

ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2009: INCUMBENTS IN CERTAIN SENIOR MANAGEMENT POSITIONS

EXECUTIVE SUMMARY AND BACKGROUND

As part of its commitment to transparency and public accountability, UC reports annually on compensation paid to senior managers. This report (Attachment 1) details all aspects of senior management compensation, and it is also posted on UC websites to provide public access to the information.

KEY POINTS ABOUT UC EXECUTIVE COMPENSATION FOR 2009

- **UC health sciences personnel and coaches remain the highest paid:** As in previous years, the top earning employees at UC in 2009 based on total compensation were either health sciences personnel, world-renowned specialists in their fields, or athletic coaches.
- **Executive compensation remains a tiny portion of payroll:** Senior management salaries continue to represent less than 1 percent of UC's total payroll.
- **No state funds for incentive/bonus compensation:** No state funds are used for UC incentive or bonus payments for clinical and health sciences personnel, or treasurer's office personnel. Compensation for coaches and other athletics personnel is paid from non-state funds, with the exception of one coach at Riverside, where less than half of his compensation comes from state funds.
- **Incentive compensation used to motivate excellent performance in support of University priorities:** Like many employers nationwide, UC uses incentive compensation plans to encourage and reward sustained individual and group performance in support of key University objectives:
 - **Medical centers:** Incentive compensation plans for UC medical centers cover employees at all levels – from clerical staff to senior hospital leaders – and reward individual as well as group performance in furtherance of key priorities such as improving patient care and safety, enhancing operational efficiency, and maintaining sound financial management.
 - **Treasurer's Office:** Consistent with industry standards, the Treasurer's Office incentive compensation plan motivates and rewards employees responsible for maximizing long-term total investment returns while assuming appropriate levels of risk, and promoting teamwork. Awards are paid out over three years to help retain strong performers, with unpaid amounts forfeited if the participant voluntarily leaves UC for reasons other than retirement.
 - **Coaches:** Coaches' compensation includes base salary and bonus and incentive compensation tied to revenue generated from television and radio contracts, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. Other awards are tied to specific goals, such as winning a national championship, and are paid only if those goals are met. Other compensation may include signing or retention bonuses.

By the numbers: The 79 incentive and bonus payments in this report total \$3,863,027 – approximately .04% of UC’s \$9 billion annual payroll. Payments from the Clinical Enterprise Management Incentive Plan (CEMRP) and the other clinical incentive plans represent 53% (\$2,051,458) of the total with the majority of the balance attributed to bonus and incentive awards earned by coaches.

Salary Reduction and Furloughs: As a result of significant deficits caused by the substantial reduction in state funding for the University, a number of measures were taken to reduce costs. In June, the President, Chancellors, Executive and Senior Vice Presidents, and certain Vice Presidents at the Office of the President volunteered to take a 5% salary reduction. Following that, the Regents approved a system-wide furlough plan to further offset the impact of state budget cuts. The plan, which applied to a large number of University employees, imposed salary reductions ranging from 4 percent for employees at the lowest salary levels up to 10 percent for executives. These salary reductions began September 1, 2009 and will continue through August 31, 2010. The furlough plan and other associated actions are projected to save the University approximately \$184 million.

Most employees included in this report, including all Senior Management Group (SMG) members, are subject to the furlough plan. Because the terms and conditions of employment for coaches are governed by their respective contracts, they were not subject to the furlough plan; however, many of them volunteered to participate and took a salary reduction. In order to preserve patient safety, medical center employees other than SMG members are not subject to the furloughs. Instead, the medical centers have developed alternative plans to generate savings comparable to those being achieved at the campuses by the furlough plan. The non-SMG staff in the Treasurer’s office are also exempt from the furloughs because their operations require trading and close management of the investments throughout the week; however, all SMG members in the Treasurer’s office are subject to the salary reductions. Academic and staff employees at the Lawrence Berkeley National Laboratory were excluded from the furlough plan because their compensation is entirely funded by research and extramural funds from sources such as government and private contracts and grants.

For each employee included in the report who participated in the furlough plan, the report reflects the percent of their salary reduction and the number of furlough days accorded to them. Please note that the annualized base salary figures in the report do not reflect those reductions.

Information on the Incentive Plans

Clinical Enterprise Management Incentive Plan (CEMRP) and Other Clinical Incentive Plans: Under the authority granted by The Board of Regents to the President in 1992, the purpose of CEMRP and other similar clinical incentive plans is to provide variable, non-base building awards to those employees responsible for attaining or exceeding key Clinical Enterprise objectives consistent with University objectives. Achievement is measured based on specific financial, non-financial/quality, and strategic objectives which relate to the Clinical Enterprise’s mission and goals. These plans focus participants on the achievement of local and system-wide institutional objectives to encourage teamwork and to recognize the joint effort required to meet

challenging organizational goals. They also use individual performance measures to encourage participants to maximize their personal effort and to demonstrate individual excellence. CEMRP is a key component of the overall competitive compensation for leadership at the medical centers. The program rewards participants for their performance in furtherance of important goals such as improving the quality of care, patient satisfaction and safety, as well as for attaining or exceeding key financial objectives. This program and the other clinical incentive plans are funded through clinical revenues and do not use state funds.

There are two important notes to make regarding CEMRP and other clinical incentive plans represented in this report. First, some amounts include awards for both the 2007-08 and 2008-09 performance years. The 2007-08 awards for these employees would have normally been approved and issued in September 2008; however, many bonus and incentive awards were deferred for consideration by the Regents until January 2009. In light of the significant budget crisis facing the University, the Regents then issued a series of actions restricting compensation actions for senior managers and restricting or eliminating bonus and incentive awards for an even broader population of University employees. CEMRP and other similar clinical incentive plans were authorized to continue, but the delay in the Regents' approval of the 2007-08 awards meant that they were not paid until calendar year 2009. Second, the 2008-09 CEMRP awards for SMG members were recently approved by the Regents at the January 2010 meeting. Although those awards are for the 2008-09 performance year, they were not included in this report because they were not paid during calendar year 2009. The 2008-09 CEMRP awards for all SMG participants will be included in the 2010 Annual Report on Executive Compensation.

Treasurer's Annual Incentive Plan (AIP): Under the authority granted by The Board of Regents, the purpose of the AIP is to provide variable, non-base building financial awards to those employees responsible for attaining or exceeding key objectives in the Treasurer's Office which are consistent with University investment objectives. Under the Plan the performance of the University's investment portfolio, the performance of various groups within the Treasurer's Office, e.g., those responsible for management of particular asset classes, and the performance of the individual participant are considered. Award amounts are based on the achievement of specific investment, non-financial, and strategic objectives relative to the mission and goals of the Treasurer's Office. The Plan focuses participants on maximizing long-term total returns for all funds managed while assuming appropriate levels of risk. It is intended to support teamwork so that members of the Treasurer's Office operate as a cohesive group. The payouts under this plan do not use state funds.

This plan, like CEMRP and other clinical incentive plans, was authorized by the Regents to continue in 2008-09 and 2009-10. However, the Regents deferred consideration of the 2008-09 awards from the September 2009 meeting to the March 2010 meeting. Because the 2008-09 awards under this plan were not approved or awarded in calendar year 2009, they are not included in the report. Any 2008-09 awards that are approved for participants will be included in the 2010 Annual Report on Executive Compensation. AIP awards are reported in the year in which they are approved even though only one third of the award is paid in that year, one third is paid the following year, and the final third is paid the year after that. Payments made to AIP participants in 2009 for awards earned and approved in prior years are not included in this report because they were already reported in those prior years.

REPORT FORMAT AND CONTENT

The content and layout of this report, compliant with legislative reporting requirements, was approved by The Regents at the January 2007 meeting. This report presents the following information for calendar year 2009:

Population covered: This report includes all incumbents in the “senior officials” listing as referenced in the Budget Act. This report also includes the population for which Regental review and approval of any compensation actions are currently required, e.g., those administrators in slotted positions and those who are not slotted, such as coaches, whose potential total cash compensation exceeds the current reporting threshold of \$214,000.

The attached report displays compensation details on over 500 active University employees. These employees include those in acting capacities and those who stepped down but remain affiliated with the University. The AREC population does not include University separated employees. If an employee held more than one position during 2009, e.g., he was Acting Dean and then was appointed Dean, each position is reported.

Cash compensation: The report presents compensation using the following categories: annualized base salary, annualized stipends, actual payments received under incentive or bonus programs (see next section for more detail), total actual Health Sciences Compensation Plan (HSCP) payments (see below for more detail), and other cash compensation or cash payments. A subtotal of these elements is also provided for each employee listed. Please note that this information is a combination of data that represents actual payments and annualized figures. The annualized figures for base salary and stipends are used instead of actual compensation to ensure that relevant information regarding partial year assignments is provided. For example, actual 2009 compensation for an employee who starts employment with the University in November with an annualized base salary of \$240,000 would be only \$40,000. Because many stipends were only paid during just a portion of 2009, the annualized stipend amounts reported are much higher than the amounts actually paid during 2009. Annualized stipend figures are reported even for situations where the total stipend period was less than a full year.

Incentive and Bonus Compensation: The incentive and bonus payments represented in the report can be categorized into one of the following: Awards to coaches and awards from the Clinical Enterprise Management Recognition Plan (CEMRP), other clinical incentive plans, the Treasurer’s Annual Incentive Plan (AIP), and local bonus and incentive plans. With the exception of an award to one coach and possibly one award of less than \$1,000 made under a local bonus plan, no state funds were used for the awards listed in the report.

There are 79 incentive and bonus payments in this report, totaling \$3,863,027 – approximately .04% of UC’s \$9 billion annual payroll. Payments from the Clinical Enterprise Management Incentive Plan (CEMRP) and the other clinical incentive plans

represent 53% (\$2,051,458) of the total with the majority of the balance attributed to bonus and incentive awards earned by coaches.

Awards paid to Coaches or other Athletics Personnel: The compensation for coaches is comprised of a base salary plus various types of bonuses and incentives. These bonuses and incentives are recognition awards tied to revenue streams from contracts with television and radio, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. Other awards are based on specific performance goals and are only paid if the goal is attained, e.g., winning the national championship. Other forms of bonuses may include signing or retention bonuses.

The coaches in this report were paid from non-state funds, generally from specific gifts and donations or sports-related revenue sources, with one very limited exception. One Riverside coach was paid using state funds, but that amounted to less than half of his total compensation. State funding is generally not a source for coach compensation. There are 26 payments (approved by the Regents or under their delegated authority) reported in this category, totaling \$1,811,569 (46.9% of total payments reported).

The compensation for coaches is tied directly to market demand, with a coach's success driving the demand. As winning records increase, national attention brings employment opportunities, which may require adjusting compensation terms in order to retain successful coaches. When hiring a new coach or retaining an existing coach, the market demand for their services necessarily plays a role in determining the compensation offered by the University. In addition, the compensation offered to UC coaches is aligned with other coaches in the PAC-10 with comparable win/loss records.

Other Local Incentive and Bonus Plans: Provisions for payments made under local incentive plans vary by plan. Please refer to the report comments and addendum for details regarding each payment. This year there is only one such payment, in the amount of \$978, included in this report. Payments in this category that are made under the Staff Recognition and Development Program (SRDP) or other similar locally funded programs may use state funds.

Health Sciences Compensation Plan: Health Sciences Compensation Plan (HSCP) payments are provided and displayed in a separate column for those employees who participate in this program. The amounts displayed in this column reflect actual payments to the employees and include income processed through the HSCP, per policy, from qualified outside activities, such as clinical services, research, and speaking engagements. Because an employee's outside activities fluctuate from year to year, the HSCP payments may also fluctuate accordingly. This report reflects 19 employees receiving payments under the HSCP totaling \$1,459,566.

This program is under the authority of The Regents of the University of California and was established in 1995 to create a mechanism by which UC faculty in clinical departments can be paid from revenues derived from the delivery of health services or

research, thereby making their compensation more competitive with wages paid by other institutions in the health care market in and outside of California. Because income from services varies considerably between healthcare disciplines (e.g., nursing, dentistry, medicine, public health), the HSCP is designed to apply across a wide spectrum of health care providers and administrators of clinical programs. The funds distributed from the HSCP are not derived from state sources.

One-time payments/reimbursements: These payments are made to the employee or to a third party vendor on behalf of the employee. They include relocation allowances, temporary housing reimbursements or allowances, and moving expense reimbursements. Some of the information displayed in this section is described in more detail in the Addendum, which is provided as Attachment 2.

Benefits and perquisites: This category includes leased auto expenses, auto allowances, senior management benefits (including some or all of the following: life insurance, executive business travel insurance, and executive salary continuation for disability), University-provided housing, severance benefits, senior management supplemental benefit program contributions, additional post-retirement benefits (including medical coverage, enhanced retirement income benefits, and enhanced retirement vesting schedules), and home mortgage loans provided under the University programs. For home mortgage loans, the original loan amount is reported. Auto allowances are reported as annualized figures. In some cases, employees received the allowance for less than the full year, but the annualized figure is still reported.

Data Collection, Review, Audit and Certification Process

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

(Attachments)



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2009

Name	Title	Location	Subject to Salary Reduction/Furlough Program		Percent of Salary Reduction	Eligible Number of Furlough Days	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation	Reimburse moving costs	Housing Relocation and/or Recruitment Allowances Paid to Employee	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
			Annualized Base Salary	Reduction/Program																
BARBOUR, ANNE SAUNDERS	ATHLETIC DIRECTOR	UCB	\$284,400	NO	10%	26	\$57,863			\$119,500	\$461,763			N	N	N		N		
BASRI, GIBOR	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	\$200,000	YES	9%	10					\$200,000			Y	N	N		N		
BIDDY, FRANKLIN SCOTT	VICE CHANCELLOR-UNIVERSITY RELATIONS	UCB	\$272,000	YES	10%	10					\$272,000			\$8,916	Y	N	N	5%	N	\$434,100
BIRGENEAU, ROBERT J.	CHANCELLOR	UCB	\$436,800	YES	10%	10					\$436,800			\$8,916	Y	Y	N	5%	Y	
BLINDER, DAVID	ASSOCIATE VICE CHANCELLOR - UNIVERSITY RELATIONS	UCB	\$240,000	YES	9%	24					\$240,000			N	N	N		N	\$626,300	
BOYLE, JOANNE	HEAD COACH-WOMEN'S BASKETBALL	UCB	\$251,198	NO	NA	NA	\$106,576			\$317,298	\$675,072			N	N	N		N		
BRADY, HENRY E	DEAN-GOLDMAN SCHOOL OF PUBLIC POLICY	UCB	\$283,200	YES	9%	10					\$283,200			Y	N	N		N	\$250,000	
BRESLAUER, GEORGE W	EXECUTIVE VICE CHANCELLOR & PROVOST	UCB	\$309,100	YES	10%	10					\$309,100			\$8,916	Y	N	N		N	
BROSTROM, NATHAN	VICE CHANCELLOR - ADMINISTRATION	UCB	\$283,100	YES	10%	10					\$283,100			Y	N	N	5%	N		
BROUGHTON, JANET	DEAN-ARTS AND HUMANITIES	UCB	\$197,000	YES	9%	10			\$32,600		\$229,600			Y	N	N		N		
CIGNETTI, FRANK J.	OFFENSIVE COORDINATOR - FOOTBAL	UCB	\$168,000	NO	NA	NA	\$15,000			\$86,867	\$269,867			N	N	N		N		
DAVIS, BARBARA G	ASSISTANT VICE CHANCELLOR-EQUITY AND INCLUSION	UCB	\$135,500	YES	8%	10					\$135,500			Y	N	N	3%	N		
DAVIS, SAM	ACTING DEAN-COLLEGE OF ENVIRONMENTAL DESIGN	UCB	\$208,600	NO	NA	NA					\$208,600			N	N	N		N		
DEQUIRE, TRAVIS L.	ASSISTANT COACH-MEN'S BASKETBALL	UCB	\$130,000	NO	8%	21	\$11,000			\$15,050	\$156,050			N	N	N		N		
DENTON, EDWARD J	VICE CHANCELLOR-FACILITIES SERVICES	UCB	\$220,500	YES	9%	10					\$220,500			Y	N	N	5%	N		
DEVRIES, JAN	INTERIM DEAN-SOCIAL SCIENCES	UCB	\$229,872	NO	NA	NA			\$34,478		\$264,350			N	N	N		N		
DRAGUN, DIANA WU	DEAN-UNIVERSITY EXTENSION	UCB	\$164,500	YES	8%	10					\$164,500			Y	N	N	5%	N		
DURDEN, DAVID A.	HEAD COACH-MEN'S SWIMMING AND DIVING	UCB	\$129,800	NO	NA	NA	\$21,000			\$25,400	\$176,200			N	N	N		N		
EDLEY, CHRISTOPHER	DEAN-SCHOOL OF LAW	UCB	\$307,000	YES	10%	10				\$43,000	\$350,000			Y	N	N		N	\$1,000,000	
ESQUER, DAVID	HEAD COACH-BASEBALL	UCB	\$114,200	NO	NA	NA				\$106,372	\$220,572			N	N	N		N		
FELLER, RICHARD I	HEAD COACH-WOMEN'S VOLLEYBALL	UCB	\$114,600	NO	NA	NA	\$77,000			\$23,000	\$214,600			N	N	N		N		
FLEMING, GRAHAM R	VICE CHANCELLOR-RESEARCH	UCB	\$300,000	YES	9%	10					\$300,000			Y	N	N		N	\$425,950	
GILLESS, J KEITH	DEAN-COLLEGE OF NATURAL RESOURCES	UCB	\$172,300	YES	8%	10					\$172,300			Y	N	N		N		
GRANDE, HARRY LE	VICE CHANCELLOR-STUDENT AFFAIRS	UCB	\$215,000	YES	9%	10					\$215,000			Y	N	N	5%	N		
GREGORY, ROBERT	ASSISTANT COACH-FOOTBALL	UCB	\$168,000	NO	7%	18	\$122,600			\$71,405	\$362,005			N	N	N		N		
GRIMES, KEVIN	HEAD COACH-MEN'S SOCCER	UCB	\$115,000	NO	8%	21				\$101,400	\$216,400			N	N	N		N		
HENRY, NEIL	DEAN-GRADUATE SCHOOL OF JOURNALISM	UCB	\$200,000	YES	9%	10					\$200,000			Y	N	N		N		
HESSE, CARLA	DEAN-SOCIAL SCIENCES	UCB	\$221,900	YES	8%	10					\$221,900			Y	N	N		N		
HOLMES, CLAIRE A.	ASSOCIATE VICE CHANCELLOR-PUBLIC AFFAIRS	UCB	\$230,000	YES	9%	24					\$230,000			N	N	N		N		



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2009

Name	Title	Location	Subject to Salary			Eligible Number of Furlough Days	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation	Reimburse moving costs	Housing Relocation and/or Recruitment Allowances Paid to Employee	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
			Annualized Base Salary	Reduction/Furlough Program	Percent of Salary Reduction															
JOHN, JAY A.	ASSISTANT COACH-MEN'S BASKETBALL	UCB	\$100,000	NO	NA	NA	\$11,000			\$53,050	\$164,050			N	N	N		N		
KOSHLAND, CATHERINE P	VICE PROVOST-TEACHING, LEARNING, ACADEMIC PLANNING AND FACILITIES	UCB	\$192,700	YES	9%	10					\$192,700			Y	N	N		N		
LEONARD, THOMAS C	UNIVERSITY LIBRARIAN	UCB	\$196,000	YES	9%	10					\$196,000			Y	N	N		N		
LEVI, DENNIS M.	DEAN-SCHOOL OF OPTOMETRY FORMER DEAN-	UCB	\$223,000	YES	9%	10			\$18,583	\$241,583			\$9,400	Y	N	N		N	\$200,000	
LIE, JOHN	INTERNATIONAL AND AREA STUDIES	UCB	\$202,600	NO	NA	NA					\$202,600			Y	N	N		N	\$750,000	
LUDWIG, WILLIAM ANDREW	ASSISTANT COACH - FOOTBALL	UCB	\$168,000	NO	NA	NA	\$89,600		\$88,805	\$346,405	\$23,203			N	N	N		N		
LYONS, RICHARD K	DEAN-HAAS SCHOOL OF BUSINESS	UCB	\$373,200	YES	10%	10					\$373,200			Y	N	N		N		
MARSHALL, STEPHEN	ASSISTANT COACH - FOOTBALL	UCB	\$135,000	NO	10%	26	\$71,000		\$74,273	\$280,273	\$12,617			N	N	N		N		
MATHIES, RICHARD A	DEAN-COLLEGE OF CHEMISTRY	UCB	\$233,000	YES	9%	10					\$233,000			Y	N	N		N		
MCGUIRE, NEIL J.	HEAD COACH - WOMEN'S SOCCER	UCB	\$111,395	NO	NA	NA	\$7,000		\$45,758	\$164,153				N	N	N		N		
MCKEEVER, TERI J	HEAD COACH-WOMEN'S SWIMMING	UCB	\$133,589	NO	NA	NA	\$31,000		\$47,069	\$211,658				N	N	N		N		
MIDANIK, LORRAINE T	DEAN - SCHOOL OF SOCIAL WELFARE	UCB	\$200,000	YES	8%	10					\$200,000			Y	N	N		N		
MONTGOMERY, MICHAEL J.	HEAD COACH-MEN'S BASKETBALL	UCB	\$250,000	NO	NA	NA	\$325,000		\$1,074,690	\$1,649,690				N	N	N		N		
NINEMIRE, DIANE L	HEAD COACH-SOFTBALL	UCB	\$139,925	NO	NA	NA	\$16,250		\$29,487	\$185,662				N	N	N		N		
NOLAN, DEBORAH A	ACTING DEAN- MATHEMATICAL AND PHYSICAL SCIENCES	UCB	\$131,994	YES	9%	22			\$82,706	\$214,700				N	N	N		N	\$206,000	
PEARSON, P DAVID	DEAN-GRADUATE SCHOOL OF EDUCATION	UCB	\$239,800	YES	9%	10					\$239,800			Y	N	N		N	\$680,000	
PRICE, ROBERT M	FORMER INTERIM VICE CHANCELLOR-RESEARCH	UCB	\$129,600	YES	9%	10				\$110,100	\$239,700			N	N	N		N		
RAPHAEL, STEVEN P	FORMER INTERIM DEAN- GOLDMAN SCHOOL OF PUBLIC POLICY	UCB	\$155,300	NO	NA	NA			\$49,600	\$204,900				N	N	N		N	\$592,500	
RICHARDS, MARK A	EXECUTIVE DEAN COLLEGE OF LETTERS AND SCIENCE AND DEAN-MATHEMATICAL AND PHYSICAL SCIENCES	UCB	\$217,400	YES	9%	10			\$46,869	\$264,269				Y	N	N		N		
SASTRY, SOSALE SHANKAR	DEAN - COLLEGE OF ENGINEERING	UCB	\$275,000	YES	10%	10			\$25,000	\$300,000				Y	N	N		N		
SAXENIAN, ANNALEE	DEAN-SCHOOL OF INFORMATION	UCB	\$210,000	YES	9%	10					\$210,000			Y	N	N		N		
SCHLISSEL, MARK S	DEAN-BIOLOGICAL SCIENCES	UCB	\$259,100	YES	10%	10					\$259,100			Y	N	N		N	\$250,000	
SHORTELL, STEPHEN M	DEAN-SCHOOL OF PUBLIC HEALTH	UCB	\$327,600	YES	10%	10					\$327,600			Y	N	N		N		
SMITH, MICHAEL R	FORMER ASSISTANT CHANCELLOR-LEGAL AFFAIRS	UCB	\$180,900	NO	NA	NA					\$180,900			Y	N	N	3%	N		
STOVALL, TYLER E	DEAN-UNDERGRADUATE DIVISION	UCB	\$182,300	YES	9%	10					\$182,300			Y	N	N		N	\$562,500	
SZERI, ANDREW J	DEAN - GRADUATE DIVISION	UCB	\$172,600	YES	8%	10					\$172,600			Y	N	N		N		
TEDFORD, JEFF	HEAD FOOTBALL COACH	UCB	\$225,000	NO	10%	26	\$543,680		\$2,092,288	\$2,860,968				N	N	N		N		
TETI, MICHAEL F.	HEAD COACH-MEN'S CREW	UCB	\$113,300	NO	NA	NA	\$10,000		\$58,241	\$181,541				N	N	N		N		



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2009

Name	Title	Location	Annualized Base Salary	Subject to	Percent of Salary Reduction	Eligible Number of Furlough Days	All actual Bonus and/or Incentive Payments	Total Actual Health Sciences Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal Cash Compensation	Reimburse moving costs	Housing Relocation and/or Recruitment Allowances Paid to Employee	Auto or Annualized Auto Allowance	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-retirement Benefits	University-Provided Home Mortgage
				Salary Reduction/Furlough Program																
WAGGENER, SHELTON	ASSOCIATE VICE CHANCELLOR FOR TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCB	\$218,500	YES	9%	10					\$218,500				Y	N	N	5%	N	
WOLCH, JENNIFER R.	DEAN-COLLEGE OF ENVIRONMENTAL DESIGN	UCB	\$273,000	YES	10%	10					\$273,000	\$16,679			Y	N	N		N	
YEARY, FRANK D.	VICE CHANCELLOR VICE PROVOST - ACADEMIC AFFAIRS AND FACULTY WELFARE	UCB	\$200,000	YES	9%	10					\$200,000				Y	N	N	5%	N	
ZEDECK, SHELDON	FORMER VICE PROVOST-TEACHING AND LEARNING	UCB	\$207,600	YES	9%	10					\$207,600				Y	N	N		N	
ZIMBARDO, CHRISTINA MASLACH	DEAN - COLLEGE OF AGRICULTURAL & ENVIRONMENTAL SCIENCES	UCD	\$180,300	YES	9%	10					\$180,300				Y	N	N		N	
ALFEN, NEAL VAN	FORMER DEAN-GRADUATE SCHOOL OF MANAGEMENT	UCD	\$240,700	YES	10%	10					\$240,700				Y	N	N		N	
BIGGART, NICOLE W	EXECUTIVE DIRECTOR, FACILITIES	UCD	\$281,100	NO	NA	NA	\$46,350				\$252,350				N	N	N		N	
BOYD, MICHAEL W	DEAN-COLLEGE OF BIOLOGICAL SCIENCES	UCD	\$206,000	YES	9%	10					\$192,300				Y	N	N		N	
BURTIS, KENNETH C	DEAN - GRADUATE SCHOOL OF MANAGEMENT	UCD	\$192,300	YES	10%	10					\$365,000		\$91,250		Y	N	N		N	\$850,000
CURRALL, STEVEN C	CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCD	\$365,000	YES	9%	10					\$205,045				Y	N	N	5%	N	
DROWN, STEVEN A.	SENIOR ADMINISTRATIVE AND PROFESSIONAL SERVICES OFFICER, UC DAVIS HEALTH SYSTEM	UCD	\$205,045	YES	10%	10					\$278,320				Y	N	N	5%	N	
DURUISSEAU, SHELTON J	ASSISTANT DIRECTOR, FINANCIAL SERVICES	UCD	\$278,320	NO	NA	NA	\$39,450		\$20,760	\$10,433	\$278,243				N	N	N		N	
FRANKEL, ANN D	DIRECTOR - CLINICAL OPERATIONS AND MANAGED CARE	UCD	\$207,600	NO	NA	NA	\$31,542		\$14,851	\$6,960	\$228,592				N	N	N		N	
GAGE, DEBRA L	DEAN - GRADUATE STUDIES	UCD	\$175,239	NO	NA	NA					\$179,500				Y	N	N		N	
GIBELING, JEFFERY C	VICE PROVOST - ACADEMIC PERSONNEL	UCD	\$179,500	YES	9%	10					\$244,000				Y	N	N		N	
HORWITZ, BARBARA A	DEAN - SCHOOL OF LAW	UCD	\$307,200	YES	10%	10					\$307,200				Y	N	N		N	
JOHNSON, KEVIN R	CHIEF OPERATING OFFICER OF THE UC DAVIS MEDICAL CENTER	UCD	\$450,000	YES	10%	10					\$450,000	\$20,000	\$25,000		Y	N	N	5%	N	\$671,650
JOHNSON, VINCENT L	CHANCELLOR	UCD	\$450,000	YES	10%	10					\$400,000	\$32,101	\$100,000	\$8,916	Y	Y	N		N	
KATEHI-TSEREGOUNIS, LINDA	VICE CHANCELLOR - RESEARCH	UCD	\$400,000	YES	9%	10					\$237,400				Y	N	N		N	
KLEIN, BARRY M	ASSOCIATE DEAN FOR PUBLIC PROGRAMS	UCD	\$237,400	YES	8%	21			\$35,000	\$6,900	\$217,217				N	N	N		N	
KLINGBORG, DONALD J	DEAN - DIVISION OF MATHEMATICAL AND PHYSICAL SCIENCES, COLLEGE OF LETTERS AND SCIENCE	UCD	\$175,317	YES	9%	10					\$196,700				Y	N	N		N	
KO, WINSTON T			\$196,700	YES	9%	10					\$196,700				Y	N	N		N	



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2009

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				Salary Reduction/Furlough Program																
LACY, WILLIAM B	VICE PROVOST - UNIVERSITY OUTREACH AND INTERNATIONAL PROGRAMS	UCD	\$165,600	YES	8%	10					\$165,600				Y	N	N		N	
LAVERNIA, ENRIQUE J	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	\$307,500	YES	10%	10					\$307,500			\$8,916	Y	N	N		N	
LEVINE, HAROLD G.	DEAN - SCHOOL OF EDUCATION	UCD	\$186,800	YES	9%	10			\$37,360		\$224,160				Y	N	N		N	
MANGUN, GEORGE R	DEAN - DIVISION OF SOCIAL SCIENCES	UCD	\$278,500	YES	10%	10		\$4,478			\$282,978				Y	N	N		N	
MC GOWAN, WILLIAM H	CHIEF FINANCIAL OFFICER - UC DAVIS MEDICAL CENTER	UCD	\$419,700	YES	10%	10					\$419,700				Y	N	N	5%	N	
MEYER, JOHN A	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCD	\$200,200	YES	9%	10					\$200,200				Y	N	N	5%	N	
MINEAR, MICHAEL N	CHIEF INFORMATION OFFICER - DAVIS CAMPUS HEALTH SYSTEM	UCD	\$310,000	YES	10%	10					\$310,000		\$27,500		Y	N	N	5%	N	
NOSEK, STANLEY E	VICE CHANCELLOR - ADMINISTRATION	UCD	\$224,000	YES	9%	10					\$224,000				Y	N	N	5%	N	
ORLOWSKI, ANNA	HEALTH SYSTEM COUNSEL	UCD	\$200,590	YES	9%	24	\$18,615			\$2,394	\$221,599				N	N	N		N	
OSBURN, BENNIE I	DEAN - SCHOOL OF VETERINARY MEDICINE	UCD	\$261,100	YES	10%	10					\$261,100				Y	N	N		N	
OWENS, JESSIE ANN	DEAN - DIVISION OF HUMANITIES, ARTS AND CULTURAL STUDIES	UCD	\$195,400	YES	9%	10					\$195,400				Y	N	N		N	\$575,000
PENDLETON, DENNIS F	DEAN - UNIVERSITY EXTENSION	UCD	\$166,500	YES	8%	10					\$166,500				Y	N	N	5%	N	
POMEROY, CLAIRE	VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE	UCD	\$468,800	YES	10%	10		\$75,000			\$543,800				Y	N	N		N	
RICE, ANN MADDEN	CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER	UCD	\$584,300	YES	10%	10					\$584,300			\$8,916	Y	N	N	5%	N	
ROBINSON, CAROL A	SENIOR PATIENT CARE SERVICES OFFICER, UC DAVIS HEALTH SYSTEM	UCD	\$273,300	YES	10%	10					\$273,300				Y	N	N	5%	N	
SANDEEN, BEVERLY A	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCD	\$222,500	YES	9%	10					\$222,500			\$8,916	Y	N	N	5%	N	
SHARROW, MARILYN J	UNIVERSITY LIBRARIAN	UCD	\$191,300	YES	9%	10					\$191,300				Y	N	N	5%	N	
SIEFKIN, ALLAN D	CHIEF MEDICAL OFFICER - UC DAVIS MEDICAL CENTER	UCD	\$342,000	YES	10%	10					\$342,000				Y	N	N	5%	N	
SIEGEL, PETER M	VICE PROVOST- INFORMATION & EDUCATIONAL TECHNOLOGY	UCD	\$262,500	YES	10%	10					\$262,500				Y	N	N	5%	N	
TAYLOR, ROBERT B	ASSISTANT DIRECTOR - HOSPITAL & CLINICS	UCD	\$181,600	NO	NA	NA	\$33,595			\$5,728	\$220,923				N	N	N		N	
TURNER, PATRICIA A	VICE PROVOST - UNDERGRADUATE STUDIES	UCD	\$175,900	YES	8%	10					\$175,900				Y	N	N		N	
VANDERHOEF, LARRY N	CHANCELLOR EMERITUS	UCD	\$315,000	YES	10%	10					\$315,000	\$2,295		\$8,916	N	N	N		N	
WHITE, BRUCE R	DEAN - COLLEGE OF ENGINEERING	UCD	\$244,500	YES	10%	10					\$244,500				Y	N	N		N	
WOOD, FRED E.	VICE CHANCELLOR - STUDENT AFFAIRS	UCD	\$210,000	YES	9%	10					\$210,000				Y	N	N		N	



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				Salary Reduction/Furlough Program																
YOUNG, HEATHER M	ASSOCIATE VICE CHANCELLOR FOR NURSING AND FOUNDING DEAN, SCHOOL OF NURSING	UCD	\$290,000	YES	10%	10		\$60,000			\$350,000				Y	N	N		N	
BAILEY, DAVID N	FORMER VICE CHANCELLOR - HEALTH AFFAIRS	UCI	\$532,500	NO	NA	NA		\$25,000			\$582,500				Y	N	N		N	
BELMONT, TERRY A	INTERIM CHIEF EXECUTIVE OFFICER	UCI	\$659,000	YES	10%	10					\$659,000				N	N	N		N	
BENNETT, ALBERT	DEAN - SCHOOL OF BIOLOGICAL SCIENCES	UCI	\$250,000	YES	10%	10					\$250,000				Y	N	N		N	
BRAS, RAFAEL L	DEAN - HENRY SAMUELI SCHOOL OF ENGINEERING	UCI	\$330,000	YES	10%	10					\$330,000				Y	N	N		N	\$641,600
BRASE, WENDELL C	VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES	UCI	\$224,600	YES	9%	10			\$20,000		\$244,600				Y	N	N	5%	N	\$300,000
BRYANT, SUSAN V	VICE CHANCELLOR - RESEARCH	UCI	\$275,000	YES	10%	10					\$275,000				Y	N	N		N	
CHEMERINSKY, ERWIN STUART	DEAN - SCHOOL OF LAW	UCI	\$350,000	YES	10%	10					\$350,000				Y	N	N		N	\$1,330,000
CLAYMAN, RALPH V	DEAN - SCHOOL OF MEDICINE	UCI	\$390,000	YES	10%	10		\$16,667			\$490,000				Y	N	N		N	
CLAYMAN, RALPH V	FORMER INTERIM DEAN - SCHOOL OF MEDICINE	UCI	\$250,800	YES	10%	10		\$79,467	\$120,000	\$9,250	\$499,250				N	N	N		N	
DORMAIER, ROY E.	FORMER VICE CHANCELLOR - PLANNING AND BUDGET	UCI	\$232,000	NO	NA	NA					\$232,000				Y	N	N	5%	N	\$582,750
DOSHER, BARBARA ANNE	DEAN - SCHOOL OF SOCIAL SCIENCES	UCI	\$195,900	YES	9%	10					\$195,900				Y	N	N		N	
DOUGLASS, JOSEPH P	HEAD COACH - MEN'S BASKETBALL	UCI	\$238,800	YES	9%	24				\$37,035	\$275,835				N	N	N		N	
DRAKE, MICHAEL V	CHANCELLOR	UCI	\$392,200	YES	10%	10					\$392,200			\$8,916	Y	Y	N	5%	N	
FRIELING, MORRIS J.	ASSOCIATE DIRECTOR - BUDGET & DECISION SUPPORT SERVICES	UCI	\$181,359	NO	NA	NA		\$21,159		\$10,423	\$212,941				N	N	N		N	
GEOCARIS, DIANE FIELDS	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCI	\$223,045	YES	9%	10					\$223,045				Y	N	N	5%	N	
GILLESPIE, MICHAEL J.	HEAD COACH - BASEBALL	UCI	\$140,000	YES	8%	21		\$2,500		\$11,866	\$154,366				N	N	N		N	
GILWEE, JON D	SENIOR DIRECTOR- GOVERNMENT HEALTHCARE PROGRAMS	UCI	\$177,206	YES	8%	21		\$34,457			\$211,663				N	N	N		N	
GLADSON, REBEKAH G.	ASSOCIATE VICE CHANCELLOR AND CAMPUS ARCHITECT - DESIGN AND CONSTRUCTION SERVICES	UCI	\$216,800	YES	9%	24			\$16,800		\$233,600				N	N	N		N	
GOMEZ, MANUEL N	VICE CHANCELLOR - STUDENT AFFAIRS	UCI	\$215,300	YES	9%	10					\$215,300				Y	N	N	5%	N	
GOTTFREDSON, MICHAEL RYAN	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCI	\$301,500	YES	10%	10					\$301,500			\$8,916	Y	N	N		N	\$373,550
HEMMINGER, JOHN C.	DEAN - SCHOOL OF PHYSICAL SCIENCES	UCI	\$227,700	YES	9%	10				\$18,307	\$246,007				Y	N	N		N	
HERRON, JAMES R	FORMER ASSOCIATE VICE CHANCELLOR - ADMINISTRATION OF HEALTH AFFAIRS	UCI	\$298,800	NO	NA	NA					\$298,800				Y	N	N	5%	N	



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				Salary Reduction/Furlough Program																
HUFF, CLARENCE RONALD	FORMER DEAN - SCHOOL OF SOCIAL ECOLOGY	UCI	\$195,200	NO	NA	NA					\$195,200				Y	N	N		N	
ISSAI, ALICE	CHIEF OPERATING OFFICER	UCI	\$340,000	YES	10%	10					\$340,000				Y	N	N	5%	N	
JED, MEREDITH MICHAELS	VICE CHANCELLOR - PLANNING AND BUDGET	UCI	\$225,000	YES	9%	10					\$225,000	\$882			Y	N	N	5%	N	\$300,000
JENNESS, VALERIE	INTERIM DEAN - SCHOOL OF SOCIAL ECOLOGY	UCI	\$155,122	YES	8%	21			\$24,878		\$180,000				N	N	N		N	
KING, RONALD L	FORMER CHIEF FINANCIAL OFFICER - HEALTH AFFAIRS	UCI	\$431,500	NO	NA	NA					\$431,500				Y	N	N	5%	N	
LAUZIER, FRED C	SR. DIRECTOR, ANCILLARY SUPPORT	UCI	\$182,203	NO	NA	NA	\$19,325			\$10,297	\$211,825				N	N	N		N	
MITCHELL, THOMAS J.	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCI	\$275,000	YES	10%	10					\$275,000			\$8,916	Y	N	N	5%	N	\$892,500
MUNOFF, GERALD J.	UNIVERSITY LIBRARIAN	UCI	\$188,000	YES	9%	10					\$188,000				Y	N	N	5%	N	\$270,000
MURRY, JIMMY MATHEW	CHIEF INFORMATION OFFICER	UCI	\$274,300	YES	10%	10					\$274,300				Y	N	N	5%	N	
MURRY, JIMMY MATHEW	FORMER ACTING CHIEF INFORMATION OFFICER MEDICAL CENTER	UCI	\$274,300	YES	10%	10	\$32,001				\$306,301				N	N	N		N	
POLICANO, ANDREW JOHN	DEAN - PAUL MERAGE SCHOOL OF BUSINESS	UCI	\$300,900	YES	10%	10					\$300,900				Y	N	N		N	
RAYBURN, SUSAN J.	CHIEF CONTRACTING OFFICER	UCI	\$212,700	YES	9%	10					\$212,700				Y	N	N	5%	N	
REISER, LISA M.	FORMER CHIEF PATIENT CARE SERVICES OFFICER	UCI	\$243,000	YES	10%	10					\$243,000				Y	N	N	5%	N	
RICHARDSON, DEBRA J	DEAN - DONALD BREN SCHOOL OF INFORMATION AND COMPUTER SCIENCES	UCI	\$195,200	YES	9%	10					\$195,200				Y	N	N		N	\$373,000
RUIZ, VICKI LYNN	DEAN - SCHOOL OF HUMANITIES	UCI	\$221,300	YES	9%	10					\$221,300				Y	N	N		N	\$196,800
SCHNEIDER, PETER	CHIEF HEALTH SCIENCES COUNSEL	UCI	\$220,000	YES	9%	24					\$220,000				N	N	N		N	
SPIRITUS, EUGENE	CHIEF MEDICAL OFFICER	UCI	\$310,000	YES	10%	10					\$310,000				Y	N	N	5%	N	
STAUDER, KURT E	EXECUTIVE DIRECTOR - AMBULATORY SERVICES	UCI	\$238,000	NO	NA	NA					\$238,000				N	N	N		N	
TEETOR, JEAN M	SENIOR DIRECTOR, REVENUE AUDIT	UCI	\$177,915	NO	NA	NA	\$20,757			\$10,225	\$208,897				N	N	N		N	
TERRICCIANO, ALAN L	ACTING DEAN - CLAIRE TREVOR SCHOOL OF THE ARTS	UCI	\$116,278	YES	8%	21			\$43,722		\$160,000				N	N	N		N	
THATCHER, PATRICIA D.	EXECUTIVE DIRECTOR - HR AND CUSTOMER SERVICE, MEDICAL CENTER	UCI	\$196,547	YES	9%	24	\$36,034				\$232,581				N	N	N		N	
WINNER, CYNTHIA A.	CHIEF AMBULATORY CARE OFFICER	UCI	\$238,200	YES	9%	24	\$43,670				\$281,870				N	N	N		N	
WOON, PETER	CONTROLLER - FINANCIAL ADMINISTRATION, MEDICAL CENTER	UCI	\$209,160	NO	NA	NA	\$44,847			\$12,021	\$266,028				N	N	N		N	
ZEHNTNER, MAUREEN L	FORMER ASSOCIATE VICE CHANCELLOR/CHIEF EXECUTIVE OFFICER - MEDICAL CENTER	UCI	\$555,000	NO	NA	NA					\$555,000			\$8,916	Y	N	N	5%	N	



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ATCHISON, KATHRYN	VICE PROVOST -- INTELLECTUAL PROPERTY & INDUSTRY RELATIONS	UCLA	\$234,000	YES	9%	24		\$3,646			\$237,646				N	N	N		N	
BLOCK, GENE D.	CHANCELLOR	UCLA	\$416,000	YES	10%	10					\$416,000			\$8,916	Y	Y	N		N	
BOUBELIK, JANE ESTHER	CHIEF LEGAL COUNSEL, MEDICAL SCIENCES	UCLA	\$235,000	YES	9%	24	\$55,884				\$290,884				N	N	N		N	
BULLOUGH, CHARLES GEORGE	DEFENSIVE COORDINATOR, FOOTBALL	UCLA	\$250,000	NO	NA	NA	\$4,000			\$66,572	\$320,572				N	N	N		N	
CALDWELL, YOLANDA NICOLE	HEAD WOMEN'S BASKETBALL COACH	UCLA	\$250,000	YES	2%	0	\$30,000			\$56,326	\$336,326				N	N	N		N	\$688,500
CARPENTER, KATHARINE O	CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-- UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	\$266,800	YES	10%	10					\$266,800				Y	N	N	5%	N	
CHOW, NORMAN YEW HEEN	FOOTBALL OFFENSIVE COORDINATOR	UCLA	\$250,000	NO	NA	NA				\$62,913	\$312,913				N	N	N		N	
CHRISTENSEN, TRACIE C	ASSOCIATE VICE CHANCELLOR -- DEVELOPMENT	UCLA	\$225,000	YES	9%	24					\$225,000				N	N	N		N	
CROOKS, HEIDI M.	SR. ASSOCIATE DIRECTOR -- OPERATIONS & PATIENT CARE SERVICES	UCLA	\$266,800	YES	10%	10					\$266,800				Y	N	N	5%	N	
DANIELS, DONALD FRANCIS	ASSISTANT COACH, MEN'S BASKETBALL	UCLA	\$200,000	YES	9%	0				\$20,906	\$220,906				N	N	N		N	
DAVIS, JAMES	ASSOCIATE VICE CHANCELLOR -- INFORMATION TECHNOLOGY	UCLA	\$223,900	YES	9%	10					\$223,900				Y	N	N		N	\$800,000
DHIR, VIJAY K	DEAN -- SCHOOL OF ENGINEERING AND APPLIED SCIENCE	UCLA	\$300,300	YES	10%	10				\$22,525	\$322,825				Y	N	N		N	
DORR, AIMEE	DEAN -- SCHOOL OF GRADUATE EDUCATION & INFORMATION STUDIES	UCLA	\$218,600	YES	9%	10					\$218,600				Y	N	N		N	
DORRELL, KARL JAMES	FORMER HEAD COACH, FOOTBALL	UCLA	\$150,000	NO	NA	NA				\$520,696	\$670,696				N	N	N		N	
DURANTI, ALESSANDRO	DEAN -- DIVISION OF SOCIAL SCIENCES, COLLEGE OF LETTERS & SCIENCE	UCLA	\$275,000	YES	9%	10					\$275,000				Y	N	N		N	
ENTRIKIN, J N	VICE PROVOST -- INTERNATIONAL STUDIES	UCLA	\$253,800	YES	9%	10					\$253,800				Y	N	N		N	
FEINBERG, DAVID T	ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER FOR THE HOSPITAL SYSTEM	UCLA	\$739,700	YES	10%	10					\$739,700			\$8,916	Y	N	N		N	
FLANNERY, DIANE M	MANAGER, UCLA-NPI CENTER FOR COMMUNITY HEALTH	UCLA	\$217,300	YES	9%	24				\$105	\$217,405				N	N	N		N	
FLYNN, MARY FRANCES	DIRECTOR, MANAGED CARE PROGRAM, UCLA MEDICAL CENTER	UCLA	\$236,000	NO	NA	NA	\$45,243				\$281,243				N	N	N		N	
GANSZ, FRANCIS VAN RENSSLAER	ASSISTANT COACH/SPECIAL TEAMS COORDINATOR, FOOTBALL	UCLA	\$205,000	NO	NA	NA	\$4,000			\$3,681	\$212,681				N	N	N		N	



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			Annualized Base Salary	Reduction/Furlough Program																
GILLIAM, FRANKLIN D	DEAN -- SCHOOL OF PUBLIC AFFAIRS DIRECTOR,	UCLA	\$250,000	YES	10%	10					\$250,000				Y	N	N		N	
GUERRERO, DANIEL GENE	INTERCOLLEGIATE ATHLETICS ASSOCIATE VICE	UCLA	\$488,250	YES	7%	10	\$72,500			\$41,361	\$602,111				N	N	N		N	\$850,000
HENDRICKSON, PETER E	CHANCELLOR, DESIGN & CONSTRUCTION	UCLA	\$244,400	YES	10%	26					\$244,400				N	N	N		N	
HOWARD, WALTER LEE	ASSISTANT HEAD COACH, FOOTBALL	UCLA	\$205,000	NO	NA	NA	\$4,000			\$9,346	\$218,346				N	N	N		N	
HOWLAND, BENJAMIN CLARK	HEAD COACH, MEN'S BASKETBALL	UCLA	\$300,000	YES	10%	0	\$115,000			\$1,724,311	\$2,139,311				N	N	N		N	\$900,000
JESTER, PAMELA J	DIRECTOR, CONTINUING EDUCATION OF THE BAR	UCLA	\$203,000	START	10%	NA					\$203,000				Y	N	N	5%	N	
KURIHARA, JACK K	DIRECTOR, BUSINESS DEVELOPMENT - HEALTH SYSTEM	UCLA	\$199,240	NO	NA	NA	\$29,401				\$228,641				N	N	N		N	
LEVEY, GERALD S.	VICE CHANCELLOR -- MEDICAL SCIENCES & DEAN -- SCHOOL OF MEDICINE	UCLA	\$530,000	YES	10%	10		\$207,000			\$737,000			\$8,916	Y	N	N	5%	N	\$800,000
LEVIN, LUBBE	ASSOCIATE VICE CHANCELLOR -- CAMPUS HUMAN RESOURCES	UCLA	\$200,000	YES	9%	10					\$200,000				Y	N	N	5%	N	
LODGE-LEMON, BERNADETTE	DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM	UCLA	\$218,700	NO	NA	NA	\$39,205				\$257,905				N	N	N		N	
LU, SUSIE L.	ASSOCIATE DIRECTOR, OPERATIONS- OUTPATIENT/ANCILLARY SERVICES, UCLA HOSPITAL SYSTEM	UCLA	\$243,600	NO	NA	NA	\$45,165				\$288,765		\$10,750		N	N	N		N	
LYDER, COURTNEY H	DEAN -- SCHOOL OF NURSING	UCLA	\$250,000	YES	10%	10					\$250,000	\$12,383	\$18,750		Y	N	N		N	
MACIAS, REYNALDO FLORES	FORMER ACTING DEAN, DIVISION OF SOCIAL SCIENCES, COLLEGE	UCLA	\$210,600	YES	8%	21			\$31,600		\$242,200				N	N	N		N	
MARTIN, WILLIAM W	HEAD COACH, MEN'S TENNIS	UCLA	\$104,500	YES	3%	0				\$189,225	\$293,725				N	N	N		N	
MCFERRAN, VIRGINIA A.	CHIEF INFORMATION OFFICER -- UCLA MEDICAL ENTERPRISE	UCLA	\$344,000	YES	10%	10					\$344,000	\$9,512			Y	N	N	5%	N	\$640,800
MITCHELL-KERNAN, CLAUDIA I	VICE CHANCELLOR -- GRADUATE STUDIES & DEAN -- GRADUATE DIVISION	UCLA	\$203,700	YES	9%	10					\$203,700				Y	N	N	5%	N	
MONTERO, JANINA	VICE CHANCELLOR -- STUDENT AFFAIRS	UCLA	\$228,400	YES	9%	10					\$228,400				Y	N	N	5%	N	\$639,200
MORABITO, S	ADMINISTRATIVE VICE CHANCELLOR	UCLA	\$265,500	YES	10%	10					\$265,500				Y	N	N	5%	N	\$800,000
NEUHEISEL, RICHARD GERALD	HEAD FOOTBALL COACH	UCLA	\$250,000	YES	10%	0	\$40,000			\$1,034,249	\$1,324,249				N	N	N		N	\$1,500,000
O'KELLEY, JOHN SHANNON	ASSOCIATE DIRECTOR, OPERATIONS -- CLINICAL SERVICES, UCLA HOSPITAL SYSTEM	UCLA	\$244,900	NO	NA	NA	\$46,948				\$291,848		\$5,375		N	N	N		N	
OLIAN, JUDY D.	DEAN -- ANDERSON SCHOOL OF MANAGEMENT	UCLA	\$373,200	YES	10%	10				\$50,000	\$423,200		\$2,431		Y	N	N		N	\$2,000,000
OLSEN, STEVEN A.	VICE CHANCELLOR -- FINANCE, BUDGET & CAPITAL PROGRAMS	UCLA	\$288,300	YES	10%	10					\$288,300				Y	N	N	5%	N	\$709,400



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			Annualized Base Salary	Reduction/ Furlough Program																
OSMAN, GINGER	CHIEF ADMINISTRATIVE OFFICER, GEFFEN SCHOOL OF MEDICINE	UCLA	\$231,400	YES	9%	24					\$231,400				N	N	N		N	
PALCIC, ROBERT WILLIAM	ASSISTANT COACH, FOOTBALL	UCLA	\$210,000	YES	2%	0	\$4,000			\$13,174	\$227,174				N	N	N		N	
PARK, NO-HEE	DEAN -- SCHOOL OF DENTISTRY	UCLA	\$295,300	YES	10%	10		\$66,500		\$16,392	\$378,192				Y	N	N		N	
PECCEI, ROBERTO	VICE CHANCELLOR -- RESEARCH	UCLA	\$248,400	YES	10%	10					\$248,400				Y	N	N	5%	N	\$400,000
POWAZEK, JACK J	ASSOCIATE VICE CHANCELLOR -- GENERAL SERVICES	UCLA	\$217,200	YES	9%	24					\$217,200				N	N	N		N	
REED, KEVIN S.	VICE CHANCELLOR, LEGAL AFFAIRS & ASSOCIATE GENERAL COUNSEL	UCLA	\$265,500	YES	10%	10					\$265,500				Y	N	N	5%	N	
REISLER, EMIL	FORMER DEAN -- SCHOOL OF LIFE SCIENCES, COLLEGE OF LETTERS AND SCIENCE	UCLA	\$236,400	YES	9%	24					\$236,400				Y	N	N		N	
RICE, THOMAS H	VICE CHANCELLOR -- ACADEMIC PERSONNEL	UCLA	\$236,500	YES	9%	10					\$236,500				Y	N	N		N	
ROSEN, ROBERT	FORMER DEAN -- SCHOOL OF THEATER, FILM AND TELEVISION	UCLA	\$203,800	YES	9%	24					\$203,800				Y	N	N		N	
ROSENSTOCK, LINDA	DEAN -- SCHOOL OF PUBLIC HEALTH	UCLA	\$310,100	YES	10%	10		\$34,100			\$344,200				Y	N	N		N	
ROSENTHAL, J THOMAS	CHIEF MEDICAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$431,500	YES	10%	10					\$431,500				Y	N	N		N	
ROTHMAN, JUDITH	ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE	UCLA	\$244,300	YES	10%	10					\$244,300				Y	N	N	5%	N	\$966,650
RUBIN, AMIR DAN	CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$547,600	YES	10%	10					\$547,600				Y	N	N	5%	N	
RUDNICK, JOSEPH A	DEAN -- DIVISION OF PHYSICAL SCIENCES, COLLEGE OF LETTERS AND SCIENCE	UCLA	\$272,000	YES	10%	10					\$272,000				Y	N	N		N	
SANDEEN, CATHY A.	DEAN -- CONTINUING EDUCATION AND UNEX	UCLA	\$185,600	YES	9%	10					\$185,600				Y	N	N	5%	N	\$560,000
SAVAGE, JOHN JOSEPH	HEAD COACH, BASEBALL	UCLA	\$189,500	YES	2%	0				\$49,222	\$238,722				N	N	N		N	
SCHILL, MICHAEL H	FORMER DEAN -- SCHOOL OF LAW	UCLA	\$316,900	YES	10%	10				\$26,408	\$343,308				Y	N	N		N	
SCHWARTZ, TERI ELLEN	DEAN -- SCHOOL OF THEATER, FILM AND TELEVISION	UCLA	\$325,000	YES	10%	10					\$325,000				Y	N	N		N	
SHULTZ, JAMES	EXECUTIVE DIRECTOR AND CHIEF OPERATING OFFICER - PHYSICIAN SUPPORT SERVICES, HEALTH SYSTEM	UCLA	\$238,200	YES	9%	10					\$238,200				Y	N	N	5%	N	
SMITH, JUDITH L	DEAN AND VICE PROVOST - UNDERGRADUATE EDUCATION, COLLEGE OF LETTERS AND SCIENCE	UCLA	\$235,800	YES	9%	10					\$235,800				Y	N	N		N	



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				Salary Reduction/Furlough Program																
SMITH, MARCIA LEE	ASSOCIATE VICE CHANCELLOR -- RESEARCH ADMINISTRATION	UCLA	\$225,000	YES	9%	24					\$225,000		\$17,300		N	N	N			
SORK, VICTORIA	DEAN -- DIVISION OF LIFE SCIENCES, COLLEGE OF LETTERS AND SCIENCE	UCLA	\$245,200	YES	8%	10					\$245,200				Y	N	N			\$631,000
SPEARE, MARK A	SR. ASSOC. DIRECTOR, MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES	UCLA	\$244,900	NO	NA	NA	\$60,687				\$305,587				N	N	N			
STATON, PAULA	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$380,000	YES	10%	10					\$380,000				Y	N	N	5%		
STOWELL, TIMOTHY A	DEAN -- DIVISION OF HUMANITIES, COLLEGE OF LETTERS & SCIENCE	UCLA	\$203,000	YES	9%	10					\$203,000				Y	N	N			
STRONG, GARY EUGENE	UNIVERSITY LIBRARIAN	UCLA	\$212,700	YES	9%	10					\$212,700				Y	N	N	5%		
TURTELTAUB, RHEA P	VICE CHANCELLOR -- EXTERNAL AFFAIRS	UCLA	\$300,000	YES	10%	10					\$300,000		\$8,916		Y	N	N	5%		
VALDIVIEZO, NORA L	DIRECTOR, FINANCIAL SYSTEMS, UCLA MEDICAL CENTER	UCLA	\$218,700	NO	NA	NA	\$36,668				\$255,368				N	N	N			
WARD, CATHY RODGERS	DIRECTOR, NURSING, UCLA HOSPITAL SYSTEM	UCLA	\$218,700	NO	NA	NA	\$38,726				\$257,426				N	N	N			
WATERMAN, CHRISTOPHER ALAN	DEAN -- SCHOOL OF THE ARTS & ARCHITECTURE	UCLA	\$245,000	YES	10%	10					\$245,000				Y	N	N			
WATKINS, PAUL H.	DIRECTOR, SUPPORT SERVICES, UCLA HOSPITAL SYSTEM	UCLA	\$213,623	NO	NA	NA	\$40,952				\$254,575		\$4,625		N	N	N			
WAUGH, SCOTT L	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	\$366,000	YES	10%	10					\$366,000		\$8,916		Y	N	N	5%		
YANCEY, WILLIAM R	ASSISTANT DEAN - DENTISTRY	UCLA	\$171,900	YES	8%	21				\$45,650	\$217,550				N	N	N			
YEAZELL, STEPHEN C	INTERIM DEAN - SCHOOL OF LAW	UCLA	\$362,000	YES	10%	26					\$362,000				N	N	N			
ZALBA, DIANE J	DIRECTOR - PHARMACEUTICAL SERVICES	UCLA	\$213,185	NO	NA	NA	\$21,318				\$234,503				N	N	N			
ALLEY, KEITH EDWARD	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCM	\$240,500	YES	10%	10					\$240,500		\$8,916		Y	N	N			
BJORNSSON, HANS CHRISTER	ACTING DEAN OF THE SCHOOL OF SOCIAL SCIENCE, HUMANITIES AND ARTS	UCM	\$185,000	YES	9%	10					\$185,000				N	N	N			
GARAMENDI, JOHN RAYMOND	VICE CHANCELLOR-UNIVERSITY RELATIONS	UCM	\$207,200	YES	9%	10					\$207,200		\$8,916		Y	N	N	5%		
KANG, SUNG MO	CHANCELLOR	UCM	\$295,000	YES	10%	10					\$295,000		\$8,916		Y	Y	N			
KOGUT, RICHARD MONROE	ASSOCIATE VICE CHANCELLOR- CHIEF INFORMATION OFFICER	UCM	\$187,700	YES	9%	10					\$187,700				Y	N	N	5%		\$202,500
LAWRENCE, JANE FIORI	VICE CHANCELLOR-STUDENT AFFAIRS	UCM	\$181,800	YES	9%	10					\$181,800				Y	N	N	5%		\$324,000
MILLER, MARY E	VICE CHANCELLOR-ADMINISTRATION	UCM	\$203,500	YES	9%	10					\$203,500				Y	N	N	5%		\$825,000
MILLER, ROBERT BRUCE	UNIVERSITY LIBRARIAN	UCM	\$162,300	YES	8%	10					\$162,300				Y	N	N	5%		
PALLAVICINI, MARIA GEORGINA	DEAN - NATURAL SCIENCES	UCM	\$203,400	YES	9%	10					\$203,400				Y	N	N			



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				Salary Reduction/Furlough Program																
TRAINA, SAMUEL JUSTIN	VICE CHANCELLOR OF RESEARCH AND DEAN OF THE GRADUATE SCHOOL	UCM	\$202,000	YES	9%	10					\$202,000				Y	N	N		N	\$276,000
WRIGHT, JEFFREY R	DEAN - SCHOOL OF ENGINEERING	UCM	\$202,400	YES	9%	10					\$202,400				Y	N	N		N	\$350,100
YOUNG, JANET ELIZABETH	ASSOCIATE CHANCELLOR AND CHIEF OF STAFF	UCM	\$180,000	YES	8%	10					\$180,000				Y	N	N	3%	N	\$210,350
ABBASCHIAN, REZA	DEAN-ENGINEERING	UCR	\$240,500	YES	10%	10					\$240,500				Y	N	N		N	\$801,000
ALDRICH, DANIEL G.	FORMER ACTING VICE CHANCELLOR-UNIVERSITY ADVANCEMENT	UCR	\$250,000	YES	8%	21					\$250,000			\$8,916	N	N	N		N	
BALDWIN, THOMAS OAKLEY	DEAN-COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES	UCR	\$235,000	YES	9%	10					\$235,000		\$17,625		Y	N	N		N	\$552,350
BOLAR, GRETCHEN S.	VICE CHANCELLOR-- FINANCE AND BUSINESS OPERATIONS	UCR	\$237,100	YES	9%	10					\$237,100				Y	N	N	5%	N	
BOSSERT, STEVEN T.	DEAN-GRADUATE SCHOOL OF EDUCATION	UCR	\$191,900	YES	9%	10					\$191,900				Y	N	Y		N	\$380,000
BYUS, CRAIG V	DEAN-DIVISION OF BIOMEDICAL SCIENCES	UCR	\$131,800	YES	9%	22		\$53,100	\$67,000		\$251,900				N	N	N		N	
CHILDERS, JOSEPH	DEAN-GRADUATE DIVISION	UCR	\$172,000	YES	8%	10					\$172,000				Y	N	N		N	
COOKSEY, DONALD A.	DIVISIONAL DEAN- ARICULTURE AND NATURAL RESOURCES CHIEF CAMPUS	UCR	\$119,800	YES	8%	19				\$25,000	\$144,800				N	N	N		N	
COYLE, MICHELE C.	COUNSEL/ASSOCIATE GENERAL COUNSEL	UCR	\$193,000	YES	9%	10					\$193,000				Y	N	N	5%	N	
CULLENBERG, STEPHEN E.	DEAN-COLLEGE OF HUMANITIES, ARTS, & SOCIAL SCIENCES	UCR	\$198,500	YES	9%	10					\$198,500				Y	N	N		N	\$107,550
DUFFY, SHARON A.	ACTING DEAN-UNIVERSITY EXTENSION	UCR	\$131,994	YES	8%	14			\$52,006		\$184,000				N	N	N		N	
GUZE, PHYLLIS	ACTING VICE CHANCELLOR- HEALTH AFFAIRS AND DEAN- SCHOOL OF MEDICINE	UCR	\$126,400	YES	9%	22		\$180,533			\$306,933				N	N	N		N	
HACKWOOD, SUSAN	SPECIAL ASSISTANT TO THE CHANCELLOR	UCR	\$222,080	YES	0%	0					\$222,080				N	N	N		N	
HAYASHIDA, PETER A.	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	\$265,000	YES	9%	10					\$265,000	\$10,773		\$8,916	Y	N	N	5%	N	\$409,500
JACKSON, RUTH M.	UNIVERSITY LIBRARIAN	UCR	\$189,300	YES	9%	10					\$189,300				Y	N	N	5%	N	
LOUIS, CHARLES FRANCIS	VICE CHANCELLOR- RESEARCH	UCR	\$240,000	YES	9%	10					\$240,000				Y	N	N		N	\$350,000
MARGARITIS, JOHN P	HEAD COACH - WOMEN'S BASKETBALL	UCR	\$165,000	YES	8%	21					\$165,000				N	N	N		N	
RABENSTEIN, DALLAS L.	ACTING EXECUTIVE VICE CHANCELLOR AND PROVOST	UCR	\$250,000	YES	9%	15					\$250,000				N	N	N		N	
SANDOVAL, JAMES W.	VICE CHANCELLOR-- STUDENT AFFAIRS	UCR	\$209,900	YES	9%	10					\$209,900				Y	N	N	5%	N	
STEWART, DAVID W.	DEAN-A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT	UCR	\$370,000	YES	10%	10					\$370,000				Y	N	N		N	\$500,000
WALLING, LINDA	DIVISIONAL DEAN- BIOLOGICAL SCIENCES	UCR	\$130,600	YES	8%	19			\$25,000		\$155,600				N	N	N		N	\$551,000



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WARTELLA, ELLEN A.	FORMER EXECUTIVE VICE CHANCELLOR AND PROVOST	UCR	\$259,300	YES	10%	10					\$259,300			\$8,916	Y	N	N		N	\$675,000
WHITE, TIMOTHY P	CHANCELLOR	UCR	\$325,000	YES	10%	10				\$3,428	\$328,428			Leased Auto	Y	Y	N		N	
WOOLDRIDGE, JAMES A.	HEAD COACH - MEN'S BASKETBALL	UCR	\$200,000	YES	9%	24					\$200,000			\$12,083	N	N	N		N	
YARMOFF, JORY A	DIVISIONAL DEAN- PHYSICAL AND MATHEMATICAL SCIENCES	UCR	\$126,700	YES	8%	14			\$25,000	\$28,156	\$179,856				N	N	N		N	\$256,500
COLDREN, LARRY	ACTING DEAN OF ENGINEERING	UCSB	\$193,400	YES	9%	0			\$77,500	\$64,467	\$335,367				N	N	N		N	
CONOLEY, JANE CLOSE	DEAN OF GEVIRTZ GRADUATE SCHOOL OF EDUCATION	UCSB	\$219,000	YES	9%	10					\$219,000				Y	N	N		N	\$949,500
GOSSARD, ARTHUR	ASSOCIATE VICE CHANCELLOR FOR ACADEMIC PERSONNEL	UCSB	\$240,200	YES	10%	10				\$34,271	\$274,471				N	N	N		N	\$200,000
GOTTLIEB, LINDSAY C	HEAD COACH WOMEN'S BASKETBALL	UCSB	\$155,000	YES	8%	21	\$20,000				\$175,000				N	N	N		N	
HARRIS, HELEN	DEAN OF STUDENTS	UCSB	\$155,333	YES	8%	21					\$155,333				N	N	N		N	
JOHNSON, BRENDA L	UNIVERSITY LIBRARIAN	UCSB	\$195,000	YES	9%	10					\$195,000	\$3,384	\$14,625		Y	N	N	5%	N	
LEE, TODD G	ASSISTANT CHANCELLOR OF BUDGET & PLANNING	UCSB	\$199,026	YES	9%	24					\$199,026				N	N	N		N	
LUCAS, GLENN E	EXECUTIVE VICE CHANCELLOR	UCSB	\$267,900	YES	10%	10					\$267,900			\$8,916	Y	N	N		N	
LYTLE, LOY D	DEAN OF SUMMER SESSIONS	UCSB	\$156,400	YES	8%	9					\$156,400				N	N	N		N	
MARSHALL, DAVID B	EXECUTIVE DEAN COLLEGE OF LETTERS & SCIENCE, DEAN, DIVISION OF HUMANITIES AND FINE ARTS	UCSB	\$217,900	YES	10%	10			\$40,000	\$21,492	\$279,392				Y	N	N		N	
MASSARI, MARK W	DIRECTOR OF INTERCOLLEGIATE ATHLETICS	UCSB	\$200,000	YES	9%	24					\$200,000	\$15,100			N	N	N		N	
MELACK, JOHN M	ACTING DEAN OF ENVIRONMENTAL SCIENCE & MGMT	UCSB	\$159,500	YES	9%	15			\$74,880		\$234,380				N	N	N		N	
MORRISON, GALE M	DEAN - GRADUATE DIVISION	UCSB	\$172,000	YES	8%	10					\$172,000				Y	N	N		N	
NISBET, MARY	ACTING DEAN, UNDERGRADUATE EDUCATION	UCSB	\$129,260	YES	8%	10			\$38,778		\$168,038				N	N	N		N	
OLIVER, MELVIN L	DEAN, DIVISION OF SOCIAL SCIENCES	UCSB	\$213,900	YES	9%	10				\$17,825	\$231,725				Y	N	N		N	\$1,000,000
PUTNAM, THOMAS MILTON	ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCSB	\$200,000	YES	9%	10					\$200,000		\$14,583		Y	N	N	5%	N	
SOBEK, MARIA HERRERA	ASSOCIATE VICE CHANCELLOR FOR DIVERSITY, EQUITY, AND ACADEMIC POLICY	UCSB	\$225,000	YES	9%	10					\$225,000				Y	N	N		N	
TIFFNEY, BRUCE H	DEAN OF COLLEGE OF CREATIVE STUDIES	UCSB	\$153,000	YES	8%	10					\$153,000				Y	N	N		N	
TIRRELL, MATTHEW V	DEAN OF THE COLLEGE OF ENGINEERING	UCSB	\$270,900	NO	NA	NA					\$270,900				Y	N	N		N	



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TOBIN, RONALD W	ASSOCIATE VICE CHANCELLOR FOR ACADEMIC PROGRAMS	UCSB	\$172,520	YES	8%	10					\$172,520				N	N	N		N	
WILLIAMS, ROBERT ALLEN	HEAD COACH MEN'S BASKETBALL	UCSB	\$195,270	YES	9%	24				\$39,000	\$234,270				N	N	N		N	
WILTZIUS, PIERRE E	THE SUSAN AND BRUCE WORSTER DEAN OF SCIENCE	UCSB	\$255,000	YES	10%	10				\$11,806	\$266,806				Y	N	N		N	\$1,330,000
WITHERELL, MICHAEL S	VICE CHANCELLOR FOR RESEARCH	UCSB	\$246,300	YES	10%	10					\$246,300				Y	N	N		N	
YANG, HENRY T.	CHANCELLOR	UCSB	\$315,000	YES	10%	10					\$315,000			\$8,916	Y	Y	N	5%	N	
YOUNG, MICHAEL D	VICE CHANCELLOR FOR STUDENT AFFAIRS	UCSB	\$195,700	YES	9%	10					\$195,700				Y	N	N	5%	N	
BLUMENTHAL, GEORGE R	CHANCELLOR	UCSC	\$310,000	YES	10%	10					\$310,000			\$8,916	Y	Y	N		N	
DELANEY, MARGARET L	VICE CHANCELLOR OF PLANNING AND BUDGET	UCSC	\$204,150	YES	9%	24					\$204,150				N	N	N		N	
DOYLE, MARY M	VICE CHANCELLOR, INFORMATION TECHNOLOGY	UCSC	\$214,000	YES	9%	10					\$214,000				Y	N	N	5%	N	\$945,000
GALLOWAY, ALISON	VICE PROVOST AND DEAN, ACADEMIC AFFAIRS	UCSC	\$187,600	YES	9%	10					\$187,600				Y	N	N		N	
ISAACSON, MICHAEL SAUL	FORMER ACTING DEAN SCHOOL OF ENGINEERING	UCSC	\$206,233	NO	NA	NA			\$41,247	\$18,964	\$266,444				N	N	N		N	\$679,500
JED, MEREDITH M	FORMER VICE CHANCELLOR, PLANNING AND BUDGET	UCSC	\$195,700	NO	NA	NA					\$195,700				Y	N	N	5%	N	
JONES, DAVID EVAN	FORMER ACTING DEAN OF THE ARTS	UCSC	\$102,222	NO	NA	NA			\$15,334	\$33,549	\$151,105				N	Y	N		N	
KAMIENIECKI, SHELDON	DEAN, SOCIAL SCIENCES CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	\$189,000	YES	9%	10					\$189,000				Y	N	N		N	\$1,000,000
KLIGER, DAVID S	VICE PROVOST AND DEAN, UNDERGRADUATE EDUCATION	UCSC	\$255,600	YES	9%	10					\$255,600			\$8,916	Y	N	N	5%	N	
LADUSAW, WILLIAM A	VICE PROVOST AND DEAN, UNDERGRADUATE EDUCATION	UCSC	\$187,300	YES	9%	10					\$187,300				Y	N	N		N	
MARGON, BRUCE H	VICE CHANCELLOR, RESEARCH	UCSC	\$228,800	YES	9%	10					\$228,800				Y	N	N		N	
MC GINTY, FELICIA ELAINE	VICE CHANCELLOR, STUDENT AFFAIRS	UCSC	\$200,000	YES	9%	10					\$200,000				Y	N	N	5%	N	\$1,007,000
MILLER, TYRUS H	VICE PROVOST AND DEAN - GRADUATE STUDIES	UCSC	\$156,900	YES	8%	21					\$156,900				N	N	N		N	
MURPHY, DONNA MARIE	VICE CHANCELLOR, UNIVERSITY RELATIONS	UCSC	\$214,100	YES	9%	10					\$214,100		\$5,443	\$8,916	Y	N	N	5%	N	\$760,000
RAMIREZ, ARTHUR P	DEAN - JACK BASKIN SCHOOL OF ENGINEERING	UCSC	\$230,000	YES	9%	10					\$230,000	\$33,220			Y	N	N		N	
ROSSI, CAROLE ROSEMARIE	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSC	\$188,754	YES	9%	10					\$188,754				Y	N	N	5%	N	\$685,000
SLOAN, LISA	FORMER VICE PROVOST AND DEAN, GRADUATE STUDIES	UCSC	\$156,900	YES	8%	10				\$13,113	\$170,013				Y	N	N		N	\$486,850
STEEL, VIRGINIA	UNIVERSITY LIBRARIAN	UCSC	\$170,900	YES	8%	10					\$170,900		\$3,000		Y	N	N		N	\$1,049,000
THORSETT, STEPHEN E	DEAN, PHYSICAL AND BIOLOGICAL SCIENCES	UCSC	\$203,300	YES	9%	10				\$12,103	\$215,403				Y	N	N		N	
VAN DEN ABBELLE, GEORGES Y	DEAN, HUMANITIES	UCSC	\$189,000	YES	9%	10					\$189,000				Y	N	N		N	



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				Salary Reduction/Furlough Program																
VANI, THOMAS	VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	\$226,100	YES	9%	10					\$226,100				Y	N	N	5%	N	\$310,500
YAGER, DAVID	DEAN - DIVISION OF THE ARTS	UCSC	\$200,000	YES	9%	10					\$200,000	\$38,073			Y	N	N		N	
, STEVEN ADLER	PROVOST, EARL WARREN COLLEGE	UCSD	\$140,200	YES	8%	10					\$140,200				Y	N	N		N	
BABAKIAN, EDWARD	CHIEF INFORMATION OFFICER - UCSD	UCSD	\$284,200	YES	10%	10					\$284,200				Y	N	N	5%	N	
BAGGETT, MARGARITA M	HEALTHCARE CHIEF PATIENT CARE SERVICES OFFICER, UCSD MEDICAL CENTER	UCSD	\$252,000	YES	10%	10					\$252,000				Y	N	N	5%	N	
BARRETT, JOHN GREGORY	FORMER ASSOC VC- DEVELOPMENT, HEALTH SCIENCES	UCSD	\$220,000	YES	9%	24					\$220,000				N	N	N		N	
BARRETT, KIM ELAINE	DEAN - GRADUATE STUDIES	UCSD	\$174,900	YES	8%	21					\$174,900				Y	N	N		N	
BRENNER, DAVID ALLEN	VICE CHANC - HEALTH SCI AND DEAN, SCHOOL OF MEDICINE	UCSD	\$521,000	YES	10%	10		\$220,000			\$741,000		\$31,250		Y	N	N		N	
CORNELIUS, ANN LORRAINE	PROVOST, ELEANOR ROOSEVELT COLLEGE	UCSD	\$139,400	YES	8%	10					\$139,400				Y	N	N	3%	N	
COWHEY, PETER F.	DEAN-GRADUATE SCHOOL OF INTERNATIONAL RELATIONS & PACIFIC STUDIES	UCSD	\$190,600	YES	9%	10			\$28,590		\$219,190				Y	N	N		N	\$710,000
CRAIG, PAUL A	ACTING CHIEF HUMAN RESOURCES OFFICER	UCSD	\$201,660	NO	NA	NA			\$20,160		\$221,820				N	N	N		N	
CRAIG, PAUL A	CHIEF HUMAN RESOURCES, RISK MANAGEMENT, AND PATIENT SAFETY OFFICER	UCSD	\$252,000	NO	NA	NA	\$45,599				\$297,599				N	N	N		N	
DONALDSON, LORI R	ACTING CHIEF FINANCIAL OFFICER-UCSD MEDICAL CENTER	UCSD	\$179,986	NO	NA	NA	\$13,724		\$35,997		\$229,707				N	N	N		N	
DRAKE, PAUL W	SENIOR VICE CHANCELLOR - ACADEMIC AFFAIRS	UCSD	\$300,000	YES	10%	10					\$300,000			\$8,916	Y	N	N	5%	N	
ELLIS, ARTHUR BARON	VICE CHANCELLOR-RESEARCH	UCSD	\$251,100	YES	10%	10					\$251,100	\$13,707			Y	N	N		N	
ELMAN, JEFFREY L.	DEAN - DIVISION OF SOCIAL SCIENCES	UCSD	\$277,400	YES	10%	10					\$277,400				Y	N	N		N	\$958,150
ESPIRITU, RONALDO G.	ASSISTANT VICE CHANCELLOR FOR BUSINESS AND FISCAL AFFAIRS	UCSD	\$221,600	YES	9%	24	\$18,700				\$240,300				N	N	N		N	
FOX, MARYE ANNE	CHANCELLOR	UCSD	\$392,200	YES	10%	10				\$1,034	\$393,234			\$8,916	Y	Y	N		N	
GIDDINGS, LELAND M	CHIEF COMPLIANCE OFFICER, PRIVACY OFFICER, AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT	UCSD	\$233,200	YES	9%	10					\$233,200				Y	N	N	5%	N	
GOUREVITCH, PETER ALEXIS	ACTING DEAN-GRADUATE SCHOOL OF INTERNATIONAL RELATIONS & PACIFIC STUDIES	UCSD	\$216,583	YES	9%	24			\$7,200		\$223,783				N	N	N		N	



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			Annualized Base Salary	Reduction/ Furlough Program																
HAMELIN, THOMAS ARMAND	ACTING DIRECTOR- RADIOLOGY CLINICAL SERVICES	UCSD	\$186,000	NO	NA	NA	\$16,507		\$18,600		\$221,107			N		N	N		N	
HAVIS, ALLAN	PROVOST, THURGOOD MARSHALL COLLEGE	UCSD	\$144,300	YES	8%	10					\$144,300			Y		N	N		N	
HAYMET, ANTHONY DOUGLAS JOHN	VICE CHANCELLOR-MARINE SCIENCES, DEAN OF THE GRADUATE SCHOOL OF MARINE SCIENCES & DIRECTOR SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	\$295,000	YES	10%	10					\$295,000			Y		N	N		N	\$1,000,000
HELLMANN, MAXWELL BOONE	ASSOC. VICE CHANCELLOR-FACILITIES DESIGN & CONSTRUCTION	UCSD	\$197,600	YES	9%	10					\$197,600			Y		N	N	3%	N	
HOFFERBER, SCOTT S.	FORMER CHIEF OPERATING OFFICER - UCSD MEDICAL GROUP	UCSD	\$212,700	NO	NA	NA					\$212,700			Y		N	N	5%	N	
HOGAN, ROBERT W.	FORMER CHIEF FINANCIAL OFFICER-UCSD MEDICAL CENTER	UCSD	\$258,500	NO	NA	NA					\$258,500			Y		N	N	5%	N	
HOSHI, TAKEO	ACTING DEAN-GRADUATE SCHOOL INTERNATIONAL RELATIONS & PACIFIC STUDIES	UCSD	\$152,055	YES	8%	21			\$7,600		\$159,655			N		N	N		N	
JACKIEWICZ, THOMAS EDWARD	ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER - UCSD MEDICAL CENTER	UCSD	\$600,000	YES	10%	10					\$600,000		\$8,916	Y		N	N	5%	N	
KAY, STEVE A	DEAN - DIVISION OF BIOLOGICAL SCIENCES	UCSD	\$250,000	YES	10%	10					\$250,000			Y		N	N		N	
KRAUS, DAVID V.	CHIEF CONTRACTING OFFICER-MEDICAL CENTER	UCSD	\$210,000	NO	NA	NA	\$41,499		\$5,500		\$256,999			N		N	N		N	
KRISTOFKO, CLARE M	CHIEF ADMINISTRATIVE OFFICER - UNIVERSITY STRATEGIC COMMUNICATIONS AND PUBLIC AFFAIRS	UCSD	\$231,400	YES	9%	24					\$231,400			N		N	N		N	
LARSEN, JULIANNE JOY	ASSOC VC UNIVERSITY DEVELOPMENT	UCSD	\$230,000	YES	9%	24					\$230,000			N		N	N		N	
LARSON, DONALD A.	ASSISTANT VICE CHANCELLOR-BUSINESS AND FINANCIAL SERVICES, CONTROLLER	UCSD	\$159,300	YES	8%	10					\$159,300			Y		N	N	3%	N	
LERER, SETH	DEAN - DIVISION OF ARTS AND HUMANITIES	UCSD	\$230,000	YES	9%	10					\$230,000			Y		N	N		N	
LIEKWEG, RICHARD J	FORMER ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER-UCSD MEDICAL CENTER	UCSD	\$660,500	NO	NA	NA					\$660,500		\$8,916	Y		N	N	5%	N	
MATTHEWS, GARY CLIFFORD	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	\$275,000	YES	9%	10					\$275,000			Y		N	N	5%	N	
MCAFFEE, THOMAS VARDON	DEAN - CLINICAL AFFAIRS, HEALTH SCIENCES	UCSD	\$447,200	YES	10%	10					\$447,200			Y		N	N	5%	N	



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MORAN, DENNIS J	CHIEF PROFESSIONAL SERVICES OFFICER	UCSD	\$212,700	YES	9%	10					\$212,700				Y	N	N	3%	N	
NEUMAN, DEBRA G.	FORMER VICE CHANCELLOR-EXTERNAL RELATIONS	UCSD	\$295,000	NO	NA	NA					\$295,000	\$18,723		\$8,916	Y	N	N	5%	N	
ORESKE, NAOMI	PROVOST-SIXTH COLLEGE	UCSD	\$185,600	YES	9%	10					\$185,600				Y	N	N		N	
PARK, DANIEL W	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	\$235,000	YES	9%	10				\$1,800	\$236,800				Y	N	N	5%	N	
RELYEA, STEVEN	VICE CHANCELLOR - EXTERNAL AND BUSINESS AFFAIRS	UCSD	\$295,000	YES	9%	10					\$295,000			\$8,916	Y	N	N	5%	N	
RUE, HENRIETTA ELIZABETH	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	\$215,000	YES	9%	10					\$215,000		\$13,438		Y	N	N	5%	N	\$819,900
SCHOTTLAENDER, BRIAN E.	UNIVERSITY LIBRARIAN	UCSD	\$208,000	YES	9%	10					\$208,000				Y	N	N	5%	N	\$351,000
SCIOSCIA, ANGELA LYNN	CHIEF MEDICAL OFFICER	UCSD	\$374,800	YES	10%	10					\$374,800				Y	N	N	5%	N	
SEIBLE, FRIEDER	DEAN - JACOBS SCHOOL OF ENGINEERING	UCSD	\$326,100	YES	10%	10					\$326,100				Y	N	N		N	
SHEFFIELD, SHAWN TIFFANY	ASSIST VICE CHANCELLOR-RESOURCE STRATEGY & PLANNING, HEALTH SCIENCES	UCSD	\$215,000	NO	NA	NA	\$18,500				\$233,500				N	N	N		N	
SMITH, SUSAN L	PROVOST, JOHN MUIR COLLEGE	UCSD	\$120,100	YES	8%	10					\$120,100				Y	N	N		N	
SONNENSHEIN, MONA L	FORMER ACTING ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER	UCSD	\$514,700	YES	10%	10					\$514,700				Y	N	N	5%	N	\$451,950
SONNENSHEIN, MONA L	CHIEF OPERATING OFFICER, UCSD MEDICAL CENTER	UCSD	\$514,700	YES	10%	10	\$25,770				\$540,470				Y	N	N	5%	N	\$451,950
SPECTOR, STACIE ANN	FORMER ASSOC VICE CHANCELLOR, UNIVERSITY COMMUNICATIONS	UCSD	\$195,000	NO	NA	NA				\$81,250	\$195,000				N	N	N		N	
SULLIVAN, ROBERT S.	DEAN - RADY SCHOOL OF MANAGEMENT	UCSD	\$342,800	YES	10%	10					\$342,800				Y	N	N		N	
TAYLOR, PALMER W.	ASSOC VICE CHANCELLOR HEALTH SCIENCES AND FOUNDING DEAN-SCHOOL OF PHARMACY AND PHARMACEUTICAL SCIENCES	UCSD	\$317,400	YES	10%	10					\$317,400				Y	N	N		N	
THIEMENS, MARK H	DEAN - DIVISION OF PHYSICAL SCIENCES	UCSD	\$297,400	YES	10%	10				\$24,783	\$322,183				Y	N	N		N	\$434,200
WALSHOK, MARY LINDENSTEIN	ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION	UCSD	\$169,700	YES	8%	10				\$400	\$170,100				Y	N	N	5%	N	
WAYNE, DON E.	PROVOST - REVELLE COLLEGE	UCSD	\$123,000	YES	8%	10					\$123,000				Y	N	N		N	
WULBERT, DANIEL E.	FORMER PROVOST, REVELLE COLLEGE	UCSD	\$153,300	NO	NA	NA					\$153,300				Y	N	N		N	
ADLER, JOSHUA S	CHIEF MEDICAL OFFICER, MEDICAL CENTER	UCSF	\$350,000	YES	8%	10					\$350,000				Y	N	N	5%	N	



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ANTRUM, SHEILA E	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER	UCSF	\$250,000	YES	10%	10			\$37,500		\$287,500		\$13,958		Y	N	N	5%	N	
AUTRY, SUSAN A	EXECUTIVE DIRECTOR-CLINICAL AND TRANSLATIONAL SCIENCE INSTITUTE	UCSF	\$218,600	YES	1%	2					\$218,600				N	N	N		N	
BALESTRERI, KATHLEEN A	SENIOR DIRECTOR OF PATIENT SERVICES, MEDICAL CENTER	UCSF	\$192,000	NO	NA	NA	\$24,110		\$24,110	\$11,034	\$251,254				N	N	N		N	
BARCLAY, STEPHEN J	SPECIAL ASSISTANT TO THE CHANCELLOR	UCSF	\$216,480	YES	6%	16					\$216,480				N	N	N		N	\$1,192,250
BENNAN, JAMES	ADMINISTRATIVE DIRECTOR-PERIOPERATIVE SERVICES, MEDICAL CENTER	UCSF	\$192,600	NO	NA	NA	\$41,986			\$5,910	\$240,496				N	N	N		N	
BISHOP, JOHN M	FORMER CHANCELLOR	UCSF	\$402,200	NO	NA	NA					\$402,200	\$4,823			Y	Y	N		N	
BREZMAN, IRENE L	DIRECTOR-INFORMATION TECHNOLOGY APPLICATION, MEDICAL CENTER	UCSF	\$228,300	NO	NA	NA	\$52,509			\$7,872	\$288,681				N	N	N		N	
BUTTER, KAREN A	UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR	UCSF	\$247,700	YES	10%	10					\$247,700				Y	N	N	5%	N	
CALARCO, PATRICIA G	DEAN-GRADUATE DIVISION	UCSF	\$200,000	YES	10%	10					\$200,000				Y	N	N		N	
CANNING, MARCIA J	CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL	UCSF	\$234,210	YES	9%	10					\$234,210				Y	N	N	5%	N	
CHAPMAN, JOHN	EXECUTIVE DIRECTOR-CLINICAL SERVICES, MEDICAL CENTER	UCSF	\$220,000	NO	NA	NA	\$51,535			\$10,376	\$281,911				N	N	N		N	
CHRISMAN, MAYE C.	CHIEF OPERATING OFFICER AND ASSOCIATE CHAIR-FINANCE AND ADMINISTRATION, DEPARTMENT OF MEDICINE, SCHOOL OF MEDICINE	UCSF	\$235,000	YES	9%	24			\$7,320		\$242,320				N	N	N		N	
CLAUDIO, JOSE R	DIRECTOR-INFRASTRUCTURE SERVICES, MEDICAL CENTER	UCSF	\$219,900	NO	NA	NA	\$47,060				\$266,960				N	N	N		N	
COX, JULIE M	DIRECTOR-INFORMATION TECHNOLOGY, CUSTOMER SERVICE, MEDICAL CENTER	UCSF	\$220,400	NO	NA	NA	\$48,930			\$3,145	\$272,475				N	N	N		N	
DESMOND-HELLMANN, SUSAN D	CHANCELLOR	UCSF	\$450,000	YES	10%	10					\$450,000			\$8,916	Y	N	N		N	
DRACUP, KATHLEEN A	DEAN-SCHOOL OF NURSING	UCSF	\$290,000	YES	10%	10		\$60,000			\$350,000				Y	N	N		N	\$972,600
ECKBLAD, J STUART	DIRECTOR-DESIGN & CONSTRUCTION/PROJECT DELIVERY-MISSION BAY	UCSF	\$193,100	NO	NA	NA	\$23,177				\$216,277				N	N	N		N	



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			Annualized Base Salary	Reduction/Furlough Program																
EHLERS, MARIO R	DEPUTY DIRECTOR-CLINICAL TRIALS GROUP, IMMUNE TOLERANCE NETWORK	UCSF	\$225,000	NO	NA	NA									N	N	N			
FAWLEY, REECE I	EXECUTIVE DIRECTOR-HEALTH PLAN STRATEGY & REVENUE MANAGEMENT, MEDICAL CENTER	UCSF	\$262,600	NO	NA	NA	\$59,742				\$322,342				N	N	N			
FEATHERSTONE, JOHN D B	DEAN-SCHOOL OF DENTISTRY	UCSF	\$300,000	YES	10%	10		\$50,000			\$350,000				Y	N	N			\$980,000
FERNANDES, ROXANNE	EXECUTIVE DIRECTOR-CHILDREN'S HOSPITAL, MEDICAL CENTER	UCSF	\$263,200	NO	NA	NA	\$55,667				\$318,867				N	N	N			
FRENCH, BARBARA J.	ASSOCIATE VICE CHANCELLOR-UNIVERSITY RELATIONS	UCSF	\$251,900	YES	10%	26			\$37,785		\$289,685				N	N	N			
HAMILTON, CECILIA A	ASSISTANT VICE CHANCELLOR AND CONTROLLER	UCSF	\$235,000	YES	9%	24					\$235,000				N	N	N			
HARRIS, JOHN P	CHIEF STRATEGY & BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER	UCSF	\$298,800	YES	10%	10					\$298,800				Y	N	N	5%		
HAWGOOD, SAMUEL	DEAN, SCHOOL OF MEDICINE	UCSF	\$450,000	YES	9%	10		\$195,475	\$181,425		\$826,900				Y	N	N			
HERMANN, JENNIFER SCHOON	DIRECTOR OF HUMAN RESOURCES, MEDICAL CENTER	UCSF	\$198,400	NO	NA	NA	\$25,873		\$25,873	\$7,608	\$257,754				N	N	N			
HINDERY, MICHAEL A	VICE DEAN-ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE	UCSF	\$335,000	YES	10%	10					\$335,000				Y	N	N	5%		
HOITING, TRACI ANN	ASSOCIATE CHIEF NURSING OFFICER	UCSF	\$218,000	NO	NA	NA				\$10,000	\$228,000		\$15,000		N	N	N			
HSU, STELLA Y	ACTING ASSOCIATE VICE CHANCELLOR-FACILITIES AND ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES AND INTERIM ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES	UCSF	\$207,570	YES	9%	24			\$27,430		\$235,000				N	N	N			
IDE, MARY B	DIRECTOR-QUALITY SERVICES, MEDICAL CENTER	UCSF	\$188,200	NO	NA	NA	\$43,284				\$231,484				N	N	N			
IRWIN, MICHAEL D	INTERIM ASSOC VC-UNIVERSITY DEVELOPMENT/ALUMNI RLTN	UCSF	\$181,600	NO	NA	NA			\$36,320		\$217,920				N	N	N			
JONES, KENNETH M	CHIEF OPERATING OFFICER, MEDICAL CENTER	UCSF	\$547,600	YES	10%	10			\$30,563		\$578,163				Y	N	N	5%		
KIMBLE, MARY ANNE	DEAN-SCHOOL OF PHARMACY	UCSF	\$290,000	YES	10%	10		\$60,000			\$350,000				Y	N	N	5%		
KWAN, LUCIA	DIRECTOR-REVENUE CYCLE SERVICES, MEDICAL CENTER	UCSF	\$199,700	NO	NA	NA	\$38,552			\$6,271	\$244,523				N	N	N			
LARET, MARK R	CHIEF EXECUTIVE OFFICER, MEDICAL CENTER	UCSF	\$739,700	YES	10%	10					\$739,700			\$8,916	Y	N	N	5%		



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				Salary Reduction/Furlough Program																
LIMA, CYNTHIA G	EXECUTIVE DIRECTOR- MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER	UCSF	\$221,200	NO	NA	NA	\$55,300				\$276,500				N	N	N		N	
LOPEZ, RANDY L	ACTING VICE CHANCELLOR- FINANCE AND ADMINISTRATION	UCSF	\$277,500	YES	10%	10			\$41,625		\$319,125				Y	N	N	5%	N	
LOTENERO, LAWRENCE J	CHIEF INFORMATION OFFICER, MEDICAL CENTER	UCSF	\$310,800	YES	10%	10					\$310,800				Y	N	Y	5%	N	\$836,600
MAHANEY, TIMOTHY M	EXECUTIVE DIRECTOR- FACILITIES & SUPPORT SERVICES, MEDICAL CENTER	UCSF	\$262,600	NO	NA	NA	\$65,650				\$328,250				N	N	N		N	
MARSHALL, SALLY J	VICE PROVOST-ACADEMIC AFFAIRS	UCSF	\$244,900	YES	10%	10		\$16,300			\$261,200				Y	N	N		N	
MOORE, SUSAN B	ACTING CHIEF FINANCIAL OFFICER, MEDICAL CENTER	UCSF	\$234,500	NO	NA	NA			\$58,625		\$293,125				N	N	N		N	
MORGAN, DAVID R.	EXECUTIVE DIRECTOR- AMBULATORY CARE SERVICES, MEDICAL CENTER	UCSF	\$262,000	NO	NA	NA	\$55,413				\$317,413				N	N	N		N	
MOSS, CAROL L	VICE CHANCELLOR- DEVELOPMENT	UCSF	\$376,600	YES	10%	10					\$376,600	\$1,533	\$9,415	\$8,916	Y	N	N	5%	N	\$1,237,500
NADAF-RAHROV, SORENA	CHIEF INFORMATICS OFFICER-CANCER CENTER	UCSF	\$225,000	YES	3%	0					\$225,000	\$53			N	N	N		N	
ODATO, DAVID	CHIEF ADMINISTRATIVE AND HUMAN RESOURCES OFFICER, MEDICAL CENTER	UCSF	\$284,200	NO	NA	NA	\$62,398		\$19,830	\$13,075	\$379,503				N	N	N		N	
PAULSEN, LYNN M	DIRECTOR OF PHARMACY SERVICES, MEDICAL CENTER	UCSF	\$218,000	NO	NA	NA	\$41,899				\$259,899				N	N	N		N	
RAGO, KAREN A	EXECUTIVE DIRECTOR- SERVICE LINE ADMINISTRATION AND DIRECTOR- CARDIOVASCULAR SERVICES, MEDICAL CENTER	UCSF	\$225,000	NO	NA	NA	\$72,010				\$297,010				N	N	N		N	
REAVES, JOHN W	DIRECTOR-INFORMATION TECHNOLOGY PROJECT MANAGEMENT, MEDICAL CENTER	UCSF	\$201,500	NO	NA	NA	\$40,784				\$242,284				N	N	N		N	
RICKLEY, JOANN B	DIRECTOR-PERIOPERATIVE PATIENT CARE, MEDICAL CENTER	UCSF	\$195,600	NO	NA	NA	\$41,468				\$237,068				N	N	N		N	
ROBERTS, CLIFFORD R	ACTING ASSOCIATE VICE CHANCELLOR-RESEARCH AND DIRECTOR-LAB RESOURCE CENTER	UCSF	\$205,000	YES	10%	26			\$41,000		\$246,000				N	N	N		N	
SCURR, KIMBERLY	DIRECTOR-PEDIATRIC HEART CENTER, MEDICAL CENTER	UCSF	\$182,300	NO	NA	NA	\$40,835			\$10,477	\$233,612				N	N	N		N	
TYBURSKI, LAWRENCE M	DIRECTOR-CAMPUS HUMAN RESOURCES	UCSF	\$228,400	YES	9%	24					\$228,400				N	N	N		N	
VERMILLION, ERIC B	ASSOCIATE VICE CHANCELLOR-FINANCE	UCSF	\$277,500	YES	10%	10			\$20,813		\$298,313				Y	N	N	5%	N	



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2009

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				Salary Reduction/Furlough Program																	
WASHINGTON, A EUGENE	EXECUTIVE VICE CHANCELLOR & PROVOST	UCSF	\$385,300	YES	10%	10		\$52,300													
WONG, JANE Y.	ACTING CHIEF OPERATING OFFICER	UCSF	\$199,800	YES	9%	24			\$29,970												
YAMAUCHI, LORI L	ASSISTANT VICE CHANCELLOR-CAMPUS PLANNING	UCSF	\$230,600	YES	9%	24															
ALDRICH, DANIEL G.	SENIOR DEVELOPMENT ASSOCIATE	UCOP	\$169,748	YES	10%	26								\$8,916							
ANANTHASWAMY, SATISH	SENIOR PORTFOLIO MANAGER	UCOP	\$254,065	NO	NA	NA															
BECKWITH, STEVEN VAN WALTER	VICE PRESIDENT, RESEARCH AND GRADUATE STUDIES	UCOP	\$320,000	YES	10%	10							\$24,000	\$8,916							\$1,300,000
BERGGREN, MARIE N	CHIEF INVESTMENT OFFICER AND VICE PRESIDENT-INVESTMENTS AND ACTING TREASURER	UCOP	\$470,000	YES	10%	10								\$8,916				5%			
BIRNBAUM, DAVID MARK	DEPUTY GENERAL COUNSEL- EDUCATIONAL AFFAIRS & CAMPUS SERVICES	UCOP	\$250,000	YES	10%	10												5%			
BLAIR, JEFFREY A	DEPUTY GENERAL COUNSEL - LITIGATION, LABOR & EMPLOYMENT	UCOP	\$250,000	YES	10%	10												5%			
BROOME, ANNE C	VICE PRESIDENT--FINANCE	UCOP	\$305,000	YES	10%	10								\$8,916				5%			
BROSTROM, NATHAN	INTERIM EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	\$283,100	YES	10%	10												5%			
CHOI, LYNDA HEE	MANAGING DIRECTOR - ABSOLUTE RETURN	UCOP	\$270,657	NO	NA	NA															\$523,600
COAKER, WILLIAM JORDAN	SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS	UCOP	\$275,000	YES	10%	10												5%			
COMBS, TINA W	DEPUTY GENERAL COUNSEL	UCOP	\$244,900	YES	10%	10												5%			
CRICKETTE, GRACE MARGUERITE	CHIEF RISK OFFICER	UCOP	\$196,700	YES	9%	10												5%			
CUCULLU, MICHELE ELISE	INVESTMENT OFFICER- PRIVATE EQUITY INVESTMENTS	UCOP	\$170,000	NO	NA	NA															
DARLING, BRUCE B	EXECUTIVE VICE PRESIDENT	UCOP	\$391,400	YES	10%	10								\$8,916				5%			\$573,750
DUCKETT, DWAIN B	VICE PRESIDENT-HUMAN RESOURCES	UCOP	\$300,000	YES	10%	10							\$34,216	\$75,000	\$8,916			5%			\$989,100
EDLEY, CHRISTOPHER F	SPECIAL ADVISOR TO THE PRESIDENT	UCOP	\$307,000	YES	10%	26			\$43,000												
ERNST, DAVID JOSEPH	CHIEF INFORMATION OFFICER AND ASSOCIATE VICE PRESIDENT FOR INFORMATION TECHNOLOGY	UCOP	\$238,000	YES	9%	10												5%			\$450,750
EVANS, KIM B	SENIOR PORTFOLIO MANAGER	UCOP	\$259,250	NO	NA	NA															
FALLE, JOHN GARY	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	\$270,000	YES	10%	10												5%			
FRIED, LINDA	INVESTMENT OFFICER	UCOP	\$269,620	NO	NA	NA															



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			Annualized Base Salary	Reduction/ Furlough Program																
GIL, GLORIA BROWNING	MANAGING DIRECTOR - REAL ASSETS	UCOP	\$279,990	NO	NA	NA					\$279,990				N	N	N		N	\$726,200
GREENSTEIN, DANIEL I	VICE PROVOST-ACADEMIC INFORMATION AND STRATEGIC SERVICES	UCOP	\$244,700	YES	10%	10					\$244,700				Y	N	N	5%	N	
GRIFFITHS, DIANE MARIE	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	\$295,000	YES	10%	10			\$125		\$295,125			\$8,916	Y	N	N	5%	Y	
HIRAHARA, JAMES SHIGERU	EXECUTIVE DIRECTOR-BUSINESS AND FINANCE OPERATIONS	UCOP	\$217,002	YES	9%	24					\$217,002				N	N	N		N	
HUGHES, DAVID DOUGLAS	INVESTMENT OFFICER-EXTERNALLY MANAGED INVESTMENTS	UCOP	\$180,438	NO	NA	NA					\$180,438				N	N	N		N	
JOHNSON, BRIAN	REAL ASSET INVESTMENT OFFICER	UCOP	\$180,438	NO	NA	NA					\$180,438				N	N	N		N	
JUAREZ, STEVE	ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS	UCOP	\$230,000	YES	9%	10					\$230,000			\$8,916	Y	N	N		N	
KELMAN, MARSHA	ASSOCIATE VICE PRESIDENT - POLICY AND ANALYSIS	UCOP	\$248,000	YES	10%	10					\$248,000	\$13,187	\$62,000		Y	N	N	5%	N	
KIM, SANDRA H	EXECUTIVE DIRECTOR - EXTERNAL FINANCE	UCOP	\$225,000	YES	9%	10					\$225,000				Y	N	N	5%	N	
KOONCE, JAMES F	DEPUTY ASSOCIATE VICE PRESIDENT	UCOP	\$254,500	YES	10%	10					\$254,500				Y	N	N	5%	N	
LARSEN, DENNIS KEITH	EXECUTIVE DIRECTOR - COMPENSATION PROGRAMS & STRATEGY	UCOP	\$216,744	YES	9%	24					\$216,744				N	N	N		N	
LENZ, PATRICK JAMES	VICE PRESIDENT - BUDGET & CAPITAL RESOURCES	UCOP	\$272,500	YES	10%	10					\$272,500			\$8,916	Y	N	N	5%	N	
LEVINE, HAROLD G	ASSOCIATE PROVOST FOR EDUCATION INITIATIVES	UCOP	\$186,800	YES	9%	24			\$37,360		\$224,160				Y	N	N		N	
LIU, AILEEN	ASSOCIATE DIRECTOR	UCOP	\$180,438	NO	NA	NA					\$180,438				N	N	N		N	
LURQUIN, THOMAS JOHAN	DIRECTOR-PRIVATE EQUITY	UCOP	\$213,466	NO	NA	NA					\$213,466				N	N	N		N	
MANDLE, JONATHAN R	DIRECTOR - ABSOLUTE RETURNS GROUP	UCOP	\$213,456	NO	NA	NA					\$213,456				N	N	N		N	
MARA, GLENN LAWRENCE	ACTING ASSOCIATE VICE PRESIDENT - LABORATORY PROGRAMS	UCOP	\$136,826	YES	4%	10					\$136,826				N	N	N		N	
MUNOZ, SANTIAGO	ASSOCIATE VICE PRESIDENT-CLINICAL SERVICES DEVELOPMENT	UCOP	\$201,400	YES	9%	10					\$201,400				Y	N	N	5%	N	
NATION, CATHRYN L	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	\$185,000	YES	9%	10					\$185,000				Y	N	N	5%	N	
NELSON, RONALD A	DIRECTOR-CONTRACTS MANAGEMENT	UCOP	\$224,300	YES	9%	10					\$224,300				Y	N	N	3%	N	
NESS, ROBERT VAN	ASSOC VP--LABORATORY OPERATIONS & ADMINISTRATION	UCOP	\$318,200	YES	10%	10					\$318,200				Y	N	N	5%	N	
OBLEY, DEBORA	ASSOCIATE VICE PRESIDENT - BUDGET OPERATIONS	UCOP	\$198,300	YES	8%	10					\$198,300				Y	N	N	5%	N	



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				Salary Reduction/Furlough Program																
O'NEILL, GEOFFREY A	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	\$178,500	YES	9%	10					\$178,500				Y	N	N	5%	N	
PHILLIPS, JESSE L	SENIOR MANAGING DIRECTOR, RISK MANAGEMENT INTERIM PROVOST AND	UCOP	\$301,600	YES	10%	10					\$301,600				Y	N	N	5%	N	
PITTS, LAWRENCE HOWELL	EXECUTIVE VICE PRESIDENT, ACADEMIC AFFAIRS	UCOP	\$350,000	YES	10%	10					\$350,000				N	N	N		N	
PLOTTS, JOHN E	ASST VP--FINANCIAL MANAGEMENT	UCOP	\$236,108	YES	9%	10					\$236,108				Y	N	N	5%	N	
QUENNEVILLE, KATHLEEN	PRINCIPAL COUNSEL	UCOP	\$215,000	YES	9%	24					\$215,000				N	N	N		N	
RECKER, TIMOTHY JACOB	MANAGING DIRECTOR-PRIVATE EQUITY INVESTMENTS	UCOP	\$270,135	NO	NA	NA					\$270,135				N	N	N		N	\$1,000,000
REESE, MICHAEL	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	\$236,300	YES	9%	10					\$236,300				Y	N	N	5%	N	\$545,000
REYNOLDS, MAX M	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	\$205,205	YES	9%	10			\$44,795		\$250,000				N	N	N	5%	N	
RIEDER, ALYSSA CORINNE	INVESTMENT OFFICER, PUBLIC EQUITY INVESTMENT	UCOP	\$180,438	NO	NA	NA					\$180,438				N	N	N		N	
ROBINSON, CHARLES F	VICE PRESIDENT, GENERAL COUNSEL - LEGAL AFFAIRS	UCOP	\$416,000	YES	10%	10					\$416,000			\$8,916	Y	N	N	5%	N	\$800,000
SAKAKI, JUDY KAORU	VICE PRESIDENT--STUDENT AFFAIRS	UCOP	\$246,300	YES	10%	10					\$246,300			\$8,916	Y	N	N	5%	N	\$589,650
SAMPSON, DANIEL C	ASST VP FINANCIAL CONTROLS AND ACCOUNTABILITY	UCOP	\$213,200	YES	9%	10					\$213,200				Y	N	N	5%	N	
SCHROEDER, DAVID W	SENIOR PORTFOLIO MANAGER	UCOP	\$269,620	NO	NA	NA					\$269,620				N	N	N		N	
SCOTT, RANDOLPH R.	EXECUTIVE DIRECTOR - HUMAN RESOURCES TALENT MANAGEMENT & STAFF DEVELOPMENT	UCOP	\$224,398	YES	9%	24					\$224,398				N	N	N		N	
SHAW, ANNE	ASSOCIATE SECRETARY OF THE REGENTS	UCOP	\$129,400	YES	8%	21					\$129,400				N	N	N		N	
STAFFORD, REBECCA	REAL ESTATE INVESTMENT OFFICER	UCOP	\$180,438	NO	NA	NA					\$180,438				N	N	N		N	
STANTON, MELVIN L	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	\$306,800	YES	10%	10					\$306,800				Y	N	N	5%	N	
STOBO, JOHN DAVID	SENIOR VICE PRESIDENT - HEALTH SCIENCES AND SERVICES	UCOP	\$580,000	YES	10%	10					\$580,000		\$145,000	\$8,916	Y	N	N	5%	N	\$1,330,000
TAYLOR, PETER JOHN	EXECUTIVE VICE PRESIDENT AND CHIEF FINANCIAL OFFICER	UCOP	\$400,000	YES	10%	10					\$400,000	\$12,239	\$64,000	\$8,916	Y	N	N	5%	N	\$472,500
TIERNEY, MARY LYNN	AVP - COMMUNICATIONS	UCOP	\$239,000	YES	9%	10					\$239,000	\$12,964			Y	N	N	5%	N	
TUCKER, WILLIAM TINSLEY	EXECUTIVE DIRECTOR- INNOVATION ALLIANCES & SERVICES	UCOP	\$189,800	YES	9%	10					\$189,800				Y	N	N	5%	N	
VACCA, SHERYL JEANNE	SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER	UCOP	\$405,000	YES	10%	10					\$405,000			\$8,916	Y	N	N	5%	N	



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			Annualized Base Salary	Reduction/Furlough Program																
WEDDING, RANDOLPH E	SENIOR MANAGING DIRECTOR-FIXED INCOME INVESTMENTS	UCOP	\$306,800	YES	10%	10					\$306,800				Y	N	N	5%	N	
WINTERSON, JULIA ANN	PRIVATE EQUITY INVESTMENT OFFICER	UCOP	\$161,975	NO	NA	NA					\$161,975				N	N	N		N	
WITHEY, LYNNE E	DIRECTOR, UNIVERSITY PRESS	UCOP	\$207,000	YES	9%	10					\$207,000				Y	N	N	5%	N	
YEE, ALICE L	SENIOR PORTFOLIO MANAGER	UCOP	\$197,030	NO	NA	NA					\$197,030				N	N	N		N	
YUDOF, MARK GEORGE	PRESIDENT OF THE UNIVERSITY	UCOP	\$591,084	YES	10%	10					\$591,084		\$8,916	Y	Y	N	N		Y	
ZHANG, XIAOCHUAN SHARON	INVESTMENT OFFICER	UCOP	\$180,438	NO	NA	NA					\$180,438				N	N	N		N	
ALLEN-DIAZ, BARBARA H	ASSOCIATE VICE PRESIDENT, ACADEMIC PROGRAMS AND STRATEGIC INITIATIVES	ANR	\$225,000	YES	10%	10					\$225,000				Y	N	N		N	\$633,600
DOOLEY, DANIEL M.	SENIOR VICE PRESIDENT - EXTERNAL RELATIONS & VP - AGRICULTURE & NATURAL RESOURCES	ANR	\$370,000	YES	10%	10					\$370,000		\$8,916	Y	N	N	N	5%	N	\$571,250
TABER, KAY H	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS, AGRICULTURE AND NATURAL RESOURCES	ANR	\$180,000	YES	8%	10					\$180,000				Y	N	N	5%	N	\$329,750
ADAMS, PAUL	ACTING SCIENTIFIC DIVISION DIRECTOR	LBNL	\$169,848	NO	NA	NA			\$42,462		\$212,310				N	N	N		N	
ALIVISATOS, A PAUL	LABORATORY DIRECTOR OPERATIONS DIVISION	LBNL	\$417,155	NO	NA	NA					\$417,155		\$8,916	Y	N	N	N		N	\$1,330,000
ALVAREZ, ROSIO	DIRECTOR	LBNL	\$239,016	NO	NA	NA					\$239,016				N	N	N		N	
DENES, PETER	ACTING SCIENTIFIC DIVISION DIRECTOR	LBNL	\$201,924	NO	NA	NA	\$978	\$15,144			\$218,046				N	N	N		N	
DEPAOLO, DONALD J	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$262,800	NO	NA	NA			\$43,420		\$306,220				N	N	N		N	
FALCONE, ROGER W	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$274,008	NO	NA	NA					\$274,008				Y	N	N		N	
FERNANDEZ, JEFFREY A	CHIEF FINANCIAL OFFICER	LBNL	\$266,472	NO	NA	NA					\$266,472				Y	N	N	5%	N	
GADGIL, ASHOK	ACTING SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$197,333	NO	NA	NA			\$19,733		\$217,066				N	N	N		N	
GOURLAY, STEPHEN A	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$218,808	NO	NA	NA					\$218,808				N	N	N		N	
GRAY, JOE W	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$321,324	NO	NA	NA					\$321,324				Y	N	N	5%	N	
GURSAHANI, ANITA P	DEPUTY CHIEF OPERATING OFFICER	LBNL	\$243,396	NO	NA	NA					\$243,396				N	N	N		N	
HATAYAMA, HOWARD K	OPERATIONS DIVISION DIRECTOR	LBNL	\$234,396	NO	NA	NA					\$234,396				N	N	N		N	
KEASLING, JAY D	ACTING DEPUTY LABORATORY DIRECTOR	LBNL	\$295,200	NO	NA	NA			\$59,040		\$354,240				N	N	N		N	
KRUPNICK, JAMES T	CHIEF OPERATING OFFICER	LBNL	\$307,908	NO	NA	NA					\$307,908				Y	N	N	5%	N	
LICHTY, PETER D	CHIEF MEDICAL OFFICER	LBNL	\$234,396	NO	NA	NA					\$234,396				N	N	N		N	
NEUMARK, DANIEL M	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$192,667	NO	NA	NA			\$28,900		\$221,567				N	N	N		N	
POTAPENKO, VERA	OPERATIONS DIVISION DIRECTOR	LBNL	\$242,124	NO	NA	NA					\$242,124				N	N	N		N	
RIDGEWAY, JENNIFER S	OPS DIVISION DIRECTOR	LBNL	\$236,460	NO	NA	NA					\$236,460				N	N	N		N	
ROBINSON, KEM EDWARD	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$250,128	NO	NA	NA					\$250,128				N	N	N		N	



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			Annualized Base Salary	Reduction/ Furlough Program	Percent of Salary Reduction															
RUBIN, EDWARD M	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$281,004	NO	NA	NA					\$281,004			N	N	N		N		
SALMERON, MIQUEL	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$244,968	NO	NA	NA					\$244,968			N	N	N		N		
SIEGRIST, JAMES L	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$283,572	NO	NA	NA					\$283,572			Y	N	N		N		
SIMON, HORST D	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$300,888	NO	NA	NA					\$300,888			Y	N	N	5%	N		
SYMONS, TIMOTHY J	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$244,908	NO	NA	NA					\$244,908			N	N	N		N		
WOODS, GLENN R	CHIEF LABORATORY COUNSEL	LBNL	\$233,088	NO	NA	NA					\$233,088			N	N	N		N		
YELICK, KATHERINE A	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$155,467	NO	NA	NA			\$66,540		\$222,007			N	N	N		N		