus approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$20,654	Per contract, base salary for termination of Lecturer appointment.
LEVINE, MICHAEL UCLA		
VICE CHANCELLOR - ACADEMIC PERSONNEL AND INTERIM EXECUTIVE VICE CHANCELLOR & PROVOST		
Annual Base as of Dec 31	\$452,600	Effective 10/1/21, appointed as Interim EVCP, in addition to existing duties as VC - Academic Personnel; approved by the President.
Actual Base Salary Received	\$377,476	
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
LEWIS, DENNIS UCLA		
ASSISTANT COACH, MEN'S BASKETBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Coach - Incentive	\$35,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$60,417	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$3,468	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
LI, HAIPENG UCM		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$231,072	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$227,145	
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.
LILLY, HAROLD DEAN UCSF		
VICE PRESIDENT - INTERNATIONAL BUSINESS DEVELOPMENT, CONCIERGE AND EXECUTIVE HEALTH		
Annual Base as of Dec 31	\$295,870	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$290,110	
Clinical Enterprise Management Recognition Program	\$57,499	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$24,952	Data reflects payment for paid time off amount in excess of accumulation limits.

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

Compensation Element	Amount	Staff Comments
LISKA, EUGENIE UCLA		
DIRECTOR, HOSPITAL SYSTEM OPERATIONS		
Annual Base as of Dec 31	\$314,077	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$307,957	
Incentive	\$45,737	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$19,255	Data reflects payment for paid time off amount in excess of accumulation limits.
LLOYD, CHERYL UCOP		
VICE PRESIDENT - SYSTEMWIDE HUMAN RESOURCES		
Annual Base as of Dec 31	\$381,000	Effective 8/1/21, appointed as Vice President - Systemwide Human Resources; approved by the President.
Actual Base Salary Received	\$337,847	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
LO, TONY UCOP		
INVESTMENT DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$270,536	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$260,909	
Office of the Chief Investment Officer Annual Incentive Plan	\$179,342	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.

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Compensation Element	Amount	Staff Comments
LODGE-LEMON, BERNADETTE UCLA		
REVENUE CYCLE DIRECTOR, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$385,069	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$351,012	
Incentive	\$56,075	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
LOWENSTEIN, DANIEL UCSF		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$495,224	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$486,810	
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		
CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER AND VICE CHANCELLOR - HUMAN HEALTH SCIENCES		
Annual Base as of Dec 31	\$795,675	Effective 1/1/21, appointed as CEO/Vice Chancellor- Human Health Sciences, in the CEO - UC Davis Health Market Reference Zone. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$782,156	
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.

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Compensation Element	Amount	Staff Comments
LUO, JIA UCOP		
INVESTMENT OFFICER, PUBLIC EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$218,772	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$211,801	
Office of the Chief Investment Officer Annual Incentive Plan	\$133,673	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.
LYONS, RICHARD UCB		
CHIEF INNOVATION AND ENTREPRENEURSHIP OFFICER		
Annual Base as of Dec 31	\$371,418	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$365,108	
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
MAC PHERSON, GARRY UCSB		
VICE CHANCELLOR - ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$324,635	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$319,120	
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	\$339,912	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$334,137	
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.

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Compensation Element	Amount	Staff Comments
MACMILLAN, JOHN UCSC		
INTERIM VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$300,000	Effective 8/1/21, appointed as Interim Vice Chancellor - Research; approved by the President.
Actual Base Salary Received	\$230,446	
Stipend	\$23,862	Stipend received for assuming temporary additional duties prior to Interim SMG appointment.
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	\$360,500	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$347,673	
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	\$272,532	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$267,898	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
MARCUS, EMILIE UCLA		
EXECUTIVE STRATEGY OFFICER, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$389,112	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$382,499	

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Compensation Element	Amount	Staff Comments
MARKLAND, JEANNE UCLA		
CHIEF OF ENTERPRISE APPLICATIONS, INFORMATION SERVICES & SOLUTIONS, UCLA HEALTH		
Annual Base as of Dec 31	\$378,701	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$371,325	
Incentive	\$55,148	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$8,521	Stipend received for assuming temporary additional duties.
Other Cash Compensation/Payments	\$5,236	Data reflects payment for paid time off amount in excess of accumulation limits.
MARSH, TOBY UCD		
CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$391,688	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$385,033	
Clinical Enterprise Management Recognition Program	\$82,331	Per policy, eligible to participate in the 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 2020-21 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.
MARSHALL, DAVID UCSB		
EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$382,097	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$375,605	
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.

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Compensation Element	Amount	Staff Comments
MATOS, DANIA UCB		
VICE CHANCELLOR - EQUITY AND INCLUSION		
Annual Base as of Dec 31	\$325,000	Effective 8/16/21, appointed as Vice Chancellor - Equity and Inclusion; approved by the President.
Actual Base Salary Received	\$273,778	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$25,124	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
MATTHEWS, GARY UCSD		
VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING		
Annual Base as of Dec 31	\$376,836	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$370,431	
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	\$602,550	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$592,313	
Clinical Enterprise Management Recognition Program	\$132,737	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
MAXON, MARY LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR BIOSCIENCES		
Annual Base as of Dec 31	\$408,792	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$285,645	Actual base salary includes FY 2020-21 merit-based pay, effective 10/1/20; paid in calendar year 2021.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
MAY, GARY UCD		
CHANCELLOR		
Annual Base as of Dec 31	\$540,911	Effective 7/1/20, a voluntary base salary reduction was in effect, reducing the Chancellor's salary through 6/30/21. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 7/1/21.
Actual Base Salary Received	\$501,087	
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	\$962,464	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$943,734	
Clinical Enterprise Management Recognition Program	\$373,769	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 2020-21 as approved by the Administrative Oversight Committee. Long-term incentive payout included (FY18-FY21). Actual award amount is based on performance against pre-established objectives.
Executive Auto Allowance	\$13,031	Per policy, eligible for annual auto allowance of \$8,916. Correction for missed 2020 auto allowance was paid in 2021.
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
MAZZIOTTA, JOHN UCLA		
VICE CHANCELLOR - HEALTH SCIENCES		
Annual Base as of Dec 31	\$716,027	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$703,862	
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.
MERZ, MARCO UCOP		
MANAGING DIRECTOR - DEFINED CONTRIBUTIONS PRODUCTS		
Annual Base as of Dec 31	\$307,665	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$296,718	
Office of the Chief Investment Officer Annual Incentive Plan	\$250,401	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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	\$233,412	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$229,443	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Home Loan Program	\$643,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

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Compensation Element	Amount	Staff Comments
MOHAPATRA, PRASANT UCD		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$360,714	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$354,586	
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	\$362,172	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$349,872	
MORGAN, DAVID UCSF		
VICE PRESIDENT - FACULTY PRACTICE OPERATIONS		
Annual Base as of Dec 31	\$412,004	Annual base includes an equity adjustment, effective 7/11/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$380,346	
Clinical Enterprise Management Recognition Program	\$89,737	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$3,179	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	\$393,852	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$378,972	

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Compensation Element	Amount	Staff Comments
MUNOZ, JUAN SANCHEZ UCM		
CHANCELLOR		
Annual Base as of Dec 31	\$437,750	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$430,313	
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	\$23,966	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
House Maintenance (tel, util, etc.)	\$2,103	Per policy, taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
MUNOZ III, SANTIAGO UCLA		
CHIEF STRATEGY OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$666,135	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$653,178	
Clinical Enterprise Management Recognition Program	\$155,217	Per policy, eligible to participate in the 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 2020-21 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.
MURALIDHARAN, VIJAYALAKSHMI UCD		
VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$380,268	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$373,807	
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.

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Compensation Element	Amount	Staff Comments
MURPHY, LISA UCSD		
CHIEF ADMINISTRATIVE OFFICER - CARDIOVASCULAR, MEDICINE AND DERMATOLOGY SERVICES		
Annual Base as of Dec 31	\$319,213	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$312,995	
Clinical Enterprise Management Recognition Program	\$75,430	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
MUSGRAVE, WILLIAM UCB		
OFFENSIVE COORDINATOR/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	\$375,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$350,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$3,593	W-2 imputed 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	\$305,015	Annual base includes an equity adjustment, effective 5/16/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$282,799	
Incentive	\$40,669	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$16,278	Stipend received for assuming temporary additional duties.
Other Cash Compensation/Payments	\$30,385	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/CEO & PRESIDENT, TECHNOLOGY DEVELOPMENT GROUP		
Annual Base as of Dec 31	\$457,799	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$450,021	
UCLA Technology Development Incentive Plan	\$133,340	Per policy, eligible to participate in the Technology Development Group (TDG) Incentive Plan, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
NAPPI, MARIA LBNL		
DIVISION DIRECTOR, ENVIRONMENTAL, HEALTH & SAFETY		
Annual Base as of Dec 31	\$352,248	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$346,208	
NATION, CATHRYN UCOP		
VICE PRESIDENT - UC HEALTH		
Annual Base as of Dec 31	\$414,755	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$399,997	
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	\$404,320	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$389,933	
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 - CHIEF DIVERSITY AND OUTREACH OFFICER		
Annual Base as of Dec 31	\$335,389	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$329,690	
Other Cash Compensation/Payments	\$300	Erroneous payment made to employee. Location has arranged an agreement for repayment in 2022.
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	\$394,632	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$383,198	Actual base salary includes FY 2020-21 merit-based pay, effective 10/1/20; paid in calendar year 2021.
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.

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Compensation Element	Amount	Staff Comments
NELSON, LOUISE UCLA		
VICE CHANCELLOR - LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$368,534	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$354,987	
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.
NEWMAN, BRIAN UCSF		
SENIOR ASSOCIATE VICE CHANCELLOR/VICE PRESIDENT-REAL ESTATE		
Annual Base as of Dec 31	\$604,727	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$592,957	
Clinical Enterprise Management Recognition Program	\$117,421	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
NGAI, STELLA UCM		
INTERIM CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$267,804	Effective 8/16/21 , appointed as Interim Chief Campus Counsel; approved by the President.
Actual Base Salary Received	\$216,858	
Recognition Award	\$500	Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.

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

Compensation Element	Amount	Staff Comments
NIES, CHARLES UCM		
VICE CHANCELLOR, STUDENT AFFAIRS		
Annual Base as of Dec 31	\$286,740	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$281,868	
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	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Other Cash Compensation/Payments	\$250,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,315	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
NOSOWSKY, RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH AFFAIRS & TECHNOLOGY LAW		
Annual Base as of Dec 31	\$426,008	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$410,850	
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
NOVELERO, MARIA LOURDES UCSF		
ASSOCIATE CHAIR - ADMINISTRATION - DOM		
Annual Base as of Dec 31	\$327,864	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$322,288	
Incentive	\$47,746	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
O'BRIEN, MARGAUX UCOP		
DIRECTOR, PUBLIC EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$286,443	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$276,251	
Office of the Chief Investment Officer Annual Incentive Plan	\$180,472	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.
ONG, BYRON UCOP		
DIRECTOR, FIXED INCOME INVESTMENTS & CREDIT RESEARCH		
Annual Base as of Dec 31	\$249,314	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$240,443	
Office of the Chief Investment Officer Annual Incentive Plan	\$157,989	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.

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

Compensation Element	Amount	Staff Comments
ORLOWSKI, ANNA UCD		
HEALTH SYSTEM COUNSEL		
Annual Base as of Dec 31	\$349,787	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$342,496	
Other Cash Compensation/Payments	\$29,276	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	\$288,400	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$283,500	
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	\$466,644	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$458,713	
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	\$421,524	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$414,358	
Clinical Enterprise Management Recognition Program	\$92,079	Per policy, eligible to participate in the 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 2020-21 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
PALMER, RODWIN UCLA		
ASSISTANT COACH, MEN'S BASKETBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Coach - Incentive	\$35,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$60,417	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$2,840	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
PANION, MICHAEL UCSF		
ASSOCIATE CHAIR OF FINANCE & ADMIN		
Annual Base as of Dec 31	\$311,184	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$305,893	
Incentive	\$45,317	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Data reflects the actual award amount for 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
PARK, DANIEL UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$352,476	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$346,484	
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
PARKER, LAURA UCLA		
ASSOCIATE VICE CHANCELLOR, DEVELOPMENT		
Annual Base as of Dec 31	\$370,862	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$364,561	
Recognition Award	\$2,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2021 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
PASTERNAK, JOE UCSB		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$396,354	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$391,734	
Coach - Incentive	\$45,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$50,000	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$32,765	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$6,000	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
PATTISON, KEVIN UCSF		
VICE PRESIDENT - SUPPLY CHAIN AND SUPPORT SERVICES		
Annual Base as of Dec 31	\$335,980	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$329,440	
Clinical Enterprise Management Recognition Program	\$81,547	Per policy, eligible to participate in the 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 2020-21 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
PATTON, HAROLD UCSF		
CHIEF NURSING EXECUTIVE		
Annual Base as of Dec 31	\$566,516	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$555,486	
Clinical Enterprise Management Recognition Program	\$125,125	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses	\$2,638	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	\$391,416	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$383,802	
Incentive	\$53,202	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
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	\$150,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,341	W-2 imputed 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
PENALOZA, LORENA UCSC		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$291,758	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$286,801	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
PEREZ, RONALD UCLA		
SENIOR DIRECTOR, OPERATIVE SERVICES		
Annual Base as of Dec 31	\$350,220	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$343,402	
Incentive	\$51,001	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
PETITT, BECKY UCSD		
VICE CHANCELLOR - EQUITY, DIVERSITY, AND INCLUSION		
Annual Base as of Dec 31	\$321,360	Annual base includes a market-based salary adjustment, effective 3/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$309,033	
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
PHELAN, PATRICK UCSF		
EXECUTIVE DIRECTOR - DATA SECURITY		
Annual Base as of Dec 31	\$322,784	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$328,753	
Incentive	\$37,092	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$16,473	Stipend received for assuming temporary additional duties.
Other Cash Compensation/Payments	\$21,041	Data reflects payment for paid time off amount in excess of accumulation limits.
PHILLIPS, DAVID UCOP		
ASSOCIATE VICE PRESIDENT - CAPITAL PROGRAMS AND SUSTAINABILITY		
Annual Base as of Dec 31	\$284,280	Annual base includes a market-based salary adjustment, effective 7/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$259,108	
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.
PHILLIPS, JAMIE UCSF		
VICE PRESIDENT/CHIEF OPERATING OFFICER - BENIOFF CHILDREN'S HOSPITAL		
Annual Base as of Dec 31	\$696,494	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$682,939	
Clinical Enterprise Management Recognition Program	\$135,240	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 20 percent of annual salary. Data reflects the actual award amount for 2020-21 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
POLEK, ELIZABETH UCSF		
VICE PRESIDENT - NEW HOSPITAL PLANNING AND OPTIMIZATION		
Annual Base as of Dec 31	\$327,816	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$321,442	
Clinical Enterprise Management Recognition Program	\$63,655	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$6,635	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	\$378,262	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$370,899	
Incentive	\$55,086	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$20,426	Stipend received for assuming temporary additional duties.
Other Cash Compensation/Payments	\$27,538	Data reflects payment for paid time off amount in excess of accumulation limits.
POWERS-SCHILLING, WENDY UCOP		
ASSOCIATE VICE PRESIDENT, AGRICULTURE AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$279,509	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$269,563	
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	\$675,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.

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Compensation Element	Amount	Staff Comments
PRASHER, RAVI LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR ENERGY TECHNOLOGIES		
Annual Base as of Dec 31	\$391,548	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$383,170	Actual base salary includes FY 2020-21 merit-based and equity pay, effective 10/1/20; paid in calendar year 2021.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
PULLING, ELIZABETH UCOP		
DIRECTOR OF ESG INTEGRATION		
Annual Base as of Dec 31	\$259,931	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$250,682	
Office of the Chief Investment Officer Annual Incentive Plan	\$148,555	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.
RADTKE, GUILHERME UCSF		
VICE PRESIDENT - REVENUE CYCLE		
Annual Base as of Dec 31	\$359,992	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines and a promotional increase to Vice President, effective 12/26/21.
Actual Base Salary Received	\$294,962	
Incentive	\$38,550	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$29,381	Stipend received for assuming temporary additional duties.

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Compensation Element	Amount	Staff Comments
RAJABI, NASSIM ERICA UCSF		
VICE PRESIDENT - WOMEN'S HEALTH & ADULT SVCS MB		
Annual Base as of Dec 31	\$360,493	Annual base includes an equity adjustment, effective 4/18/21 and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines
Actual Base Salary Received	\$342,097	
Incentive	\$69,998	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$23,247	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	\$372,258	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$365,934	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
REGALADO MANLAPAZ, ROWENA UCD		
ASSOCIATE CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$350,200	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$344,250	
Incentive	\$46,346	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$1,067	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
REGUERIN, PABLO UCD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$298,700	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$293,627	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Home Loan Program	\$652,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
RHODES, LISA UCSD		
CHIEF ADMINISTRATOR OFFICER - PERIOPERATIVE SERVICES		
Annual Base as of Dec 31	\$357,507	Annual base includes an equity adjustment, effective 5/30/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$333,451	
Clinical Enterprise Management Recognition Program	\$86,772	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
RIDLEY, VANESSA UCSF		
CHIEF HEALTHCARE COMPLIANCE OFFICER		
Annual Base as of Dec 31	\$360,504	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$354,377	
RIKE, MIRIAM UCSF		
VICE PRESIDENT - FINANCE CANCER SVCS/CFO,UCSFMC		
Annual Base as of Dec 31	\$429,355	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$421,002	
Clinical Enterprise Management Recognition Program	\$104,212	Per policy, 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 2020-21 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
RIMICCI, JANET UCLA		
SENIOR DIRECTOR OF UCLA MEDICAL CENTER, SANTA MONICA, UCLA HEALTH		
Annual Base as of Dec 31	\$379,995	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$372,592	
Incentive	\$55,336	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$23,297	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	\$306,268	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$295,370	
Office of the Chief Investment Officer Annual Incentive Plan	\$211,808	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.
ROBINSON, CHARLES UCOP		
GENERAL COUNSEL AND VICE PRESIDENT - LEGAL AFFAIRS		
Annual Base as of Dec 31	\$496,736	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$479,061	
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.

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Compensation Element	Amount	Staff Comments
ROBINSON, DAVID UCB		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$320,173	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$314,734	
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	\$330,008	Annual base includes an equity adjustment, effective 11/28/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$282,610	
Clinical Enterprise Management Recognition Program	\$69,953	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ROE, NATALIE LBNL		
ASSOCIATE LABORATORY DIRECTOR FOR PHYSICAL SCIENCES		
Annual Base as of Dec 31	\$364,008	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$352,046	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.

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

Compensation Element	Amount	Staff Comments
ROSALSKY, MARA UCI		
FORMER INTERIM CHIEF NURSING OFFICER/EXECUTIVE DIRECTOR OF PERIOPERATIVE SERVICES		
Annual Base as of Dec 31	\$309,024	Data reflects annual base salary as Executive Director once Interim SMG role ended in 2021. Also includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$312,582	
Clinical Enterprise Management Recognition Program	\$33,168	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), effective 8/1/20, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives while serving in Interim Chief Nursing Officer role.
Incentive	\$20,602	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ROSS, CHERYL UCSD		
ASSOCIATE VICE CHANCELLOR/UNIVERSITY CONTROLLER AND FINANCIAL OFFICER - SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$346,068	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$340,188	
Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2021 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
ROWAN-BRAUN, MARIANNE UCLA		
CHIEF PATIENT EXPERIENCE OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$330,510	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$324,069	
Incentive	\$48,129	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Data reflects the actual award amount for 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$13,974	Data reflects payment for paid time off amount in excess of accumulation limits.
RUSTAD, SUSANNA UCI		
CHIEF PROCUREMENT OFFICER & EXECUTIVE DIRECTOR OF VIRTUAL CARE		
Annual Base as of Dec 31	\$298,709	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, and a promotional increase to Chief Procurement Officer.
Actual Base Salary Received	\$269,621	
Incentive	\$39,828	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$26,339	Data reflects payment for paid time off amount in excess of accumulation limits.
Other Cash Compensation/Payments	\$10,176	Data reflects payment for continuing education.
SAGE, DEREK UCLA		
TIGHT ENDS/SPECIAL TEAMS 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	\$100,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,153	W-2 imputed 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
SATORRE, RUTH UCOP		
FORMER INTERIM ASSOCIATE VICE PRESIDENT AND SYSTEMWIDE CONTROLLER/DIRECTOR OF CORPORATE ACCOUNTING		
Annual Base as of Dec 31	\$196,248	Effective 7/21/21, appointed as Interim Associate Vice President and Systemwide Controller; approved by the President. Data reflects annual base salary as Director - Corporate Accounting once Interim SMG role ended in 2021. Also includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$200,695	
Recognition Award	\$500	STAR (Staff Appreciation and Recognition Plan) Award received in 2021 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
SATTERLUND, ALYSSON UCSD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$301,791	Annual base includes a market-based salary adjustment, effective 9/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$286,130	
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	\$75,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$450,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$15,500	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Other Benefit	\$13,522	W-2 imputed value of courtesy vehicle.
Other Benefit	\$2,700	W-2 imputed 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
SAVINO, DARREN UCLA		
MEN'S ASSOCIATE HEAD BASKETBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$250,000	
Coach - Incentive	\$35,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$160,417	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$2,767	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
SAYRE, JENNIE UCSF		
CHIEF OPERATING OFFICER, AFFILIATE		
Annual Base as of Dec 31	\$360,493	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$353,478	
Clinical Enterprise Management Recognition Program	\$70,000	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
SCHNEIDER, PETER UCI		
CHIEF HEALTH SCIENCES COUNSEL		
Annual Base as of Dec 31	\$347,016	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$341,115	
SCHNETZLER, GRETA UCSF		
CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$352,470	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$347,315	
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.
SCHNIER, KURT UCM		
INTERIM VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$337,332	Effective 5/1/21, appointed as Interim Vice Chancellor and Chief Financial Officer; approved by the President. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$319,513	
Stipend	\$18,656	Stipend received for assuming temporary additional duties prior to Interim SMG appointment.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
SCHROEDER, DAVID UCOP		
MANAGING DIRECTOR - GLOBAL FIXED INCOME		
Annual Base as of Dec 31	\$360,000	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines and a promotional increase to Managing Director, effective 8/1/21.
Actual Base Salary Received	\$330,488	
Office of the Chief Investment Officer Annual Incentive Plan	\$259,745	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.
SCOTT, KENNETH UCSF		
PHARMACY MANAGEMENT GROUP		
Annual Base as of Dec 31	\$339,926	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$315,602	
Clinical Enterprise Management Recognition Program	\$33,000	Per policy, 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 2020-21 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
SCURR, KIMBERLY UCSF		
VICE PRESIDENT - OPERATIONS, UCSF HEALTH		
Annual Base as of Dec 31	\$393,066	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$385,411	
Clinical Enterprise Management Recognition Program	\$87,769	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$19,599	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	\$458,952	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$451,154	
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	\$300,509	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$295,403	
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
SHAW, ANNE UCOP		
SECRETARY AND CHIEF OF STAFF TO THE REGENTS		
Annual Base as of Dec 31	\$260,845	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$251,564	
Executive Auto Allowance	\$12,631	Per policy, eligible for annual auto allowance of \$8,916. Correction for missed 2020 auto allowance was paid in 2021.
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.
SIMMONS, BLAKE LBNL		
DIVISION DIRECTOR, BIOLOGICAL SYSTEMS & ENGINEERING		
Annual Base as of Dec 31	\$386,712	Annual base includes an equity adjustment effective 4/1/21, and a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$372,878	
Other Cash Compensation/Payments	\$25,000	Retention payment; approved under local authority.
SIMMONS, BRADLEY UCD		
CHIEF ADMINISTRATOR - UC DAVIS HOSPITAL AND CHIEF OPERATING OFFICER - HOSPITAL DIVISION		
Annual Base as of Dec 31	\$776,620	Annual base includes a market-based salary adjustment, effective 1/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$763,424	
Clinical Enterprise Management Recognition Program	\$176,813	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Executive Disability		Per policy, eligible; five year vesting requirement met.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.

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Compensation Element	Amount	Staff Comments
SIMMONS, ELIZABETH UCSD		
EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$422,136	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$414,961	
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.
SIMON, HORST LBNL		
FORMER DEPUTY LABORATORY DIRECTOR FOR RESEARCH/SENIOR ADVISOR		
Annual Base as of Dec 31	\$352,272	Data reflects annual base salary as Senior Advisor once SMG role ended in 2021.
Actual Base Salary Received	\$471,504	Actual base salary includes FY 2020-21 merit-based pay, effective 10/1/20; paid in calendar year 2021.
Recognition Award	\$15,000	The Berkeley Lab Prize - Lifetime Achievement Award received in 2021 to recognize career-spanning exceptional achievements and contributions to the Lab, DOE and University.
Other Cash Compensation/Payments	\$11,977	Received lump sum payment, in lieu of FY 2021-22 merit-based increase.
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	\$357,859	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$351,779	
Recognition Award	\$2,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2021 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
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, reducing the Coach's salary through 1/31/21. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$245,833	
Other Cash Compensation/Payments	\$476,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$100,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$3,795	W-2 imputed value of athletic venue access, tickets, and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
SIWABESSY, RANDOLPH UCI		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$600,000	Effective 5/10/21, appointed as Chief Financial Officer; approved by the President.
Actual Base Salary Received	\$338,095	
Other One-Time Payment	\$102,000	Per policy, a hiring bonus was paid as a lump sum in 2021; approved by the President.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Home Loan Program	\$578,400	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
SMITH, BRIAN UCSF		
CHIEF ETHICS AND COMPLIANCE OFFICER/SENIOR ASSOCIATE VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$386,250	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$379,688	

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Compensation Element	Amount	Staff Comments
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, reducing the Coach's salary through 7/1/21. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$258,958	
Coach - Incentive	\$70,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$193,418	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$5,560	W-2 imputed 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	\$299,705	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$294,613	
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	\$355,412	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$349,373	

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Compensation Element	Amount	Staff Comments
SMITH, SUSAN UCSF		
PRESIDENT OF FACULTY PRACTICE / SENIOR VICE PRESIDENT		
Annual Base as of Dec 31	\$672,085	Annual base includes an equity adjustment, effective 3/7/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$648,415	
Clinical Enterprise Management Recognition Program	\$163,150	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
SMITH, THOMAS UCR		
FORMER INTERIM PROVOST & EXECUTIVE VICE CHANCELLOR/PROFESSOR		
Annual Base as of Dec 31	\$350,000	
Actual Base Salary Received	\$350,000	
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
SOUSA, NOEL UCD		
DIRECTOR, FINANCE - UC DAVIS HEALTH		
Annual Base as of Dec 31	\$285,872	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$281,014	
Clinical Enterprise Management Recognition Program	\$50,472	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$23,926	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
SPAIN BRADLEY, ANNA UCLA		
VICE CHANCELLOR - EQUITY, DIVERSITY & INCLUSION		
Annual Base as of Dec 31	\$339,900	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$334,125	
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.
SPISSO, JOHNESE UCLA		
PRESIDENT, UCLA HEALTH/CHIEF EXECUTIVE OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$1,434,811	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$1,406,891	
Clinical Enterprise Management Recognition Program	\$557,204	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 2020-21 as approved by the Administrative Oversight Committee. Long-term incentive payout included (FY18-FY21). 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.
STAINES, AARON UCOP		
INVESTMENT DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$249,314	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$240,443	
Office of the Chief Investment Officer Annual Incentive Plan	\$175,080	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.

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Compensation Element	Amount	Staff Comments
STATON, PAUL UCLA		
SENIOR VICE PRESIDENT & CHIEF FINANCIAL OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$843,093	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$826,691	
Clinical Enterprise Management Recognition Program	\$204,634	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2020-21 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	\$318,877	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$313,459	
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.

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Compensation Element	Amount	Staff Comments
STERMAN, STEVEN UCOP		
SENIOR MANAGING DIRECTOR - FIXED INCOME		
Annual Base as of Dec 31	\$386,398	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$372,649	
Office of the Chief Investment Officer Annual Incentive Plan	\$321,019	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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	\$800,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
STERN, HAL UCI		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$468,650	Effective 4/19/21, appointed as Provost and Executive Vice Chancellor; approved by the President.
Actual Base Salary Received	\$439,854	
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.
STRACHAN, SHAY UCSF		
VICE PRESIDENT - STRATEGIC PARTNERSHIPS		
Annual Base as of Dec 31	\$354,709	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$347,806	
Clinical Enterprise Management Recognition Program	\$68,875	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$12,921	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
STRINGER, JENNIFER UCB		
CHIEF INFORMATION OFFICER & ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$365,650	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$359,437	
Recognition Award	\$500	STAR (Staff Appreciation and Recognition Plan) Award received in 2021 under campus-wide program for Policy-Covered Staff to recognize excellence in university service. Actual award amount is based on performance.
SUTTON, STEPHEN UCB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$340,000	Annual base includes a market-based salary adjustment, effective 8/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$313,537	
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	\$349,268	Annual base includes a market-based salary adjustment, effective 3/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$335,627	
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	\$275,838	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$266,023	
Office of the Chief Investment Officer Annual Incentive Plan	\$180,341	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.

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Compensation Element	Amount	Staff Comments
SWINKELS, RONALD UCOP		
MANAGING DIRECTOR - PUBLIC EQUITY		
Annual Base as of Dec 31	\$339,492	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$327,412	
Office of the Chief Investment Officer Annual Incentive Plan	\$293,292	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.
TAKEUCHI, SUSAN UCLA		
CHIEF HUMAN RESOURCES OFFICER, UCLA HEALTH		
Annual Base as of Dec 31	\$542,024	Annual base includes a market-based salary adjustment, effective 6/27/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$494,666	
Clinical Enterprise Management Recognition Program	\$114,402	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Data reflects the actual award amount for 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$16,637	Data reflects payment for paid time off amount in excess of accumulation limits.
TANJI, LORELEI UCI		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$272,192	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$267,567	
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
TORRES, RODOLFO UCR		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$334,752	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$329,063	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
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.
TRAN, TU UCOP		
ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS		
Annual Base as of Dec 31	\$266,160	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$256,690	
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.
TULL, RENETTA UCD		
VICE CHANCELLOR - DIVERSITY, EQUITY AND INCLUSION		
Annual Base as of Dec 31	\$284,280	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$279,450	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Home Loan Program	\$886,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
TURNER, MEREDITH UCOP		
FORMER ACTING AVP - STATE GOVERNMENT RELATIONS/ASSOCIATE DIRECTOR, ADVOCACY & INSTITUTIONAL RELATIONS		
Annual Base as of Dec 31	\$147,756	Effective 6/7/21, appointed as Acting AVP - State Government Relations; approved by the President. Data reflects annual base salary as Associate Director once Acting SMG role ended in 2021. Also includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$149,532	

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Compensation Element	Amount	Staff Comments
TURNER, RUSSELL UCI		
HEAD COACH - MEN'S BASKETBALL		
Annual Base as of Dec 31	\$386,168	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$381,481	
Other Cash Compensation/Payments	\$157,917	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$70,000	One-time signing bonus approved as part of negotiated contract.
TURTELTAUB, RHEA UCLA		
VICE CHANCELLOR - EXTERNAL AFFAIRS		
Annual Base as of Dec 31	\$536,639	Annual base includes a market-based salary adjustment, effective 7/1/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$507,639	
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.
VANDENBERG, CHAD UCSD		
CHIEF QUALITY AND PATIENT SAFETY OFFICER, UC SAN DIEGO HEALTH		
Annual Base as of Dec 31	\$324,600	Annual base includes an equity adjustment, effective 12/26/21, and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$295,845	
Clinical Enterprise Management Recognition Program	\$34,199	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), effective 1/1/21, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Incentive	\$16,477	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) prior to transition to CEMRP on 1/1/21, 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 2020-21 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
VAUGHN, KEVIN UCR		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$271,440	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$266,827	
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	\$281,190	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$276,413	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
VILLAR, HUGO UCSD		
DEAN OF UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$270,000	Effective 7/1/21, appointed as Dean of University Extension; approved by the President.
Actual Base Salary Received	\$211,510	
Other Cash Compensation/Payments	\$6,581	Data reflects payment as University Extension instructor.
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	\$387,919	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$381,328	
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
WALKER, BYRON UCSC		
INTERIM VICE CHANCELLOR FOR INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$265,000	Effective 10/15/21, appointed as Interim Vice Chancellor for Information Technology; approved by the President.
Actual Base Salary Received	\$203,078	
Stipend	\$10,994	Stipend received for assuming temporary additional duties prior to Interim SMG appointment.
WALLACE, TAMMY UCLA		
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$566,495	Annual base includes an equity adjustment, effective 6/27/21 and a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$528,653	
Clinical Enterprise Management Recognition Program	\$124,998	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$2,496	Data reflects payment for paid time off amount in excess of accumulation limits.
WALSHOK, MARY UCSD		
FORMER DEAN - UNIVERSITY EXTENSION/ASSOCIATE VICE CHANCELLOR FOR PUBLIC PROGRAMS		
Annual Base as of Dec 31	\$228,372	
Actual Base Salary Received	\$170,414	
Other Cash Compensation/Payments	\$63,848	Data reflects terminal vacation payout upon termination of SMG appointment.
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
WANG, TEDDY UCSF		
CHIEF FINANCIAL OFFICER - UCSF BENIOFF CHILDREN'S HOSPITALS/CHILDREN'S SERVICES - UCSF HEALTH		
Annual Base as of Dec 31	\$463,515	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$454,493	
Clinical Enterprise Management Recognition Program	\$80,750	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Moving Expenses	\$239	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
WATKINS, ELIZABETH UCR		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$437,760	Effective 5/1/21, appointed as Provost and EVC; approved by the President. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$413,643	
Executive Disability		Per policy, eligible; five year vesting requirement met.
Moving Expenses	\$45,013	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
WATSON, TREAVION UCB		
DEFENSIVE BACKS COACH - FOOTBALL		
Annual Base as of Dec 31	\$200,000	Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$147,101	
Other Cash Compensation/Payments	\$170,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Cash Compensation/Payments	\$25,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$3,560	W-2 imputed 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
WEBSTER, CHARLES UCOP		
INVESTMENT OFFICER - PRIVATE EQUITY		
Annual Base as of Dec 31	\$295,000	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines and a promotional increase to Investment Officer - Private Equity, effective 8/1/21.
Actual Base Salary Received	\$246,501	
Office of the Chief Investment Officer Annual Incentive Plan	\$154,184	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.
WEISS, GEORGE UCSF		
VICE PRESIDENT - OPS BENIOFF CHILDREN'S HOSPITAL		
Annual Base as of Dec 31	\$335,980	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$329,440	
Clinical Enterprise Management Recognition Program	\$65,237	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
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, reducing the Coach's salary through 7/1/21. Base salary approved as part of negotiated athletics contract.
Actual Base Salary Received	\$258,958	
Coach - Incentive	\$150,000	Performance-based incentive opportunity paid in 2021 calendar year as part of negotiated Athletics contract.
Other Cash Compensation/Payments	\$2,648,958	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Compensation/Payments	\$900,000	Contingent retention bonus approved as part of negotiated athletics contract.
Other Benefit	\$19,833	W-2 imputed value of courtesy vehicle.
Other Benefit	\$2,513	W-2 imputed 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
WILCOX, KIM UCR		
CHANCELLOR		
Annual Base as of Dec 31	\$444,204	Effective 7/1/20, a voluntary base salary reduction was in effect, reducing the Chancellor's salary through 6/30/21. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 7/1/21.
Actual Base Salary Received	\$411,494	
Executive Auto Allowance	\$5,201	Per policy, eligible for annual auto allowance. Due to an administrative error, only a partial of allowance was paid, but will be corrected in calendar year 2022.
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.)	\$1,355	Per policy, taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
WILDMAN, ELIZABETH UCSF		
VICE PRESIDENT - FINANCE MEDICAL CENTER ADMINISTRATION		
Annual Base as of Dec 31	\$412,004	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$403,985	
Clinical Enterprise Management Recognition Program	\$80,000	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
WILLIAMS, PAUL UCOP		
ASSOCIATE VICE PRESIDENT & CHIEF PROCUREMENT OFFICER		
Annual Base as of Dec 31	\$333,000	Effective 7/26/21, appointed as AVP & Chief Procurement Officer; approved by the President.
Actual Base Salary Received	\$117,307	
Other One-Time Payment	\$25,000	Per policy, a hiring bonus was approved to be paid two installments; approved by the Regents. The first installment was paid in 2021; final payment to be paid in 2022.
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
Moving Expenses	\$13,055	Per policy, reimbursement of actual and reasonable moving and relocation expenses.

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Compensation Element	Amount	Staff Comments
WILLIAMS, VANDONELIO UCOP		
CHIEF INFORMATION OFFICER AND VICE PRESIDENT - INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$390,000	Effective 9/13/21, appointed as CIO and VP - Information Technology; approved by the President. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$323,672	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
WILSON, STEPHEN UCSF		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$502,602	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$492,814	
Clinical Enterprise Management Recognition Program	\$121,986	Per policy, eligible to participate in the 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$36,610	Data reflects payment for paid time off amount in excess of accumulation limits.
WITHERELL, MICHAEL LBNL		
LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$515,040	Annual base includes a merit-based salary increase consistent with the FY 2021-22 Berkeley Lab Salary Program.
Actual Base Salary Received	\$505,746	Actual base salary includes FY 2020-21 merit-based pay, effective 10/1/20; paid in calendar year 2021.
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.

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Compensation Element	Amount	Staff Comments
WOLDEN, MATTHEW UCSF		
VICE PRESIDENT - QUALITY		
Annual Base as of Dec 31	\$339,926	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$333,304	
Clinical Enterprise Management Recognition Program	\$66,000	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Stipend	\$5,232	Stipend received for assuming temporary additional duties.
WONG, JANE UCSF		
VICE PRESIDENT-INFORMATION TECHNOLOGY/ASSOCIATE CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$346,023	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$339,288	
Clinical Enterprise Management Recognition Program	\$67,181	Per policy, 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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$19,905	Data reflects payment for paid time off amount in excess of accumulation limits.
WOODALL, ALLISON UCOP		
DEPUTY GENERAL COUNSEL - EDUCATION AFFAIRS, EMPLOYMENT & GOVERNANCE		
Annual Base as of Dec 31	\$309,420	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$298,410	
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
WRIGHT, DARNELE UCOP		
DEPUTY GENERAL COUNSEL - BUSINESS, FINANCE AND INNOVATION		
Annual Base as of Dec 31	\$297,670	Effective 2/8/21, appointed as Deputy General Counsel - Business, Finance and Innovation; approved by the President. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$283,198	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
YANG, HENRY UCSB		
CHANCELLOR		
Annual Base as of Dec 31	\$451,362	Effective 7/1/20, a voluntary base salary reduction was in effect, reducing the Chancellor's salary through 6/30/21. Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines, effective 7/1/21.
Actual Base Salary Received	\$418,131	
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.
Senior Management Supplement		Per policy, eligible to participate; appointment approved prior to change in policy dated 5/25/17.
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
YOST, LAURA UCLA		
EXECUTIVE DIRECTOR - CLINICAL SERVICES, UCLA HEALTH		
Annual Base as of Dec 31	\$279,270	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$273,832	
Incentive	\$40,669	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Other Cash Compensation/Payments	\$31,033	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element	Amount	Staff Comments
YU, JUNE UCOP		
ASSOCIATE VICE PRESIDENT - UC NATIONAL LABORATORIES		
Annual Base as of Dec 31	\$360,500	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$347,673	
Executive Disability		Per policy, eligible; has not yet met the five year vesting requirement.
ZACK, MITCHELL UCSF		
EXECUTIVE DIRECTOR, STRATEGY & HEALTH PLAN CONTRACTING		
Annual Base as of Dec 31	\$330,635	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$324,205	
Incentive	\$36,980	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 2020-21 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
ZATZ, MARJORIE UCM		
INTERIM VICE CHANCELLOR, RESEARCH & ECONOMIC DEVELOPMENT		
Annual Base as of Dec 31	\$303,852	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$298,688	
Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
ZHANG, XIAOCHUAN UCOP		
INVESTMENT DIRECTOR - FIXED INCOME & PRIVATE CREDIT		
Annual Base as of Dec 31	\$270,672	Annual base includes a general salary increase consistent with the 2021 Systemwide Salary Program guidelines.
Actual Base Salary Received	\$261,041	
Office of the Chief Investment Officer Annual Incentive Plan	\$177,152	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2020-21, 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.