

ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2011: INCUMBENTS IN CERTAIN SENIOR MANAGEMENT POSITIONS

EXECUTIVE SUMMARY

This report provides compensation information for calendar year 2011 for the following senior management employees: (1) includes all incumbents in the Senior Management Group (SMG) Personnel Program, whose compensation must be approved by the Regents; (2) all incumbents in administrator positions slotted in the Senior Leadership Compensation Group (SLCG) grade whose total potential cash compensation exceeds the current reporting threshold, (3) all incumbents in administrator positions not slotted in the SLCG grade who are non-academic, non-represented exempt employees whose total potential cash compensation exceeds the current reporting threshold, and (4) incumbents in “Other Specified Employees (OSE)” positions, such as athletic directors and coaches, whose total cash compensation exceeds the current reporting threshold. The current reporting threshold is \$250,000 per year.

OBSERVATIONS OF COMPENSATION FOR 2011

- **UC lack of an annual merit program:** For the past four years, UC employees have not received merit or cost of living increases and also had salary reductions during the furlough program. Many employees worked longer hours as a result of the budget-induced layouts of their co-workers, and, at the same time, have seen their take-home pay decrease as their contributions to health and pension plans increase.
- **UC Health sciences personnel and coaches remain the highest paid:** As in previous years, the top earning employees at UC in 2011 were world-renowned physicians paid predominately from their clinical practices and senior administrators paid from UC medical center revenues, in addition to athletic coaches, who are paid from non-state funds.
- **No state funds used for incentive/bonus compensation:** State funds were not used to fund incentive awards or bonus payments for any employees included in this report. This includes clinical and health sciences personnel, Treasurer’s Office personnel, coaches and other athletics personnel.
- **Executive compensation remains a small percentage of payroll:** Compensation for the senior management employees included in this report continues to represent less than 1 percent of UC’s total payroll of \$10.6 billion.
- **By the numbers:** Of the 282 employees included in this report, 104 employees received an incentive or bonus payment, and their incentive and bonus payments collectively total under \$9.3 million – approximately .09 percent of UC’s \$10.6 billion annual payroll. The \$4.8 million in payments from the Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans represents 52 percent of all incentive and bonus payments received by the employees included in this report. Payments under the Treasurer’s Office Annual Incentive Plan (AIP), \$3.7 million, represent 40 percent of the total. Coaches’ bonus

and incentive awards total \$430,000 and represent 5 percent of the total. Local incentive/bonus program payments of \$275,000 make up the remaining 3 percent.

- **Incentive compensation is 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 include employees at all levels – from clerical and custodial staff to senior hospital leaders – and reward individual as well as group efforts that further 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.
 - **Coaches:** For coaches included in this report, bonus and incentive compensation is funded by athletic department revenue or other non-state revenue sources, including revenue generated from television and radio contracts, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. Coaches’ incentive compensation is typically tied to attainment of specific goals, such as winning a national championship, and is paid only if those goals are met. As winning records increase, national attention brings employment opportunities, which may require adjusting compensation terms to retain successful coaches. When hiring a new coach or retaining an existing coach, the market demand for their services necessarily plays a role in determining the compensation offered by the University. In addition, the compensation offered to UC coaches is aligned with that of other coaches in the PAC-12 with comparable win/loss records.
- **UC cash compensation relative to market:** According to the 2009 total compensation study, faculty and staff salaries continue to lag significantly behind market levels due to years of declining and inadequate state support. The largest compensation gap exists for SMG members, whose cash compensation, on average, was 22 percent below that of their counterparts at competitor institutions for the reporting period. Cash compensation for non-SMG managers and senior professionals also lagged behind that of their counterparts. Although the University of California was able to fund some merit increases in 2011, implementation of a broader plan to achieve market-competitive pay (“*Regents Policy 7203: Policy on Universitywide and Senior Leadership Compensation*”) has been delayed because of the ongoing state fiscal crisis. SMG members were excluded from participating in the 2011 merit program, thus hindered the University’s ability to bridge the significant compensation gap for this group and address the salary lags shown in the 2009 data. The President and Chancellors have not received salary increases in five years. The lack of salary increases over a multiyear period threatens to exacerbate existing talent management challenges at UC. These challenges are expected to grow, particularly as the economy recovers and more institutions are in a position to recruit UC’s top performers.

- **UC Compensation, Accountability and Transparency:** As part of its commitment to transparency and public accountability, UC reports annually on compensation paid to SMG members, regardless of compensation amount. This report details all aspects of compensation for SMG members, as well as that of non-SMG employees whose total cash compensation exceeds \$250,000. It is posted on UC websites to provide public access to the information.

REPORT FORMAT AND CONTENT

The report includes compensation information for 282 University employees who were each active in a position that meets the reportable population criteria as of December 31, 2011. The report does not include employees who separated from the University prior to December 31, 2011.

The report consists of two sections: (1) a list of the employees and the compensation elements that each received for the calendar year; (2) an addendum with footnotes that provide 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 31st: 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, 2011, such as market, equity, merit, and other salary adjustments.

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

Actual Bonuses/Incentives Received: This column reports the total incentive and/or bonus compensation received by the employee for the calendar year. Such compensation falls into one of the following categories: (a) incentive and/or bonus compensation received by coaches; (b) awards from the Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans; (c) awards from the Treasurer's Annual Incentive Plan (AIP); and (d) awards from local bonus and incentive plans.

Actual Health Sciences Compensation Received: This column reports the total compensation received by the employee for the calendar year through 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 may fluctuate accordingly. The funds distributed from the HSCP are not derived from state sources.

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

Actual Auto Allowance Paid: This column reports represents the actual auto allowance the employee received for 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.

Total Cash Compensation: This column reports the sum of the actual base salary received, actual bonuses/incentives received, actual health sciences compensation received, actual stipend received, actual auto allowance received, and other cash compensation/payments received by the employee for the calendar year. The total cash compensation may not correspond with the employee's W-2 earnings because there are elements included in W-2 earnings that are not included in the University's definition of total cash compensation, such as imputed income.

Senior Management Benefits: A "Y" in this column indicates that the employee received one or both of the following benefits for the calendar year: senior manager life insurance and 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 and the Chancellors (Executive Officers) who, as a condition of their employment, live in residences suitable for carrying out their roles and required official duties.

Severance Benefits: A "Y" in this column indicates if an individual has a severance or separation agreement.

Senior Management Supplemental Benefit: This column reports the percentage of the employee's total salary that the University contributed on the employee's behalf to the Senior Management Supplemental Benefit Program for the calendar year if the employee is an SMG member eligible for this benefit. SMG members with underlying tenured faculty appointment are not eligible to receive this benefit.

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

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

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

DATA COLLECTION, REVIEW, AND CERTIFICATION PROCESS

The Annual Report on Executive Compensation was produced from data collected by each campus, medical center and laboratory using a variety of sources, such as payroll, accounts

payable and personnel records, to populate a data warehouse, the Senior Leadership Information System (SLIS). Multiple data quality reviews were conducted by the Office of the President (OP) and local entities. The first certification occurred at the individual level when each person received a report from SLIS displaying his or her data and was asked to certify that the information was accurate and complete. In addition, campus and OP staff reviewed the population and data to validate the accuracy and completeness of the data. Each Chancellor, Lab Director, and Executive Vice President reviewed his or her 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 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
BARBARA H ALLEN-DIAZ	VICE PRESIDENT - AGRICULTURAL AND NATURAL RESOURCES	ANR	\$280,000	\$234,167							\$234,167	Y	N	N				\$633,600
KAY H TABER	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS, AGRICULTURE AND NATURAL RESOURCES	ANR	\$180,000	\$180,000							\$180,000	Y	N	N	5%			\$329,750
A PAUL ALIVISATOS	LABORATORY DIRECTOR	LBNL	\$434,796	\$433,442				\$8,916			\$442,358	Y	N	N				\$1,330,000
ADAM P ARKIN	SCIENTIFIC DIVISION DIRECTOR - FACULTY	LBNL	\$262,000	\$194,725			\$42,220				\$236,945	N	N	N				
DAVID LESLIE BROWN	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$260,004	\$88,552	\$25,000						\$113,552	N	N	N				
DONALD J DEPAOLO	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$339,024	\$226,206							\$226,206	Y	N	N				
EDWARD M RUBIN	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$294,360	\$292,218							\$292,218	N	N	N				
GARY H KARPEN	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$264,996	\$217,850							\$217,850	N	N	N				
HORST D SIMON	DEPUTY LABORATORY DIRECTOR	LBNL	\$338,340	\$334,992							\$334,992	Y	N	N	5%			
JAMES T KRUPNICK	CHIEF OPERATING OFFICER	LBNL	\$329,628	\$329,440							\$329,440	Y	N	N	5%			
JAY D KEASLING	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$361,584	\$359,914							\$359,914	Y	N	N				\$1,000,000
JEFFREY A BLAIR	LABORATORY COUNSEL	LBNL	\$271,308	\$268,510							\$268,510	Y	N	N	5%			
KATHERINE A YELICK	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$278,112	\$274,682							\$274,682	Y	N	N				
KEM EDWARD ROBINSON	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$258,432	\$257,260							\$257,260	N	N	N				
MIQUEL B SALMERON	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$253,596	\$252,526							\$252,526	N	N	N				
ROGER W FALCONE	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$281,724	\$280,226							\$280,226	N	N	N				
ROSIO ALVAREZ	CHIEF INFORMATION OFFICER	LBNL	\$269,172	\$266,952							\$266,952	N	N	N				
STEPHEN R LEONE	SCIENTIFIC DIVISION DIRECTOR - FACULTY	LBNL	\$263,067	\$193,025			\$38,605				\$231,630	N	N	N				
TIMOTHY J SYMONS	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$277,476	\$253,476							\$253,476	Y	N	N	5%			
VERA POTAPENKO	OPERATIONS DIVISION DIRECTOR	LBNL	\$256,044	\$253,924							\$253,924	N	N	N				
ANNE SAUNDERS BARBOUR	ATHLETIC DIRECTOR	UCB	\$380,550	\$374,483	\$101,593				\$145,000		\$621,076	N	N	N				
CHRISTOPHER EDLEY	DEAN - SCHOOL OF LAW & SPECIAL ADVISOR TO THE PRESIDENT, OFFICE OF THE PRESIDENT	UCB	\$316,200	\$307,767			\$43,000				\$350,767	N	N	N				\$1,000,000
CHRISTOPHER M PATTI	CHIEF CAMPUS COUNSEL	UCB	\$240,000	\$240,000							\$240,000	Y	N	N	5%			
CLANCY C PENDERGAST	ASSISTANT COACH OF FOOTBALL	UCB	\$168,000	\$168,000	\$120,833				\$64,900		\$353,733	N	N	N				
DAVID BLINDER	ASSOCIATE VICE CHANCELLOR - UNIVERSITY RELATIONS	UCB	\$280,000	\$276,667							\$276,667	N	N	N				\$626,300
DAVID ESQUER	HEAD COACH - BASEBALL	UCB	\$117,300	\$117,300	\$36,250				\$172,375		\$325,925	N	N	N				
DIANA WU DRAGUN	DEAN - UNIVERSITY EXTENSION	UCB	\$164,500	\$164,500							\$164,500	Y	N	N	5%			
EDWARD J DENTON	VICE CHANCELLOR - FACILITIES SERVICES	UCB	\$220,500	\$220,500							\$220,500	Y	N	N	5%			
FRANK D. YEARY	VICE CHANCELLOR	UCB	\$200,000	\$130,188							\$130,188	Y	N	N	5%			

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
FRANKLIN SCOTT BIDDY	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCB	\$322,000	\$322,000	\$144,028			\$8,916			\$474,944	Y	N	N	5%	N		\$434,100
GEORGE W BRESLAUER	EXECUTIVE VICE CHANCELLOR & PROVOST	UCB	\$309,100	\$309,100				\$8,916			\$318,016	Y	N	N		N		
GIBOR BASRI	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	\$200,000	\$200,000							\$200,000	Y	N	N		N		
GRAHAM R FLEMING	VICE CHANCELLOR - RESEARCH	UCB	\$300,000	\$300,000							\$300,000	Y	N	N		N		\$425,950
HARRY LE GRANDE	VICE CHANCELLOR - STUDENT AFFAIRS	UCB	\$215,000	\$215,000							\$215,000	Y	N	N	5%	N		
JEFF TEDFORD	HEAD FOOTBALL COACH	UCB	\$225,000	\$225,000	\$10,000				\$2,082,200		\$2,317,200	N	N	N		N		
JIM MICHALCZIK	ASSISTANT COACH - FOOTBALL	UCB	\$168,000	\$146,667	\$58,500				\$28,166		\$233,333	N	N	N		N		
JOHN WILTON	VICE CHANCELLOR - ADMINISTRATION & FINANCE	UCB	\$375,000	\$312,500							\$312,500	Y	N	N	5%	N		
LINDSAY GOTTLIEB	HEAD WOMEN'S BASKETBALL COACH	UCB	\$200,000	\$119,842					\$120,480		\$240,322	N	N	N		N	\$11,240	
MICHAEL J. MONTGOMERY	HEAD COACH - MEN'S BASKETBALL	UCB	\$250,000	\$250,000					\$1,118,737		\$1,368,737	N	N	N		N		
ROBERT J. BIRGENEAU	CHANCELLOR	UCB	\$436,800	\$436,800				\$8,916			\$445,716	Y	Y	N	5%	Y		
SHELTON WAGGENER	ASSOCIATE VICE CHANCELLOR FOR INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCB	\$218,500	\$218,500							\$218,500	Y	N	N	5%	N		
TERI J MCKEEVER	HEAD COACH - WOMEN'S SWIMMING	UCB	\$140,268	\$140,268	\$30,500				\$90,092		\$260,860	N	N	N		N		
THOMAS C LEONARD	UNIVERSITY LIBRARIAN	UCB	\$196,000	\$196,000							\$196,000	Y	N	N		N		
ALLAN D SIEFKIN	CHIEF MEDICAL OFFICER	UCD	\$342,000	\$342,000	\$78,575						\$420,575	Y	N	N	5%	N		
ANN D FRANKEL	ASSISTANT DIRECTOR - FINANCE	UCD	\$228,360	\$214,520	\$38,531						\$253,051	N	N	N		N		
ANN MADDEN RICE	CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER	UCD	\$800,000	\$630,055	\$141,284			\$8,916			\$780,255	Y	N	N	5%	N		
ANNIE M WONG	DIRECTOR - HEALTH SYSTEM CONTRACTS	UCD	\$215,076	\$215,076	\$39,918						\$254,994	N	N	N		N		
BEVERLY A SANDEEN	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCD	\$222,500	\$216,994				\$7,607			\$224,601	Y	N	N	5%	N		
CAROL A ROBINSON	CHIEF PATIENT CARE SERVICES OFFICER	UCD	\$273,300	\$273,300	\$53,908						\$327,208	Y	N	N	5%	N		
CLAIRE POMEROY	VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE	UCD	\$468,800	\$468,800	\$154,983	\$100,556					\$724,339	Y	N	N		N		
DENNIS F PENDLETON	DEAN - UNIVERSITY EXTENSION	UCD	\$166,500	\$166,500							\$166,500	Y	N	N	5%	N		
FRED E. WOOD	VICE CHANCELLOR - STUDENT AFFAIRS	UCD	\$210,000	\$210,000							\$210,000	Y	N	N		N		
HARRIS A LEWIN	VICE CHANCELLOR - RESEARCH	UCD	\$370,000	\$249,349						\$111,000	\$360,349	Y	N	N		N	\$36,162	\$600,000
JOHN A MEYER	VICE CHANCELLOR - ADMINISTRATIVE AND RESOURCE MANAGEMENT	UCD	\$275,000	\$275,000							\$275,000	Y	N	N	5%	N		
LINDA KATEHI-TSEREGOUNIS	CHANCELLOR	UCD	\$400,000	\$400,000				\$8,916			\$408,916	Y	Y	N		N	\$1,948	
MICHAEL N MINEAR	CHIEF INFORMATION OFFICER - UC DAVIS HEALTH SYSTEM	UCD	\$310,000	\$310,000	\$71,223						\$381,223	Y	N	N	5%	N		
MICHAEL W BOYD	DIRECTOR - FACILITIES	UCD	\$228,600	\$222,704	\$45,377						\$268,081	N	N	N		N		

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
PETER M SIEGEL	VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	\$262,500	\$262,500							\$262,500	Y	N	N	5%	N		
RALPH J HEXTER	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	\$350,000	\$320,833				\$8,173		\$105,000	\$434,006	Y	N	N		N	\$40,058	\$607,500
RANDOLPH M. SIVERSON	ACTING UNIVERSITY LIBRARIAN	UCD	\$180,000	\$77,400							\$77,400	N	N	N		N		
SHAUN B. KEISTER	VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS	UCD	\$335,000	\$79,942				\$2,128		\$41,875	\$123,945	Y	N	N	5%	N	\$25,972	\$796,500
SHELTON J DURUISSEAU	ASSOCIATE VICE CHANCELLOR - DIVERSITY AND INCLUSION AND CHIEF EXTERNAL AFFAIRS OFFICER, UC DAVIS HEALTH SYSTEM	UCD	\$290,000	\$290,000	\$64,815						\$354,815	Y	N	N	5%	N		
STANLEY E NOSEK JR	ACTING VICE CHANCELLOR - RESEARCH	UCD	\$237,400	\$188,083							\$188,083	N	N	N		N		
STEVEN A. DROWN	CHIEF CAMPUS COUNSEL	UCD	\$250,000	\$223,776							\$223,776	Y	N	N	5%	N		
TIMOTHY R MAURICE	CHIEF FINANCIAL OFFICER	UCD	\$400,000	\$272,463						\$100,000	\$372,463	Y	N	N	5%	N	\$11,869	\$722,800
VINCENT L JOHNSON	CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER	UCD	\$553,500	\$450,000	\$103,388						\$553,388	Y	N	N	5%	N		\$671,650
ALICE ISSAI	CHIEF OPERATING OFFICER	UCI	\$340,000	\$340,000	\$57,611						\$397,611	Y	N	N	5%	N		
CYNTHIA A. WINNER	CHIEF ADMINISTRATOR - CLINICAL SERVICES	UCI	\$238,200	\$238,200	\$21,835						\$260,035	N	N	N		N		
DIANE FIELDS GEOCARIS	CHIEF CAMPUS COUNSEL	UCI	\$255,000	\$236,360							\$236,360	Y	N	N	5%	N		
GREGORY R LEET	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCI	\$320,000	\$65,453						\$80,000	\$145,453	Y	N	N	5%	N	\$4,735	\$498,600
JIMMY MATHEW MURRY	CHIEF INFORMATION OFFICER	UCI	\$274,300	\$274,300	\$46,479						\$320,779	Y	N	N	5%	N		
JOHN A HEYDT	PRESIDENT & CEO, UNIVERSITY PHYSICIANS & SURGEONS	UCI	\$456,500	\$136,298							\$136,298	N	N	N		N		
JOHN C. HEMMINGER	VICE CHANCELLOR - RESEARCH	UCI	\$300,000	\$300,000							\$300,000	Y	N	N		N		
KAREN A GRIMLEY	CHIEF NURSING OFFICER	UCI	\$274,000	\$274,000	\$20,893						\$294,893	Y	N	N	5%	N		
KURT E STAUDER	EXECUTIVE DIRECTOR - AMBULATORY SERVICES	UCI	\$262,000	\$246,835	\$46,740						\$293,575	N	N	N		N		
LORELEI A. TANJI	INTERIM UNIVERSITY LIBRARIAN	UCI	\$170,000	\$155,105							\$155,105	N	N	N		N		
MARGARET T CONK	CHIEF STRATEGY OFFICER	UCI	\$260,000	\$260,000	\$35,678						\$295,678	Y	N	N	5%	N		
MEREDITH MICHAELS JED	VICE CHANCELLOR - PLANNING AND BUDGET	UCI	\$247,275	\$225,000							\$225,000	Y	N	N	5%	N		\$300,000
MICHAEL RYAN GOTTFREDSON	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCI	\$301,500	\$301,500				\$8,916			\$310,416	Y	N	N		N		\$373,550
MICHAEL V DRAKE	CHANCELLOR	UCI	\$392,200	\$392,200				\$8,916			\$401,116	Y	Y	N	5%	N		
MORRIS J. FRIELING	CHIEF FINANCIAL OFFICER	UCI	\$267,700	\$267,700	\$48,335						\$316,035	Y	N	N	5%	N		
RALPH V CLAYMAN	DEAN - SCHOOL OF MEDICINE	UCI	\$390,000	\$390,000		\$100,000					\$490,000	Y	N	N		N		
SUSAN J. RAYBURN	CHIEF CONTRACTING OFFICER	UCI	\$212,700	\$212,700	\$40,768						\$253,468	Y	N	N	5%	N		
TERRY A BELMONT	CHIEF EXECUTIVE OFFICER	UCI	\$630,000	\$630,000	\$136,500			\$8,916			\$775,416	Y	N	N	5%	N		
THOMAS A. PARHAM	VICE CHANCELLOR - STUDENT AFFAIRS	UCI	\$215,000	\$203,557							\$203,557	Y	N	N	5%	N		

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
WENDELL C BRASE	VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES	UCI	\$246,835	\$224,600							\$224,600	Y	N	N	5%	N		\$300,000
WILLIAM MICHAEL BARRON	CHIEF MEDICAL OFFICER	UCI	\$430,000	\$215,000					\$21,500	\$107,500	\$344,000	Y	N	N	5%	N	\$73,703	\$999,500
A. EUGENE WASHINGTON	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN - DAVID GEFFEN SCHOOL OF MEDICINE	UCLA	\$515,000	\$515,000		\$185,000				\$38,625	\$738,625	Y	N	N		N		
BENJAMIN CLARK HOWLAND	HEAD COACH - MEN'S BASKETBALL	UCLA	\$300,000	\$300,000					\$1,837,722		\$2,137,722	N	N	N		N		\$900,000
BERNADETTE LODGE-LEMON	DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM	UCLA	\$234,000	\$232,988	\$22,698						\$255,686	N	N	N		N		
CAROLE EUDICE GOLDBERG	VICE CHANCELLOR - ACADEMIC PERSONNEL	UCLA	\$285,000	\$250,058			\$5,833		\$20,006		\$275,897	Y	N	N		N		
CATHY A. SANDEEN	DEAN - CONTINUING EDUCATION AND UNEX	UCLA	\$213,400	\$213,400							\$213,400	Y	N	N	5%	N		\$560,000
CATHY RODGERS WARD	ASSOCIATE DIRECTOR, NURSING ADMINISTRATION	UCLA	\$234,670	\$233,649	\$23,467						\$257,116	N	N	N		N		
DANIEL GENE GUERRERO	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	\$538,296	\$529,752	\$72,500				\$40,146		\$642,398	N	N	N		N		\$850,000
DAVID T FEINBERG	PRESIDENT OF UCLA HEALTH SYSTEM AND CHIEF EXECUTIVE OFFICER FOR THE UCLA HOSPITAL SYSTEM	UCLA	\$900,000	\$896,563	\$482,470			\$8,916			\$1,387,949	Y	N	N		N		
FARANAK K ELAHI	CHIEF ADMINISTRATIVE OFFICER, MEDICINE	UCLA	\$231,900	\$231,900	\$23,190						\$255,090	N	N	N		N		
GARY EUGENE STRONG	UNIVERSITY LIBRARIAN	UCLA	\$244,600	\$242,982							\$242,982	Y	N	N	5%	N		
GENE D. BLOCK	CHANCELLOR	UCLA	\$416,000	\$416,000				\$8,916			\$424,916	Y	Y	N		N		
HEIDI M. CROOKS	SENIOR ASSOCIATE DIRECTOR - OPERATIONS & PATIENT CARE SERVICES	UCLA	\$325,000	\$277,376	\$46,237						\$323,613	Y	N	N	5%	N		
J THOMAS ROSENTHAL	CHIEF MEDICAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$431,500	\$429,853	\$92,040						\$521,893	Y	N	N		N		
JACK J POWAZEK	ADMINISTRATIVE VICE CHANCELLOR	UCLA	\$265,000	\$241,100							\$241,100	Y	N	N		N		
JAMES S ECONOMOU	VICE CHANCELLOR - RESEARCH	UCLA	\$210,000	\$257,430		\$47,430					\$304,860	Y	N	N		N		
JANE ESTHER BOUBELIK	CHIEF LEGAL COUNSEL, MEDICAL SCIENCES	UCLA	\$235,000	\$234,104	\$50,126						\$284,230	N	N	N		N		
JANINA MONTERO	VICE CHANCELLOR -STUDENT AFFAIRS	UCLA	\$228,400	\$228,400							\$228,400	Y	N	N	5%	N		\$639,200
JODY J GASPAR	CHIEF OPERATING OFFICER, UCLA FACULTY PRACTICE	UCLA	\$240,000	\$219,941	\$23,300		\$6,479				\$249,720	N	N	N		N		
JOHN JOSEPH SAVAGE	HEAD COACH, BASEBALL	UCLA	\$209,500	\$209,500					\$62,145		\$271,645	N	N	N		N		
JOHN SHANNON O'KELLEY	INTERIM CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$478,750	\$392,472	\$58,805						\$451,277	N	N	N		N		
JUDITH ROTHMAN	ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE	UCLA	\$244,300	\$244,300	\$52,109						\$296,409	Y	N	N	5%	N		\$966,650

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
KATHARINE O CARPENTER	CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA - UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	\$325,000	\$277,376	\$46,237						\$323,613	Y	N	N	5%	N		
KEVIN S. REED	VICE CHANCELLOR, LEGAL AFFAIRS & ASSOCIATE GENERAL COUNSEL	UCLA	\$265,500	\$265,500							\$265,500	Y	N	N	5%	N		
MARK A SPEARE	SENIOR ASSOCIATE DIRECTOR - MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES	UCLA	\$297,400	\$294,713	\$51,538						\$346,251	N	N	N		N		
MARTHA ARVIN	CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES	UCLA	\$244,900	\$243,963	\$52,237		\$15,923			\$18,368	\$330,491	Y	N	N	5%	N		
MARY FRANCES FLYNN	DIRECTOR - MANAGED CARE PROGRAM, UCLA MEDICAL CENTER	UCLA	\$251,353	\$250,273	\$46,073						\$296,346	N	N	N		N		
MICHAEL J. STORLIE	CHIEF TECHNOLOGY OFFICER, MEDICAL INFORMATION TECHNOLOGY SERVICES	UCLA	\$235,150	\$231,312	\$23,515						\$254,827	N	N	N		N		
MICHAEL SWIERNIK	SENIOR DIRECTOR, MEDICAL INFORMATICS	UCLA	\$254,736	\$249,694	\$21,143						\$270,837	N	N	N		N		
PAMELA J JESTER	DIRECTOR, CONTINUING EDUCATION OF THE BAR	UCLA	\$203,000	\$203,000							\$203,000	Y	N	N	5%	N		
PAUL A STATON	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$420,000	\$418,086	\$89,586						\$507,672	Y	N	N	5%	N		
PAUL H. WATKINS	SENIOR ASSOCIATE DIRECTOR, OPERATION - CLINICAL AND SUPPORT SERVICES, UCLA HOSPITAL SYSTEM	UCLA	\$279,000	\$247,837	\$37,373						\$285,210	N	N	N		N		
RHEA P TURTELTAUB	VICE CHANCELLOR - EXTERNAL AFFAIRS	UCLA	\$300,000	\$300,000				\$8,916			\$308,916	Y	N	N	5%	N		
RICHARD GERALD NEUHEISEL	FORMER HEAD FOOTBALL COACH	UCLA	\$250,000	\$250,000					\$1,042,133		\$1,292,133	N	N	N		N		\$1,500,000
SCOTT L WAUGH	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	\$366,000	\$366,000				\$8,916			\$374,916	Y	N	N	5%	N		
STEVEN A. OLSEN	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCLA	\$316,842	\$288,300							\$288,300	Y	N	N		N		\$709,400
SUSIE L. LU	ASSOCIATE DIRECTOR, OPERATIONS - OUTPATIENT/ANCILLARY SERVICES, UCLA HOSPITAL SYSTEM	UCLA	\$279,000	\$277,658	\$51,140						\$328,798	N	N	N		N		
VIRGINIA A. MCFERRAN	CHIEF INFORMATION OFFICER - UCLA MEDICAL ENTERPRISE	UCLA	\$344,000	\$342,680	\$73,375						\$416,055	Y	N	N	5%	N		\$640,800
WILLIAM W MARTIN	HEAD COACH - MEN'S TENNIS	UCLA	\$104,500	\$104,500					\$219,365		\$323,865	N	N	N		N		
DAVID H. HOSLEY	INTERIM VICE CHANCELLOR - UNIVERSITY RELATIONS	UCM	\$201,000	\$201,000							\$201,000	N	N	N		N		
DONALD ALLISON BARCLAY	INTERIM UNIVERSITY LIBRARIAN	UCM	\$140,000	\$115,301							\$115,301	N	N	N		N		
DOROTHY JANE LELAND	CHANCELLOR	UCM	\$310,000	\$129,167				\$4,458		\$19,375	\$153,000	Y	Y	N		N		
JANE FIORI LAWRENCE	VICE CHANCELLOR - STUDENT AFFAIRS	UCM	\$181,800	\$181,800							\$181,800	Y	N	N	5%	N		\$324,000

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
JANET ELIZABETH YOUNG	ASSOCIATE CHANCELLOR AND CHIEF OF STAFF	UCM	\$180,000	\$180,000							\$180,000	Y	N	N	3%	N		\$210,350
KEITH EDWARD ALLEY	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCM	\$240,500	\$240,500				\$8,916			\$249,416	Y	N	N		N		
MARY E MILLER	VICE CHANCELLOR - ADMINISTRATION	UCM	\$203,500	\$203,500							\$203,500	Y	N	N	5%	N		\$825,000
SAMUEL JUSTIN TRAINA	VICE CHANCELLOR - RESEARCH AND DEAN OF THE GRADUATE SCHOOL	UCM	\$202,000	\$202,000							\$202,000	Y	N	N		N		\$276,000
AILEEN LIU	ASSOCIATE DIRECTOR	UCOP	\$185,671	\$182,618	\$104,284						\$286,902	N	N	N		N		
ALICE L YEE	SENIOR PORTFOLIO MANAGER	UCOP	\$202,744	\$199,411	\$161,106						\$360,517	N	N	N		N		
ALISON MARGARET MUDDITT	DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS	UCOP	\$244,900	\$219,629							\$219,629	Y	N	N	5%	N	\$13,171	
ANITA P. GURSAHANI	DEPUTY TO THE ASSOCIATE VICE PRESIDENT - LABORATORY OPERATIONS	UCOP	\$256,000	\$256,000							\$256,000	Y	N	N	5%	N		
BRIAN JOSEPH JOHNSON	INVESTMENT OFFICER, REAL ASSETS, OFFICE OF THE TREASURER	UCOP	\$185,671	\$182,618	\$100,355						\$282,973	N	N	N		N		
BRUCE B DARLING	VICE PRESIDENT - LABORATORY MANAGEMENT	UCOP	\$391,400	\$391,400				\$8,916			\$400,316	Y	N	N	5%	N		\$573,750
CATHRYN L NATION	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	\$185,000	\$185,000							\$185,000	Y	N	N	5%	N		
CHARLES F ROBINSON	VICE PRESIDENT, GENERAL COUNSEL - LEGAL AFFAIRS	UCOP	\$416,000	\$416,000				\$8,916			\$424,916	Y	N	N	5%	N		\$800,000
DANIEL C SAMPSON	ASSISTANT VICE PRESIDENT - FINANCIAL CONTROLS AND ACCOUNTABILITY	UCOP	\$234,520	\$231,644							\$231,644	Y	N	N	5%	N		
DANIEL G. ALDRICH III	ASSOCIATE EXECUTIVE VICE CHANCELLOR, OUTREACH	UCOP	\$265,000	\$265,000							\$265,000	N	N	N		N		
DANIEL I GREENSTEIN	VICE PROVOST - ACADEMIC INFORMATION AND STRATEGIC SERVICES	UCOP	\$244,700	\$244,700							\$244,700	Y	N	N	5%	N		
DANIEL M. DOOLEY	SENIOR VICE PRESIDENT - EXTERNAL RELATIONS	UCOP	\$370,000	\$370,000				\$8,916			\$378,916	Y	N	N	5%	N		\$571,250
DAVID JOSEPH ERNST	CHIEF INFORMATION OFFICER AND ASSOCIATE VICE PRESIDENT FOR INFORMATION TECHNOLOGY	UCOP	\$238,000	\$238,000							\$238,000	Y	N	N	5%	N		\$450,750
DAVID MARK BIRNBAUM	CHIEF DEPUTY GENERAL COUNSEL	UCOP	\$280,000	\$261,310							\$261,310	Y	N	N	5%	N		
DAVID W SCHROEDER	SENIOR PORTFOLIO MANAGER	UCOP	\$269,620	\$269,620	\$210,712						\$480,332	N	N	N		N		
DEBORA OBLEY	ASSOCIATE VICE PRESIDENT - BUDGET OPERATIONS	UCOP	\$198,300	\$198,300							\$198,300	Y	N	N	5%	N		
DEBORAH WYLIE	ASSOCIATE VICE PRESIDENT - CAPITAL RESOURCES MANAGEMENT	UCOP	\$180,000	\$180,000						\$15,000	\$195,000	Y	N	N	5%	N	\$11,416	
DWAINE BRIAN DUCKETT	VICE PRESIDENT - HUMAN RESOURCES	UCOP	\$300,000	\$300,000				\$8,916			\$308,916	Y	N	N	5%	N		\$989,100

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
EDMOND FONG	DIRECTOR - ABSOLUTE RETURNS GROUP	UCOP	\$213,458	\$188,693	\$63,151					\$16,164	\$268,008	N	N	N		N		
GEOFFREY A O'NEILL	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	\$178,500	\$178,500							\$178,500	Y	N	N	5%	N		
GLENN LAWRENCE MARA	ACTING ASSOCIATE VICE PRESIDENT - LABORATORY PROGRAMS	UCOP	\$136,826	\$136,826							\$136,826	N	N	N		N		
GLORIA BROWNING GIL	MANAGING DIRECTOR - REAL ESTATE	UCOP	\$279,990	\$279,990	\$128,704						\$408,694	N	N	N		N		\$726,200
GRACE MARGUERITE CRICKETTE	CHIEF RISK OFFICER	UCOP	\$216,370	\$213,716							\$213,716	Y	N	N	5%	N		
JESSE L PHILLIPS	SENIOR MANAGING DIRECTOR, RISK MANAGEMENT	UCOP	\$301,600	\$301,600	\$281,797						\$583,397	Y	N	N	5%	N		
JOHN DAVID STOBO DR.	SENIOR VICE PRESIDENT - HEALTH SCIENCES AND SERVICES	UCOP	\$580,000	\$580,000	\$130,500			\$8,916			\$719,416	Y	N	N	5%	N		\$1,330,000
JOHN GARY FALLE	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	\$270,000	\$270,000							\$270,000	Y	N	N	5%	N		
JUDY KAORU SAKAKI	VICE PRESIDENT - STUDENT AFFAIRS	UCOP	\$246,300	\$246,300				\$8,916			\$255,216	Y	N	N	5%	N		\$589,650
JULIA ANN WINTERSON	INVESTMENT OFFICER, PRIVATE EQUITY	UCOP	\$185,671	\$182,618	\$108,053						\$290,671	N	N	N		N		
KAREN JENSEN PETRULAKIS	DEPUTY GENERAL COUNSEL PROVOST AND EXECUTIVE VICE PRESIDENT, ACADEMIC AFFAIRS	UCOP	\$260,000	\$238,333							\$238,333	Y	N	N	5%	N		
LAWRENCE HOWELL PITTS	INVESTMENT OFFICER	UCOP	\$350,000	\$350,000							\$350,000	Y	N	N	5%	N		
LINDA FRIED	MANAGING DIRECTOR - ABSOLUTE RETURN	UCOP	\$269,620	\$269,620	\$149,138						\$418,758	N	N	N		N		
LYNDA HEE CHOI	CHIEF INVESTMENT OFFICER AND VICE PRESIDENT - INVESTMENTS AND ACTING TREASURER	UCOP	\$270,657	\$270,657	\$196,837						\$467,494	N	N	N		N		\$523,600
MARIE N BERGGREN	PRESIDENT OF THE UNIVERSITY	UCOP	\$470,000	\$470,000	\$616,311			\$8,916			\$1,095,227	Y	N	N	5%	N		
MARK GEORGE YUDOF	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	\$591,084	\$591,084				\$8,916			\$600,000	Y	Y	N		Y		
MARSHA KELMAN	ASSOCIATE VICE PRESIDENT - COMMUNICATIONS	UCOP	\$295,000	\$267,583				\$3,715			\$271,298	Y	N	N	5%	N		
MARY LYNN TIERNEY	EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE	UCOP	\$239,000	\$239,000							\$239,000	Y	N	N	5%	N		
MARY SHANNA CROUGHAN	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	\$165,000	\$165,000							\$165,000	Y	N	N	5%	N		
MAX M REYNOLDS	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	\$250,000	\$250,000							\$250,000	Y	N	N	5%	N		
MELVIN L STANTON	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	\$306,800	\$306,800	\$290,561						\$597,361	Y	N	N	5%	N		
MICHAEL REESE	INVESTMENT OFFICER- PRIVATE EQUITY INVESTMENTS	UCOP	\$236,300	\$236,300							\$236,300	Y	N	N	5%	N		\$545,000
MICHELE ELISE CUCULLU		UCOP	\$185,671	\$182,618	\$106,978						\$289,596	N	N	N		N		

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
NATHAN ERIC BROSTROM	EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	\$375,000	\$375,000							\$375,000	Y	N	N	5%	N		
PATRICK JAMES LENZ	VICE PRESIDENT - BUDGET & CAPITAL RESOURCES	UCOP	\$300,000	\$282,976				\$8,916			\$291,892	Y	N	N	5%	N		
PEGGY MCNAMARA ARRIVAS	ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER	UCOP	\$295,000	\$295,000							\$295,000	Y	N	N	5%	N		
PETER JOHN TAYLOR	EXECUTIVE VICE PRESIDENT AND CHIEF FINANCIAL OFFICER	UCOP	\$400,000	\$400,000				\$8,916			\$408,916	Y	N	N	5%	N		\$472,500
RANDOLPH E WEDDING	SENIOR MANAGING DIRECTOR - FIXED INCOME INVESTMENTS	UCOP	\$374,500	\$335,265	\$303,220						\$638,485	Y	N	N	5%	N		
ROBERT VAN NESS	ASSOCIATE VICE PRESIDENT - LABORATORY OPERATIONS & ADMINISTRATION	UCOP	\$318,200	\$318,200							\$318,200	Y	N	N	5%	N		
RONALD A NELSON	EXECUTIVE DIRECTOR - CONTRACTS MANAGEMENT & FSO	UCOP	\$224,324	\$162,144							\$162,144	N	N	N		N		
RUSSELL WILLIAM RUMBERGER	VICE PROVOST - EDUCATION PARTNERSHIP	UCOP	\$250,000	\$250,000							\$250,000	Y	N	N		Y		
SANDRA H KIM	EXECUTIVE DIRECTOR - EXTERNAL FINANCE	UCOP	\$247,500	\$244,464							\$244,464	Y	N	N	5%	N		
SANTIAGO MUNOZ III	ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER	UCOP	\$250,000	\$219,915	\$50,350						\$270,265	Y	N	N	5%	N		
SATISH ANANTHASWAMY	SENIOR PORTFOLIO MANAGER	UCOP	\$254,065	\$254,065	\$109,820						\$363,885	N	N	N		N		
SHERYL JEANNE VACCA	SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER	UCOP	\$405,000	\$405,000				\$8,916			\$413,916	Y	N	N	5%	N		
STEVE JUAREZ	ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS	UCOP	\$230,000	\$230,000				\$8,916			\$238,916	Y	N	N		N		\$684,000
STEVEN VAN WALTER BECKWITH	VICE PRESIDENT - RESEARCH AND GRADUATE STUDIES	UCOP	\$320,000	\$320,000				\$8,916			\$328,916	Y	N	N		N		\$1,300,000
SUSAN L. CARLSON	VICE PROVOST - ACADEMIC PERSONNEL	UCOP	\$250,000	\$250,000							\$250,000	Y	N	N		N	\$107	
THOMAS JOHAN LURQUIN	DIRECTOR - PRIVATE EQUITY	UCOP	\$213,466	\$213,466	\$193,329						\$406,795	N	N	N		N		
TIMOTHY JACOB RECKER	MANAGING DIRECTOR - PRIVATE EQUITY INVESTMENTS	UCOP	\$270,135	\$270,135	\$260,176						\$530,311	N	N	N		N		\$1,000,000
TINA W COMBS	DEPUTY GENERAL COUNSEL	UCOP	\$244,900	\$244,900							\$244,900	Y	N	N	5%	N		
WILLIAM JORDAN COAKER JR.	SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS	UCOP	\$275,000	\$275,000	\$258,225						\$533,225	Y	N	N	5%	N		
WILLIAM TINSLEY TUCKER	EXECUTIVE DIRECTOR - INNOVATION ALLIANCES & SERVICES	UCOP	\$189,800	\$189,800							\$189,800	Y	N	N	5%	N		

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
XIAOCHUAN ZHANG	INTERIM SENIOR PORTFOLIO MANAGER HEAD OF CREDIT RESEARCH, FIXED INCOME INVESTMENTS	UCOP	\$185,671	\$182,618	\$100,740		\$9,240				\$292,598	N	N	N		N		
CHARLES FRANCIS LOUIS	VICE CHANCELLOR - RESEARCH	UCR	\$240,000	\$240,000							\$240,000	Y	N	N		N		\$350,000
DALLAS L. RABENSTEIN	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCR	\$305,000	\$280,208							\$280,208	Y	N	N		N		
GLENN RICHARD OLDS	VICE CHANCELLOR - HEALTH AFFAIRS & DEAN - SCHOOL OF MEDICINE	UCR	\$525,000	\$525,000	\$100,000						\$625,000	Y	N	N		N	\$35,867	
GRETCHEN S. BOLAR	VICE CHANCELLOR - FINANCE AND BUSINESS OPERATIONS	UCR	\$237,100	\$237,100							\$237,100	Y	N	N	5%	N		
JAMES W. SANDOVAL	VICE CHANCELLOR - STUDENT AFFAIRS	UCR	\$209,900	\$209,900							\$209,900	Y	N	N	5%	N		
MICHELE C. COYLE	CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL	UCR	\$215,000	\$202,167							\$202,167	Y	N	N	5%	N		
PETER A. HAYASHIDA	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	\$265,000	\$265,000				\$8,916			\$273,916	Y	N	N	5%	N		\$409,500
PHYLLIS GUZE	ASSOCIATE VICE CHANCELLOR - HEALTH AFFAIRS AND EXECUTIVE ASSOCIATE DEAN - SCHOOL OF MEDICINE	UCR	\$189,600	\$145,215		\$117,333					\$262,548	N	N	N		N		
RUTH M. JACKSON	UNIVERSITY LIBRARIAN	UCR	\$189,300	\$189,300							\$189,300	Y	N	N	5%	N		
SHARON A. DUFFY	DEAN - UNIVERSITY EXTENSION	UCR	\$184,000	\$184,000							\$184,000	Y	N	N		N		
TIMOTHY P WHITE	CHANCELLOR	UCR	\$325,000	\$325,000				\$1,486			\$326,486	Y	Y	N		N		
CARDELLA DENISE STEPHENS	UNIVERSITY LIBRARIAN	UCSB	\$200,000	\$83,333						\$50,000	\$133,333	Y	N	N	5%	N	\$15,139	
GLENN E LUCAS	EXECUTIVE VICE CHANCELLOR	UCSB	\$267,900	\$267,900				\$8,916			\$276,816	Y	N	N		N		
HENRY T. YANG	CHANCELLOR	UCSB	\$315,000	\$315,000				\$8,916			\$323,916	Y	Y	N	5%	N		
MICHAEL D YOUNG	VICE CHANCELLOR FOR STUDENT AFFAIRS	UCSB	\$195,700	\$195,700							\$195,700	Y	N	N	5%	N		
MICHAEL S WITHERELL	VICE CHANCELLOR FOR RESEARCH	UCSB	\$246,300	\$246,300							\$246,300	Y	N	N		N		
THOMAS MILTON PUTNAM III	ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCSB	\$200,000	\$200,000						\$4,583	\$204,583	Y	N	N	5%	N		
ALISON GALLOWAY	CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	\$265,000	\$265,000							\$265,000	Y	N	N		N		
BRUCE H MARGON	VICE CHANCELLOR - RESEARCH	UCSC	\$228,800	\$228,800							\$228,800	Y	N	N		N		
CAROLE ROSEMARIE ROSSI	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSC	\$215,000	\$199,690							\$199,690	Y	N	N	5%	N		\$685,000
CHRISTINA L VALENTINO	ACTING VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	\$200,000	\$170,673							\$170,673	N	N	N		N		

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
DONNA MARIE MURPHY	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCSC	\$214,100	\$214,100				\$8,916			\$223,016	Y	N	N	5%	N		\$760,000
GEORGE R BLUMENTHAL	CHANCELLOR	UCSC	\$310,000	\$310,000				\$8,916			\$318,916	Y	Y	N		N		
LYNDA ROGERS	ACTING DEAN - UNIVERSITY EXTENSION	UCSC	\$145,000	\$146,812							\$146,812	N	N	N		N		
MARGARET L DELANEY	VICE CHANCELLOR - PLANNING AND BUDGET	UCSC	\$204,150	\$204,150							\$204,150	Y	N	N		N		
MARY M DOYLE	VICE CHANCELLOR - INFORMATION TECHNOLOGY	UCSC	\$214,000	\$214,000							\$214,000	Y	N	N	5%	N		\$945,000
VIRGINIA STEEL	UNIVERSITY LIBRARIAN	UCSC	\$170,900	\$170,900							\$170,900	Y	N	N	5%	N		\$1,049,000
ANGELA LYNN SCIOSCIA	CHIEF MEDICAL OFFICER	UCSD	\$374,800	\$374,800	\$66,696						\$441,496	Y	N	N	5%	N		
ANTHONY DOUGLAS JOHN HAYMET	VICE CHANCELLOR - MARINE SCIENCES, DEAN OF THE GRADUATE SCHOOL OF MARINE SCIENCES & DIRECTOR SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	\$295,000	\$295,000							\$295,000	Y	N	N		N		\$1,000,000
ANTHONY M PEREZ	ASST VICE CHANCELLOR - HEALTH SCIENCES AFFAIRS	UCSD	\$235,000	\$234,104	\$19,321						\$253,425	N	N	N		N		
BETSY JULIANN GROSSMAN	REVENUE CYCLE ADMINISTRATOR	UCSD	\$221,000	\$216,814	\$37,938						\$254,752	N	N	N		N		
BRIAN E. SCHOTTLAENDER	UNIVERSITY LIBRARIAN	UCSD	\$239,200	\$239,200							\$239,200	Y	N	N	5%	N		\$351,000
DANIEL W PARK	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	\$250,000	\$235,000					\$3,150		\$238,150	Y	N	N	5%	N		
DAVID ALLEN BRENNER	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE	UCSD	\$521,000	\$521,000		\$220,000					\$741,000	Y	N	N		N		\$2,660,000
DAVID V. KRAUS	CHIEF CONTRACTING OFFICER - MEDICAL CENTER	UCSD	\$210,000	\$209,206	\$45,770				\$5,000		\$259,976	N	N	N		N		
EDWARD BABAKIAN	CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES	UCSD	\$312,600	\$311,397	\$68,131						\$379,528	Y	N	N	5%	N		
GARY CLIFFORD MATTHEWS	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	\$275,000	\$275,000							\$275,000	Y	N	N	5%	N		
HENRIETTA ELIZABETH RUE	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	\$215,000	\$215,000							\$215,000	Y	N	N	5%	N		\$819,900
JOHN DUNCAN CAMPBELL	MEDICAL GROUP EXECUTIVE DIRECTOR	UCSD	\$250,000	\$249,038	\$51,155						\$300,193	Y	N	N	5%	N		
LELAND M GIDDINGS	CHIEF COMPLIANCE OFFICER, PRIVACY OFFICER, AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT	UCSD	\$233,200	\$232,315	\$50,826						\$283,141	Y	N	N	5%	N		
LORI R DONALDSON	CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER	UCSD	\$320,000	\$318,781	\$65,478						\$384,259	Y	N	N	5%	N		
MARGARITA M BAGGETT	ACTING HEALTH SYSTEM CHIEF OPERATING OFFICER AND CHIEF PATIENT CARE SERVICES OFFICER	UCSD	\$252,000	\$251,035	\$45,683						\$296,718	Y	N	N	5%	N		

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
MARY LINDENSTEIN WALSHOK	ASSOCIATE VICE CHANCELLOR EXTENDED STUDIES AND PUBLIC SERVICE, DEAN -UNIVERSITY EXTENSION	UCSD	\$169,700	\$169,700							\$169,700	Y	N	N	5%	N		
MARYE ANNE FOX	CHANCELLOR	UCSD	\$392,200	\$392,200				\$8,916	\$1,086	\$20,000	\$422,202	Y	N	N		N		
PAUL A CRAIG	CHIEF HUMAN RESOURCES, RISK MANAGEMENT, AND PATIENT SAFETY OFFICER	UCSD	\$285,000	\$283,920	\$54,515						\$338,435	N	N	N		N		
SANDRA A BROWN	VICE CHANCELLOR - RESEARCH	UCSD	\$290,000	\$287,301							\$287,301	Y	N	N		N		
SHAWN TIFFANY SHEFFIELD	ASSISTANT VICE CHANCELLOR - RESOURCE STRATEGY & PLANNING, HEALTH SCIENCES	UCSD	\$268,750	\$267,717	\$58,574						\$326,291	N	N	N		N		
STEVEN RELYEA	VICE CHANCELLOR - EXTERNAL AND BUSINESS AFFAIRS	UCSD	\$295,000	\$295,000				\$8,916	\$1,128		\$305,044	Y	N	N	5%	N		
SURESH SUBRAMANI	EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS	UCSD	\$350,000	\$350,000				\$6,299	\$320		\$356,619	Y	N	N		N		
THOMAS EDWARD JACKIEWICZ	ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER - UCSD MEDICAL CENTER	UCSD	\$600,000	\$597,709	\$140,520			\$17,146			\$755,375	Y	N	N	5%	N		
THOMAS VARDON MCAFEE	ACTING CEO, HEALTH SYSTEMS AND DEAN - CLINICAL AFFAIRS AND PRESIDENT OF THE MEDICAL GROUP, HEALTH SCIENCES	UCSD	\$550,000	\$490,033	\$115,914						\$605,947	Y	N	N	5%	N		
BARBARA J. FRENCH	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCSF	\$251,900	\$251,900							\$251,900	Y	N	N	5%	N		
BARRIE E STRICKLAND	CHIEF FINANCIAL OFFICER, MEDICAL CENTER	UCSF	\$450,000	\$448,282	\$64,098					\$67,500	\$579,880	Y	N	N	5%	N		
CYNTHIA G LIMA	EXECUTIVE DIRECTOR - MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER	UCSF	\$284,000	\$271,960	\$62,795						\$334,755	N	N	N		N		
DAVID ODATO	ASSOCIATE VICE CHANCELLOR - HR/CHIEF ADMINISTRATIVE OFFICER- MEDICAL CENTER	UCSF	\$335,000	\$317,782	\$64,439				\$23,239		\$405,460	N	N	N		N		
DAVID R. MORGAN	EXECUTIVE DIRECTOR - AMBULATORY CARE SERVICES, MEDICAL CENTER	UCSF	\$283,400	\$271,461	\$58,861				\$13,581		\$343,903	N	N	N		N		
DAVID VLAHOV	DEAN - SCHOOL OF NURSING	UCSF	\$290,000	\$193,333		\$40,000				\$25,000	\$258,333	Y	N	N		N	\$31,259	\$1,000,000
ELAZAR C HAREL	VICE CHANCELLOR - IT/CHIEF INFORMATION OFFICER	UCSF	\$310,800	\$310,800						\$26,116	\$336,916	Y	N	N	5%	N		
ELIZABETH A BOYD	CHIEF ETHICS AND COMPLIANCE OFFICER	UCSF	\$230,000	\$230,000							\$230,000	Y	N	N	5%	N		\$329
ERIC B VERMILLION	VICE CHANCELLOR - FINANCE	UCSF	\$298,313	\$298,313							\$298,313	Y	N	N	5%	N		
IRENE L BREZMAN	DIRECTOR - BUSINESS APPLICATIONS, MEDICAL CENTER	UCSF	\$228,300	\$227,427	\$26,026				\$10,509		\$263,962	N	N	N		N		

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
J RENEE NAVARRO	VICE CHANCELLOR - DIVERSITY AND OUTREACH	UCSF	\$270,000	\$270,000					\$7,772		\$277,772	Y	N	N	5%	N		
JEFFREY A BLUESTONE	EXECUTIVE VICE CHANCELLOR AND PROVOST DEAN - SCHOOL OF DENTISTRY	UCSF	\$385,300	\$385,300		\$52,300		\$8,916			\$446,516	Y	N	N		N		\$750,000
JOHN D B FEATHERSTONE	DEAN - SCHOOL OF DENTISTRY	UCSF	\$300,000	\$300,000		\$50,000					\$350,000	Y	N	N		N		
JOHN E PLOTTS	SENIOR VICE CHANCELLOR - FINANCE AND ADMINISTRATION	UCSF	\$350,000	\$350,000							\$350,000	Y	N	N	5%	N		
JOHN P HARRIS	CHIEF STRATEGY & BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER	UCSF	\$298,800	\$297,648	\$57,221						\$354,869	Y	N	N	5%	N		
JOSEPH I CASTRO	VICE CHANCELLOR - STUDENT ACADEMIC AFFAIRS	UCSF	\$235,000	\$235,890			\$2,938				\$238,828	Y	N	N	5%	N		\$864,000
JOSHUA S ADLER	CHIEF MEDICAL OFFICER, MEDICAL CENTER	UCSF	\$350,000	\$348,650	\$70,147						\$418,797	Y	N	N	5%	N		
JULIE M COX	DIRECTOR-IT, CUSTOMER SERVICE, MEDICAL CENTER	UCSF	\$220,400	\$219,565	\$29,094				\$1,701		\$250,360	N	N	N		N		
KAREN A BUTTER	UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR	UCSF	\$247,700	\$247,700							\$247,700	Y	N	N	5%	N		
KAREN A RAGO	EXECUTIVE DIRECTOR - SERVICE LINE ADMINISTRATION AND DIRECTOR - CARDIOVASCULAR SERVICES, MEDICAL CENTER	UCSF	\$227,300	\$226,429	\$52,279						\$278,708	N	N	N		N		
KATHLEEN A BALESTRERI	EXECUTIVE DIRECTOR OF PATIENT SERVICES, MEDICAL CENTER	UCSF	\$243,000	\$224,141	\$46,125				\$12,931		\$283,197	N	N	N		N		
KENNETH M JONES	CHIEF OPERATING OFFICER, MEDICAL CENTER	UCSF	\$547,600	\$545,501	\$99,687						\$645,188	Y	N	N	5%	N		
KIMBERLY SCURR	EXECUTIVE DIRECTOR - UCSF BENIOFF CHILDREN'S HOSPITAL	UCSF	\$200,500	\$199,742	\$26,868		\$13,964		\$10,766		\$251,340	N	N	N		N		
LORI LOU RIDLEY	EHR APPLICATION SOLUTIONS ARCHITECT	UCSF	\$247,300	\$231,256	\$20,773						\$252,029	N	N	N		N		
LUCIA KWAN	DIRECTOR - REVENUE CYCLE SERVICES, MEDICAL CENTER	UCSF	\$232,000	\$228,821	\$30,780				\$10,573		\$270,174	N	N	N		N		
LYNN M PAULSEN	DIRECTOR - PHARMACY PRACTICE STANDARDS, MEDICAL CENTER	UCSF	\$224,500	\$222,781	\$26,491				\$10,060		\$259,332	N	N	N		N		
MARCIA J CANNING	CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL	UCSF	\$255,000	\$242,873							\$242,873	Y	N	N	5%	N		
MARK R LARET	CHIEF EXECUTIVE OFFICER, MEDICAL CENTER	UCSF	\$935,000	\$840,129	\$210,377			\$8,916	\$100,000		\$1,159,422	Y	N	N	5%	N		
MARY ANNE KIMBLE	DEAN - SCHOOL OF PHARMACY	UCSF	\$290,000	\$290,000		\$60,000					\$350,000	Y	N	N	5%	N		

*Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2011

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Moving Costs	University-Provided Home Mortgage
MICHAEL A HINDERY	VICE DEAN - ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE	UCSF	\$335,000	\$335,000	\$61,138						\$396,138	Y	N	N	5%	N		
PAMELA LOU HUDSON	EXECUTIVE DIRECTOR - CLINICAL INFORMATION SYSTEMS	UCSF	\$330,000	\$272,988	\$37,200						\$310,188	N	N	N		N		
REECE I FAWLEY	EXECUTIVE DIRECTOR - HEALTH PLAN STRATEGY & TRANSPLANTATION, MEDICAL CENTER	UCSF	\$296,700	\$262,476	\$54,403						\$316,879	N	N	N		N		
SAMUEL HAWGOOD	DEAN - SCHOOL OF MEDICINE	UCSF	\$450,000	\$450,000		\$195,475					\$645,475	Y	N	N		N		
SHEILA E ANTRUM	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER	UCSF	\$319,000	\$265,431	\$50,480		\$28,558			\$2,500	\$346,969	Y	N	N	5%	N		
SUSAN D DESMOND-HELLMANN	CHANCELLOR	UCSF	\$450,000	\$450,000				\$8,916			\$458,916	Y	Y	N		N		
TIMOTHY M MAHANEY	EXECUTIVE DIRECTOR - FACILITIES & SUPPORT SVCS, MEDICAL CENTER	UCSF	\$284,000	\$272,064	\$52,299						\$324,363	N	N	N		N		

*Total cash compensation is not intended to reflect W-2 earnings.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
ADLER, JOSHUA S UCSF		
CHIEF MEDICAL OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$70,147	Payout level based on performance compared against pre-established incentive goal levels. 2010-11 incentive payment approved by the Office of the President Administrative Oversight Committee on 9/14/11.
ALDRICH, DANIEL G. III UCOP		
ASSOCIATE EXECUTIVE VICE CHANCELLOR, OUTREACH		
Annual Base	\$265,000	Mr. Aldrich is on a temporary assignment at the Irvine campus serving as Associate Executive Vice Chancellor, Outreach. He is appointed with an annual base salary of \$265,000.
ALIVISATOS, A PAUL LBNL		
LABORATORY DIRECTOR		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Laboratory Director with underlying faculty appointment.
Administrative Fund		Per policy, Administrative Fund allocation for use by the Laboratory Director as an additional resource that would otherwise not be available for the performance of official responsibilities. 2011 Administrative Fund net allocation: \$49,914.23.
ALLEN-DIAZ, BARBARA H ANR		
VICE PRESIDENT - AGRICULTURAL AND NATURAL RESOURCES		
Annual Base	\$280,000	Term appointment of Barbara Allen-Diaz as Vice President - Agriculture and Natural Resources, for up to three years, effective 10/1/11, through 9/30/14. In addition, an annual base salary of \$280,000, which is 2.1 percent above the midpoint for SLCG Grade 109 (\$274,300). This action was approved by the Regents at their September 2011 meeting.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
ALLEY, KEITH EDWARD UCM		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Exceptional Vacation accrual		Approved at September 2006 Regents meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
ANANTHASWAMY, SATISH UCOP		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
SENIOR PORTFOLIO MANAGER		
Treasurer's AIP Plan	\$109,820	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$154,345 for fiscal year 2010-11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
ANTRUM,SHEILA E UCSF		
CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER		
Annual Base	\$319,000	Salary adjustment from \$250,000 to \$319,000, which rolls the previous stipend of \$28,558 into base salary as well as providing for a salary level reflective of the market and addressing the pay compression issues related to the UCSF Chief Pharmacy Officer and UCSF Associate Chief Nursing Officer positions, which both report to Ms. Antrum. The salary adjustment was effective 9/15/11 as approved by the Regents on 9/15/11.
Stipend	\$28,558	As an exception to policy, continued administrative stipend of \$37,500 (15 percent) to increase current base salary from \$250,000 to \$287,500 for the period of 7/1/11 through 12/31/11. The stipend was in recognition of Ms. Antrum's permanent responsibility for Pharmacy and Perioperative Services. The last stipend extension was approved by the Regents on 5/18/11. The stipend ended effective 9/14/11 upon the implementation of Ms. Antrum's salary adjustment, effective 9/15/11.
Clinical Enterprise Management Recognition Program	\$50,480	Payout level based on performance compared against pre-established incentive goal levels. 2010-11 incentive payment approved by the Office of the President Administrative Oversight Committee on 9/14/11.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$2,500	Per policy, a relocation allowance of 20 percent (\$50,000) of base salary (\$250,000) approved by the Regents on 9/20/07 to offset higher cost of living in the Bay Area compared to San Diego. Incumbent is subject to standard payback parameters as outlined in policy. 2011 is last year of four-year declining distribution (40 percent, 30 percent, 20 percent, 10 percent). Ended on 5/28/11.
ARKIN,ADAM P LBNL		
SCIENTIFIC DIVISION DIRECTOR - FACULTY		
Annual Base	\$262,000	50 percent of UCB base salary reimbursed by LBNL.
Stipend	\$42,220	Per policy, an administrative stipend of 10 percent (currently \$26,196) in recognition of the additional responsibilities as the Physical Biosciences (PBD) Division Director effective and approved by President Yudof on 5/3/2010. The stipend is not intended for an acting or temporary position and therefore does not have an end date. The report reflects the actual stipend amount received in 2011, which includes retroactive payments for March 2010 to December 2010 due to an administrative error.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.

ARVIN, MARTHA UCLA

CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES

Stipend	\$15,923	Administrative stipend for the role of Systemwide Health Sciences Privacy Liaison for Office of Ethics, Compliance and Auditor Services (ECAS) in addition to incumbent's current responsibilities.
Clinical Enterprise Management Recognition Program	\$52,237	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in CEMRP annually with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. She has not yet met the five-year service requirement in SMG to receive benefit.
Relocation Allowance	\$18,368	Relocation allowance of 25 percent (\$61,225) payable over four years. Second installment paid in 2011.

BABAKANIAN, EDWARD UCSD

CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES

Clinical Enterprise Management Recognition Program	\$68,131	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in CEMRP annually with a target rate of 15 percent and a maximum potential payout of 25 percent. Actual award amount is based on performance against pre-established goals.
--	----------	---

BAGGETT, MARGARITA M UCSD

ACTING HEALTH SYSTEM CHIEF OPERATING OFFICER AND CHIEF PATIENT CARE SERVICES OFFICER

Annual Base	\$252,000	A stipend of \$81,900 was approved by the Regents in December 2011 effective 10/4/11 through 9/30/12, or until the appointment of a permanent Chief Operating Officer, whichever occurs first. The stipend was not paid in 2011 but will be paid and reported in 2012.
Clinical Enterprise Management Recognition Program	\$45,683	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, ineligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.

BALESTRERI, KATHLEEN A UCSF

EXECUTIVE DIRECTOR OF PATIENT SERVICES, MEDICAL CENTER

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Annual Base	\$243,000	An equity increase of 8 percent from \$225,000 to \$243,000 to recognize collaborative relationship with campus development on fundraising duties. According to market data from Mercer COTH custom analysis, the market median is \$223,800 for the Head of Organizational Mission Services. The increase was endorsed by the UCSF Compensation Committee and approved by the Chancellor on 12/23/11.
Incentive	\$46,125	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$12,931	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Associate Vice President - HR & Benefits in 2004.

BARBOUR, ANNE SAUNDERS UCB

ATHLETIC DIRECTOR

Annual Base	\$380,550	Voluntary pay reduction taken by Athletic Director Barbour. Annual contract salary is \$381,550 for January to June 2011 and \$392,997 for July to December 2011. Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$25,000	Approved as part of contract. Payment for participation on radio show; non base building compensation.
Other Cash Payment	\$120,000	Retention plan payout per negotiated contract.
Other Benefit	\$4,800	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Other Benefit	\$27,546	Membership fee of \$20,000 and dues of \$7,546 for country club. Initiation fee of \$50,000 disbursed in 2010; will be reflected on employee's 2011 W-2.
Other - Exclude from Total Cash Compensation	\$3,567	Courtesy vehicle approved as part of negotiated athletics' contract.
Coach - Incentive	\$101,593	Performance bonuses per negotiated contract.

BARRON, WILLIAM MICHAEL UCI

CHIEF MEDICAL OFFICER

Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$107,500	Relocation allowance of 25 percent (\$107,500) of base salary paid per policy. If Mr. Barron separates from UC prior to two years of service, he will be required to pay back a pro-rata portion of the hiring bonus and relocation allowance payment.
Other One-Time Payment	\$21,500	Hiring bonus of 5 percent (\$21,500) paid per policy.
Moving Expenses - Moving Services	\$73,703	Total relocation expenses reimbursed to employee. Taxable amount reimbursed of \$20,300.36 and non-taxable amount reimbursed of \$53,402.77.

BASRI, GIBOR UCB

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
VICE CHANCELLOR - EQUITY AND INCLUSION		
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
BECKWITH, STEVEN VAN WALTER UCOP		
VICE PRESIDENT - RESEARCH AND GRADUATE STUDIES		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
BELMONT, TERRY A UCI		
CHIEF EXECUTIVE OFFICER		
Clinical Enterprise Management Recognition Program	\$136,500	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. 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. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit..
BERGGREN, MARIE N UCOP		
CHIEF INVESTMENT OFFICER AND VICE PRESIDENT - INVESTMENTS AND ACTING TREASURER		
Treasurer's AIP Plan	\$616,311	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. At the September 2011 meeting, the Regents approved the incentive payout award of \$744,950 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
BIDDY, FRANKLIN SCOTT UCB		
VICE CHANCELLOR - UNIVERSITY RELATIONS		
Incentive	\$144,028	Payment of deferred incentive awards for fiscal years 2007-08, 2008-09 and 2009-10 including interest at the STIP rate. Approved by President Yudof on 4/29/11 with the concurrence of the Chair of the Committee on Compensation
BIRGENEAU, ROBERT J. UCB		
CHANCELLOR		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at the September 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Sabbatical Payment/Transfer		Transfer of 24 sabbatical credits upon recruitment approved at September 2006 Regents' meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.
Post Retirement Agreement		As part of the appointment item that was approved by the Regents on 7/27/04, the University will provide a supplement to his earned retirement under UCRP, calculating his retirement benefit using the full amount of his base salary.
Other Benefit		Accelerated vesting in retiree health premium approved at September 2006 Regents' meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.
Other - Exclude from Total Cash Compensation		Future participation in the Graduated Payment Mortgage Origination Program (GP -MOP) approved at the September 2006 Regents' meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.

**BIRNBAUM, DAVID MARK UCOP
CHIEF DEPUTY GENERAL COUNSEL**

Annual Base	\$280,000	Reclassification of Mr. Birnbaum's position from SLCG Grade 108 to SLCG Grade 109 and a 12 percent salary increase from \$250,000 to \$280,000 for the added responsibility of Chief Advisor, effective 7/15/11. The reclassification was approved by the President and Regents on 7/15/11.
-------------	-----------	---

**BLINDER, DAVID UCB
ASSOCIATE VICE CHANCELLOR - UNIVERSITY RELATIONS**

Annual Base	\$280,000	A salary adjustment of 16.7 percent increasing his salary from \$240,000 to \$280,000 approved by Chancellor Birgeneau on 1/25/11. The salary adjustment is justified by the scope of Mr. Blinder's responsibilities relative to his peers in the UC system, his achievements at the Berkeley campus and calibration of his experience and position in the market of fundraising professionals.
-------------	-----------	---

**BLOCK, GENE D. UCLA
CHANCELLOR**

Executive Disability		Per policy, eligible. He has not yet met the five-year service requirement in SMG to receive benefits.
MOP Loan		Eligibility for MOP loan to buy a home to live in after stepping down as Chancellor, if assuming a tenured faculty position at UCLA. Approved by Regents December 2006.

**BLUESTONE, JEFFREY A UCSF
EXECUTIVE VICE CHANCELLOR AND PROVOST**

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits Program due to tenured faculty appointment.
Executive Auto Allowance	\$8,916	Executive auto allowance (\$8,916/annually) approved by the Regents on 3/25/10.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$52,300	Per policy, eligibility to participate in the Health Sciences Compensation Plan (HSCP) was approved by the Regents on 3/25/10.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

BLUMENTHAL, GEORGE R UCSC

CHANCELLOR

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.

BOUBELIK, JANE ESTHER UCLA

CHIEF LEGAL COUNSEL, MEDICAL SCIENCES

Clinical Enterprise Management Recognition Program	\$50,126	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
--	----------	--

BOYD, ELIZABETH A UCSF

CHIEF ETHICS AND COMPLIANCE OFFICER

Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Initial Househunting	\$329	Moving reimbursements approved by the Regents on 11/18/10.

BOYD, MICHAEL W UCD

DIRECTOR - FACILITIES

Annual Base	\$228,600	An 11 percent equity adjustment increasing his base salary from \$206,000 to \$228,600 to recognize Mr. Boyd's responsibility for the Plant Operations & Maintenance, Grounds Maintenance, Central Plant Operations and Clinical Engineering Departments, in addition to his current responsibility for Facilities Planning and Facilities Design and Construction effective 3/4/11. The annual base reflects the full-time rate and not the actual earnings.
Clinical Enterprise Management Recognition Program	\$45,377	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2011: 19.85 percent (\$45,377.10).

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
BRENNER, DAVID ALLEN UCSD		
VICE CHANCELLOR - HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Health Sciences Compensation Plan	\$220,000	Per policy, eligible to participate in Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
BREZMAN, IRENE L UCSF		
DIRECTOR - BUSINESS APPLICATIONS, MEDICAL CENTER		
Incentive	\$26,026	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$10,509	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Associate Vice President - HR & Benefits in 2004.
BROWN, DAVID LESLIE LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Bonus	\$25,000	Per policy, a \$25,000 hiring bonus to attract top talent.
BROWN, SANDRA A UCSD		
VICE CHANCELLOR - RESEARCH		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
CAMPBELL, JOHN DUNCAN UCSD		
MEDICAL GROUP EXECUTIVE DIRECTOR		
Clinical Enterprise Management Recognition Program	\$51,155	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
CANNING,MARCIA J UCSF		
CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL		
Annual Base	\$255,000	At the November meeting, the Regents approved an 8.9 percent salary increase, from \$234,210 to \$255,000, effective retroactively to 7/1/11. The retroactivity constitutes an exception to policy. The salary adjustment is part of the second phase of adjustments previously discussed with the Regents in 2008. The adjustments were designed to bring the compensation closer to the market median salary of \$256,700.
CARPENTER,KATHARINE O UCLA		
CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA--UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL		
Clinical Enterprise Management Recognition Program	\$46,237	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
CASTRO,JOSEPH I UCSF		
VICE CHANCELLOR - STUDENT ACADEMIC AFFAIRS		
Stipend	\$2,938	7.5 percent stipend, effective 10/1/11 to 6/30/12 as approved by the Regents on 11/28/11 for acting as the Interim Dean - Graduate Division (academic position). Subsequent to the approval, a different individual was permanently appointed to the Dean - Graduate Division position, which will become effective 4/1/12. With the appointment effective date of 4/1/12, the stipend for Vice Chancellor Castro is scheduled to end on 3/31/12.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
CHOI,LYNDA HEE UCOP		
MANAGING DIRECTOR - ABSOLUTE RETURN		
Treasurer's AIP Plan	\$196,837	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$237,502 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
CLAYMAN,RALPH V UCI		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
DEAN - SCHOOL OF MEDICINE		
Health Sciences Compensation Plan	\$100,000	Per policy, eligible to participate in the Health Sciences Compensation Plan. The data reported reflects the actual compensation received.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
COAKER, WILLIAM JORDAN JR. UCOP		
SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS		
Treasurer's AIP Plan	\$258,225	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$203,323 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
CONK, MARGARET T UCI		
CHIEF STRATEGY OFFICER		
Clinical Enterprise Management Recognition Program	\$35,678	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
COX, JULIE M UCSF		
DIRECTOR - IT, CUSTOMER SERVICE, MEDICAL CENTER		
Incentive	\$29,094	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$1,701	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Associate Vice President - HR & Benefits in 2004.
COYLE, MICHELE C. UCR		
CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Annual Base	\$215,000	At the November meeting, the Regents approved an 11.4 percent salary increase, from \$193,000 to \$215,000, effective retroactively to 7/1/11. The retroactivity constitutes an exception to policy. The salary adjustment is part of the second phase of adjustments previously discussed with the Regents in 2008. The adjustments were designed to bring the compensation closer to the market median salary of \$256,700.
Executive Disability		Per SMG policy II-42, eligible. Five-year vesting requirement met on 7/6/11.

CRAIG, PAUL A UCSD

CHIEF HUMAN RESOURCES, RISK MANAGEMENT, AND PATIENT SAFETY OFFICER

Clinical Enterprise Management Recognition Program	\$54,515	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15% and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
--	----------	---

CRICKETTE, GRACE MARGUERITE UCOP

CHIEF RISK OFFICER

Annual Base	\$216,370	Per policy, a 10 percent salary increase to recapture the eliminated incentive pay opportunity. Historically Ms. Crickette received an individualized incentive equal to 10 percent of her annual base salary. The incentive component was eliminated due to the introduction of a standardized, systemwide incentive/bonus architecture limiting participation in such plans. Approved at the January 2011 Regents meeting.
-------------	-----------	--

CROOKS, HEIDI M. UCLA

SENIOR ASSOCIATE DIRECTOR - OPERATIONS & PATIENT CARE SERVICES

Clinical Enterprise Management Recognition Program	\$46,237	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
--	----------	--

CUCULLU, MICHELE ELISE UCOP

INVESTMENT OFFICER - PRIVATE EQUITY INVESTMENTS

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$106,978	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$121,372 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.

DELANEY, MARGARET L UCSC
VICE CHANCELLOR - PLANNING AND BUDGET

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement.

DENTON, EDWARD J UCB
VICE CHANCELLOR - FACILITIES SERVICES

Other Benefit	\$480	Complimentary discounted tickets to Cal athletic events - 2011 football season tickets; benefit reported on W-2.
---------------	-------	--

DEPAOLO, DONALD J LBNL
ASSOCIATE LABORATORY DIRECTOR

Annual Base	\$339,024	\$4,000 of salary reimbursed by UC Berkeley campus for his joint appointment as UCB/LBNL Director of the Center for Isotope Geochemistry.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with an underlying faculty appointment.

DESMOND-HELLMANN, SUSAN D UCSF
CHANCELLOR

Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Resides in Chancellor's Residence. Approved by the Regents on 5/7/09.

DONALDSON, LORI R UCSD
CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$65,478	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
DOYLE,MARY M UCSC		
VICE CHANCELLOR - INFORMATION TECHNOLOGY		
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement.
DROWN,STEVEN A. UCD		
CHIEF CAMPUS COUNSEL		
Annual Base	\$250,000	At the November meeting, the Regents approved a 21.9 percent salary increase, from \$205,045 to \$250,000, effective retroactively to 7/1/11. The retroactivity constitutes an exception to policy. The salary adjustment is part of the second phase of adjustments previously discussed with the Regents in 2008. The adjustments were designed to bring the compensation closer to the market median salary of \$256,700. The annual base reflects the full-time rate and not the actual salary received.
Executive Disability		Eligible per policy and vested.
DUFFY,SHARON A. UCR		
DEAN - UNIVERSITY EXTENSION		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
DURUISSEAU,SHELTON J UCD		
ASSOCIATE VICE CHANCELLOR - DIVERSITY AND INCLUSION AND CHIEF EXTERNAL AFFAIRS OFFICER, UC DAVIS HEALTH SYSTEM		
Annual Base	\$290,000	No changes to base for the calendar year.
Clinical Enterprise Management Recognition Program	\$64,815	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2011: 22.35 percent (\$64,815).
Executive Disability		Eligible per policy and vested.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
ECONOMOU,JAMES S UCLA		
VICE CHANCELLOR - RESEARCH		
Annual Base	\$210,000	Incumbent holds 70 percent SMG appointment (\$300,000 full-time rate) with 30 percent faculty appointment.
Health Sciences Compensation Plan	\$47,430	Per policy, eligible to participate in the Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible. He has not yet met the five-year service requirement in SMG to receive benefit.
EDLEY,CHRISTOPHER UCB		
DEAN - SCHOOL OF LAW & SPECIAL ADVISOR TO THE PRESIDENT, OFFICE OF THE PRESIDENT		
Annual Base	\$316,200	Per policy, Mr. Edley's salary of \$316,200 as Dean, School of Law (SLCG Grade 111) will continue to be paid by UC Berkeley. Mr. Edley's position as Dean is not affected by this term appointment.
Stipend	\$43,000	Reflects actual stipend amount paid. The stipend is for added duties as the Special Advisor to the President effective 12/15/09 through 12/14/11. The stipend amount is paid by UCOP and was approved by the Regents on 3/12/10.
ELAHI,FARANAK K UCLA		
CHIEF ADMINISTRATIVE OFFICER, MEDICINE		
Incentive	\$23,190	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 7 percent of annual salary and a maximum potential award of 10 percent of annual salary. Actual award amount is based on performance against pre-established goals.
ESQUER,DAVID UCB		
HEAD COACH - BASEBALL		
Annual Base	\$117,300	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$40,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$87,475	Payout based on annual participation in fall and summer camps for youth approved as part of negotiated athletics' contract.
Other One-Time Payment	\$2,500	Signing bonus for contract extension.
Other Benefit	\$960	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Other - Include in Total Cash Compensation	\$37,000	Stipend/performance bonuses from outside apparel company, per approved contract.
Coach Auto Allowance	\$5,400	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
Coach - Bonus	\$36,250	Per contract, bonus payment in the amount of \$36,250 for NCAA tournament participation.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
FAWLEY,REECE I UCSF		
EXECUTIVE DIRECTOR - HEALTH PLAN STRATEGY & TRANSPLANTATION, MEDICAL CENTER		
Annual Base	\$296,700	A 13 percent salary increase from \$262,600 to \$296,700 to retain Reece Fawley as Executive Director - Health Plan Strategy and Transplantation, Medical Center. In addition, a salary grade change from MSP Grade 8 to MSP Grade 9. The scope and breadth of the responsibilities in this position aligns with other positions slotted in MSP Grade 9. This action was approved by the Chancellor on 12/6/11 and endorsed by the UCSF Compensansation Committee on 12/5/11.
Clinical Enterprise Management Recognition Program	\$54,403	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
FEATHERSTONE,JOHN D B UCSF		
DEAN-SCHOOL OF DENTISTRY		
Health Sciences Compensation Plan	\$50,000	Per policy, eligible to particiate in the Health Sciences Compensation Plan as approved by the Regents on 10/1/08.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
FEINBERG,DAVID T UCLA		
PRESIDENT OF UCLA HEALTH SYSTEM AND CHIEF EXECUTIVE OFFICER FOR THE UCLA HOSPITAL SYSTEM		
Clinical Enterprise Management Recognition Program	\$232,470	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. 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. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. He has not yet met the five-year service requirement in SMG to receive benefit.
FLEMING,GRAHAM R UCB		
VICE CHANCELLOR - RESEARCH		
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
FLYNN,MARY FRANCES UCLA		
DIRECTOR - MANAGED CARE PROGRAM, UCLA MEDICAL CENTER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$46,073	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, 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. Actual award amount is based on performance against pre-established goals.

FONG, EDMOND UCOP

DIRECTOR - ABSOLUTE RETURNS GROUP

Annual Base	\$213,458	Per policy, a promotional appointment of and compensation for Edmond Fong as the Director - Absolute Returns Group with an 18.3 percent increase in base salary (\$33,020), resulting in an annual base salary of \$213,458 at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum, \$297,400). Approved by President Yudof on 9/23/11.
Treasurer's AIP Plan	\$63,151	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$126,302 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
Relocation Allowance	\$16,164	Per policy, a relocation allowance of 25 percent (\$45,110) of annual base salary paid in installment payments and subject to a pro-rated repayment schedule if Mr. Fong leaves prior to four years. The data reflected in the report is for Mr. Fong's second year installment payment.

FOX, MARYE ANNE UCSD

CHANCELLOR

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Exceptional Vacation accrual		Approved at the September 2006 Regents' meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Housing Allowance	\$20,000	Annual housing allowance of \$20,000. Approved by the Regents in March 2010 upon move into personal home pending renovation of University House.
Other Payment - Benefits	\$1,086	Annual membership renewal payment for 2011-12 Cosmos Club membership. Membership is used to secure meeting and lodging facilities during business travel.

FRANKEL, ANN D UCD

ASSISTANT DIRECTOR - FINANCE

Annual Base	\$228,360	Per policy, reclassification from MSP VII to MSP VIII and a 10 percent salary increase from \$207,600 to \$228,360 effective 8/1/11. The annual base reflects the full-time rate; actual earning from 12/1/10 to 7/31/11 amount to \$138,400; actual earning from 8/1/11 to 11/30/11 amount to \$76,120.
-------------	-----------	--

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$38,531	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, 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. Actual award amount is based on performance against pre-established goals. Actual award for 2011: 16.87 percent (\$38,350.56).
FRENCH, BARBARA J. UCSF		
VICE CHANCELLOR - UNIVERSITY RELATIONS		
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
FRIED, LINDA UCOP		
INVESTMENT OFFICER		
Treasurer's AIP Plan	\$149,138	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$183,335 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
FRIELING, MORRIS J. UCI		
CHIEF FINANCIAL OFFICER		
Clinical Enterprise Management Recognition Program	\$48,335	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
GALLOWAY, ALISON UCSC		
CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement.
GASPAR, JODY J UCLA		
CHIEF OPERATING OFFICER, UCLA FACULTY PRACTICE		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Stipend	\$6,479	Actual stipend received in 2011. Ms. Gaspar received a 15 percent stipend as Interim Chief Operating Officer for a total annual salary of \$199,400, following the departure of COO J. Shultz. The stipend was effective 4/1/10 through 3/12/11. The temporary stipend of 15 percent was discontinued upon the Chancellor's approval of the promotional action on 3/13/11.
Incentive	\$23,300	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 8 percent of annual salary and a maximum potential award of 10% of annual salary. Actual award amount is based on performance against pre-established goals.
GEOCARIS, DIANE FIELDS UCI		
CHIEF CAMPUS COUNSEL		
Annual Base	\$255,000	At the November meeting, the Regents approved a 14.3 percent salary increase, from \$223,045 to \$255,000, effective retroactively to 7/1/11. The retroactivity constitutes an exception to policy. The salary adjustment is part of the second phase of adjustments previously discussed with the Regents in 2008. The adjustments were designed to bring the compensation closer to the market median salary of \$256,700.
GIDDINGS, LELAND M UCSD		
CHIEF COMPLIANCE OFFICER, PRIVACY OFFICER, AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT		
Clinical Enterprise Management Recognition Program	\$50,826	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
GIL, GLORIA BROWNING UCOP		
MANAGING DIRECTOR - REAL ESTATE		
Treasurer's AIP Plan	\$128,704	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$190,657 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
GOLDBERG, CAROLE EUDICE UCLA		
VICE CHANCELLOR - ACADEMIC PERSONNEL		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Stipend	\$5,833	Stipend payment related to prior academic appointment and paid before 7/1/11 SMG appointment.
Other Cash Payment	\$20,006	Summer Compensation payment related to prior academic appointment and paid before 7/1/11 SMG appointment.
Executive Disability		Per policy, eligible. She has not yet met the five-year service requirement in SMG to receive benefits.

**GOTTLIEB,LINDSAY UCB
HEAD WOMEN'S BASKETBALL COACH**

Annual Base	\$200,000	Appointment of Lindsay Gottlieb as Head Women's Basketball Coach effective 4/27/11. Actual base salary paid in 2011 was \$119,842.
Other Cash Payment	\$119,842	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Appointment effective 4/27/11; annual talent fee is \$200,000.
Other Benefit	\$2,066	Courtesy vehicle approved as part of negotiated athletics' contract.
Other Benefit	\$960	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Coach Auto Allowance	\$638	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract. Payout for 2011 was \$637.97 (1.4 months).

**GRIMLEY,KAREN A UCI
CHIEF NURSING OFFICER**

Clinical Enterprise Management Recognition Program	\$20,893	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.

**GROSSMAN,BETSY JULIANN UCSD
REVENUE CYCLE ADMINISTRATOR**

Clinical Enterprise Management Recognition Program	\$37,938	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
--	----------	--

GUERRERO,DANIEL GENE UCLA

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
DIRECTOR, INTERCOLLEGIATE ATHLETICS		
Annual Base	\$538,296	Per negotiated contract, annual retention increase of 5% approved by Regents in May 2008.
Other - Include in Total Cash Compensation	\$11,500	UCLA sporting event tickets
Other - Include in Total Cash Compensation	\$28,646	Courtesy vehicles (imputed income)
Other - Exclude from Total Cash Compensation	\$3,500	Annual physical exam. Approved by Regents in May 2008.
Other - Exclude from Total Cash Compensation	\$167	Spousal travel.
Coach - Bonus	\$72,500	Supplemental Compensation Opportunities based on performance-related goals set in employment contract.
GUZE, PHYLLIS UCR		
ASSOCIATE VICE CHANCELLOR - HEALTH AFFAIRS AND EXECUTIVE ASSOCIATE DEAN-SCHOOL OF MEDICINE		
Annual Base	\$189,600	90 percent appointment at UCR (Academic fiscal year salary \$126,400 + HSCP-X salary \$63,200). This appointment is in addition to the 10 percent appointment at UCLA as Professor of Clinical Medicine at \$21,200. Approved by Chancellor in June 2010 (7/1/10 to 6/30/11) & June 2011 (7/1/11 to 6/30/2012).
Health Sciences Compensation Plan	\$117,333	Per policy, eligible to participate in the Health Sciences Compensation Plan. Non-base building 'Y' component. Total annual compensation is \$328,133. Approved by Chancellor in June 2010 (7/1/10 to 6/30/11) & June 2011 (7/1/11 to 6/30/2012).
HAREL, ELAZAR C UCSF		
VICE CHANCELLOR - IT/CHIEF INFORMATION OFFICER		
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$26,116	Per policy, a relocation allowance of 25 percent (\$77,700) of base salary (\$310,800) approved by the Regents on 3/25/10 to offset higher cost of living in the Bay Area compared to San Diego. Incumbent is subject to standard payback parameters as outlined in policy. 2011 included both year one (40 percent) and two (30 percent) of the 4-year declining distribution (40 percent, 30 percent, 20 percent, 10 percent). Last payment scheduled on 4/11/14.
HARRIS, JOHN P UCSF		
CHIEF STRATEGY & BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$57,221	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
HAWGOOD,SAMUEL UCSF		
DEAN - SCHOOL OF MEDICINE		
Health Sciences Compensation Plan	\$195,475	Per policy, eligible to participate in the Health Sciences Compensation Plan as approved by the Regents on 9/18/08.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
HAYASHIDA,PETER A. UCR		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
HAYMET,ANTHONY DOUGLAS JOHN UCSD		
VICE CHANCELLOR - MARINE SCIENCES, DEAN OF THE GRADUATE SCHOOL OF MARINE SCIENCES & DIRECTOR SCRIPPS INSTITUTION OF OCEANOGRAPHY		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, ineligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
HEMMINGER,JOHN C. UCI		
VICE CHANCELLOR - RESEARCH		
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
HEXTER,RALPH J UCD		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base	\$350,000	Per policy, appointment of Ralph J. Hexter as the Provost and Executive Vice Chancellor with an annual base salary of \$350,000 effective 1/1/11. The annual base reflects the full-time rate. The actual earnings from 1/1/11 to 11/30/11 are \$320,833.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Auto Allowance	\$8,173	Per policy, an automobile allowance in the amount of \$8,916 per year effective 1/1/11. Actual auto allowance received in 2011 is \$8,173.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$105,000	Per policy, a combined relocation allowance and hiring bonus of 30 percent of salary, paid as one-time amount on 2/2/11. If Mr. Hexter separates within four years, he will be required to pay back a pro-rata portion of the payment.
Temporary Housing	\$11,246	Per policy, eligible for temporary housing allowance not to exceed \$12,000 or 90 days.
Accrual of Sabbatical Credits		Per policy, as a member of tenured faculty eligible for accrual of sabbatical credit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Moving Expenses - Initial Househunting	\$1,280	Per policy, candidate and spouse/partner eligible for two house-hunting trips.
Moving Expenses - Secondary Househunting	\$571	Per policy, candidate and spouse/partner eligible for two house-hunting trips.
Moving Expenses - Shipment of Household Goods	\$26,473	Per policy, eligible for 100 percent reimbursement for reasonable moving expenses.

HINDERY, MICHAEL A UCSF

VICE DEAN - ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE

Clinical Enterprise Management Recognition Program	\$61,138	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.

HOSLEY, DAVID H. UCM

INTERIM VICE CHANCELLOR - UNIVERSITY RELATIONS

Senior Management Supplement		Not eligible to participate in the Senior Management Supplemental benefit due to acting SMG appointment. Incumbent is not a participant in the SMG personnel program.
------------------------------	--	---

HOWLAND, BENJAMIN CLARK UCLA

HEAD COACH - MEN'S BASKETBALL

Annual Base	\$300,000	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$1,770,000	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$28,851	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$12,771	UCLA sporting event tickets
Coach Auto Allowance	\$26,100	Two courtesy vehicles (imputed income). Approved by the Regents in July 2006.

HUDSON, PAMELA LOU UCSF

EXECUTIVE DIRECTOR - CLINICAL INFORMATION SYSTEMS

Annual Base	\$330,000	6/20/11: Promotion to Executive Director - Clinical Information Systems, MSP 9 (from MSP 8), 20 percent increase to \$300,000 from \$250,000. 12/1/11: 10 percent equity increase to \$330,000 based on annual compensation focal review compared against market. Endorsed by UCSF Compensation Committee on 12/23/11. Approved by Chancellor on 12/23/11.
-------------	-----------	--

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Incentive	\$37,200	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
ISSAI, ALICE UCI		
CHIEF OPERATING OFFICER		
Clinical Enterprise Management Recognition Program	\$57,611	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
JACKIEWICZ, THOMAS EDWARD UCSD		
ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER - UCSD MEDICAL CENTER		
Annual Base	\$600,000	Tom Jackiewicz separated from UCSD on 12/31/2011. His data is not certified.
Executive Auto Allowance	\$17,146	includes retroactive adjustments for payments not made in 2010 due to administrative error.
Clinical Enterprise Management Recognition Program	\$140,520	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. 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% of annual salary. Actual award amount is based on performance of pre-established goals.
Executive Disability		Per policy, ineligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
JOHNSON, VINCENT L UCD		
CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER		
Annual Base	\$553,500	Per policy, a retention increase of 23 percent (\$103,500), resulting in an increase in base salary from \$450,000 annually to \$553,500 annually effective 11/28/11 per Regents' approval. The annual base reflects the full-time rate; actual earnings from 12/1/10 to 11/30/11 are \$450,000.
Clinical Enterprise Management Recognition Program	\$103,388	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2011; 18.68 percent (\$103,387.50).
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
JONES,KENNETH M UCSF		
CHIEF OPERATING OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$99,687	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
KATEHI-TSEREGOUNIS,LINDA UCD		
CHANCELLOR		
Annual Base	\$400,000	No changes to base salary for the calendar year.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Eligible per policy but not yet vested.
University Housing		A University residence is provided while Chancellor.
Moving Expenses - Other-Excl from Total Cash Comp	\$1,948	Per policy, relocation expenses reimbursable. Returned to Indianapolis to close sale on house.
KEASLING,JAY D LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.
KEISTER,SHAUN B. UCD		
VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base	\$335,000	Per policy, an annual base salary of \$335,000 at SLCG Grade 110 (Minimum \$239,700; Midpoint \$307,200; Maximum \$374,500) effective 9/6/11. The annual base reflects the full-time rate; actual earnings for 9/6/11 to 11/30/11 are \$79,942.18.
Executive Auto Allowance	\$2,128	Per policy, an automobile allowance in the amount of \$8,916 per year. Actual auto allowance received in 2011 is \$2,128.
Executive Disability		Eligible but not yet vested.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$41,875	Per policy, a relocation allowance of 25 percent (\$83,750) paid in two installments. First installment of \$41,875.00 paid on 8/31/11. Second installment of \$41,875 will be paid on 9/6/12. If Mr. Keister separates from the University within four years of his appointment, he will be subjected to the following repayment schedule:100 percent if separation occurs within the first year; 75 percent if within the second year; 50 percent if within the third year; and 25 percent if within the fourth year.
Moving Expenses - Family's Move	\$822	Per policy, 100 percent reimbursement of actual and reasonable moving expenses.
Moving Expenses - Shipment of Household Goods	\$25,150	Per policy, 100 percent reimbursement of actual and reasonable moving expenses.

**KELMAN, MARSHA UCOP
SECRETARY AND CHIEF OF STAFF TO THE REGENTS**

Annual Base	\$295,000	Per policy, appointment of Ms. Kelman as the Secretary and Chief of Staff to the Regents with an annual base salary of \$295,000 at SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700).
Executive Auto Allowance	\$3,715	Per policy, an automobile allowance of \$8,916 per year. Data reported reflects actual executive auto allowance received in 2011.
Administrative Fund		Per policy, Administrative Fund for official business and other purposes permitted by University policy.

**KIM, SANDRA H UCOP
EXECUTIVE DIRECTOR - EXTERNAL FINANCE**

Annual Base	\$247,500	Per policy, a 10 percent salary increase to recapture the eliminated incentive pay opportunity. Historically, Ms. Kim received an individualized incentive equal to 10 percent of her annual base salary. The incentive component was eliminated due to the introduction of a standardized, system-wide incentive/bonus architecture limiting participation in such plans. Approved at the January 2011 Regents meeting.
-------------	-----------	--

**KIMBLE, MARY ANNE UCSF
DEAN - SCHOOL OF PHARMACY**

Health Sciences Compensation Plan	\$60,000	Per policy, eligible to participate in the Health Sciences Compensation Plan as approved by the Regents on 9/18/08.
-----------------------------------	----------	---

**KRAUS, DAVID V. UCSD
CHIEF CONTRACTING OFFICER - MEDICAL CENTER**

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$45,770	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other One-Time Payment	\$5,000	Payment as UNEX instructor

**KRUPNICK, JAMES T LBNL
CHIEF OPERATING OFFICER**

Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
----------------------	--	---

**KWAN, LUCIA UCSF
DIRECTOR - REVENUE CYCLE SERVICES, MEDICAL CENTER**

Annual Base	\$232,000	Per policy, an equity increase of 1 percent from \$229,700 to \$232,000 to help close the gap between Ms. Kwan's previous base salary and the market median. According to survey data from Mercer COTH Custom Analysis, the market median for the Head of Revenue Cycle is \$235,000. Ms. Kwan's new salary is 1.3 below the market median.
Incentive	\$30,780	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$10,573	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Associate Vice President - HR & Benefits in 2004.

**LARET, MARK R UCSF
CHIEF EXECUTIVE OFFICER, MEDICAL CENTER**

Annual Base	\$935,000	Pre-emptive retention salary adjustment from \$739,700 to \$935,000 retroactive to 6/1/11. The Regents approved the action on 7/14/11. The retroactive date constitutes an exception to policy.
Clinical Enterprise Management Recognition Program	\$210,377	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. 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. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$100,000	Exception to policy, as approved by the Regents on 7/14/11. A retention incentive payment made to Mr. Laret on 9/30/11 and continuing annually thereafter for the next three years in accordance with the following terms as approved by the Regents: 9/30/11=\$100,000; 9/30/12=\$200,000; 9/30/13=\$300,000; 9/30/14=\$400,000.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
LAWRENCE,JANE FIORI UCM		
VICE CHANCELLOR - STUDENT AFFAIRS		
Exceptional Vacation accrual		Approved at the September 2006 Regents' meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
LE GRANDE,HARRY UCB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Other Benefit	\$480	Complimentary discounted tickets to Cal athletic events - 2011 football season tickets; benefit reported on W-2 as imputed income.
LEET,GREGORY R UCI		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Executive Disability		Per policy, eligible. He has not yet met vesting requirement in SMG Program to receive benefit.
Relocation Allowance	\$80,000	Per policy, a relocation allowance of 25 percent(\$80,000) of base salary. Mr. Leet separates from the University within four years, the repayment schedule would be as follows: 100 percent if separation occurs within the first year of employment; 75 percent if within the second year of employment; 50 percent if within the third year of employment; and 25 percent if within the fourth year of employment.
Moving Expenses - Initial Househunting	\$2,052	Expenses for initial house-hunting trip, per policy.
Moving Expenses - Secondary Househunting	\$1,113	Expenses for secondary house-hunting trip, per policy.
Moving Expenses - Family's Move	\$1,570	Relocation expenses for movement of employee's household.
LELAND,DOROTHY JANE UCM		
CHANCELLOR		
Annual Base	\$310,000	Per policy, annual base salary of \$310,000 as Chancellor for the Merced campus. The median market data for the Chancellor position is \$488,000 (the data is not aged or adjusted for geographical differential.) Chancellor Leland's salary is 36.4 percent below the market.
Executive Auto Allowance	\$4,458	Per policy, an automobile allowance in the amount of \$8,916 per year. Chancellor began appointment on 7/1/11. The auto allowance paid in 2011 is \$4,458.
Relocation Allowance	\$19,375	Per policy, relocation allowance of 25 percent (\$77,500) of annual base salary to be paid in four equal annual installments. First installment paid 9/1/11. If Ms. Leland separates from the University prior to the conclusion of the payouts, any unpaid relocation allowance amounts would be forfeited at the time of separation.
LENZ,PATRICK JAMES UCOP		
VICE PRESIDENT - BUDGET & CAPITAL RESOURCES		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Annual Base	\$300,000	Appointment salary of \$300,000 per annum. This represents a 10.1 percent increase over current base salary of \$272,500. Salary grade change from SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700) to SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500), in recognition of the significant additional responsibilities.
LEONE,STEPHEN R LBNL		
SCIENTIFIC DIVISION DIRECTOR - FACULTY		
Annual Base	\$263,067	75 percent of UCB base salary reimbursed by LBNL.
Stipend	\$38,605	Per policy, an administrative stipend of 15 percent (currently \$39,460) effective 11/01/10 in recognition of the additional responsibilities as the Chemical Sciences Division Director was approved by President Yudof on 10/25/10. This stipend is not intended for an acting or temporary appointment and therefore does not have an end date. The amount reflected on the report represents the actual amount paid in 2011 and not the approval amount.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
LEWIN,HARRIS A UCD		
VICE CHANCELLOR - RESEARCH		
Annual Base	\$370,000	Per policy, an annual base salary of \$370,000 at SLCG Grade 110: (Minimum \$239,700; Midpoint \$307,200; Maximum \$374,500) effective 3/30/11. The annual base reflects the full-time rate. The actual earnings for 3/30/11 to 11/30/11 are \$249,349.14.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible. He has not yet met the vesting requirement in SMG to receive benefit.
Relocation Allowance	\$111,000	Per policy, a combined relocation allowance and hiring bonus of 30 percent of salary, paid as one-time amount on 4/13/11. If Mr. Lewin separates within five years, the repayment schedule would be as follows: 100 percent if resignation occurs within the first year of employment; 80 percent within the second year of employment; 60 percent within the third year of employment; 40 percent within the fourth year of employment and 20 percent within the fifth year of employment.
Temporary Housing	\$11,508	Per policy, received temporary housing allowance for 90 days.
Accrual of Sabbatical Credits		Per policy, as a member of tenured faculty, eligible for accrual of sabbatical credit.
Partner Career Opportunity Program		Provided contract appointment for partner.
Moving Expenses - Initial Househunting	\$930	Per policy, eligible for two house-hunting trips for the candidate and his spouse/partner.
Moving Expenses - Secondary Househunting	\$263	Per policy, eligible for two house-hunting trips for the candidate and his spouse/partner.
Moving Expenses - Family's Move	\$658	Per policy, eligible for reimbursement of 100 percent of all reasonable moving expenses.
Moving Expenses - Other-Excl from Total Cash Comp	\$466	Per policy, eligible for reimbursement of 100 percent of all reasonable moving expenses. Tech support in new home.
Moving Expenses - Shipment of Household Goods	\$14,392	Per policy, eligible for reimbursement of 100 percent of all reasonable moving expenses.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Moving Expenses - Strg of Hsehd Goods-short-term	\$7,945	Per policy, eligible for reimbursement of 100 percent of all reasonable moving expenses.

**LIMA,CYNTHIA G UCSF
EXECUTIVE DIRECTOR - MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER**

Annual Base	\$284,000	An equity increase of 4 percent from \$273,000 to \$284,000 to improve annual base salary placement compared to internal peer. The equity was effective 12/1/11. The action was endorsed by UCSF Compensation Committee on 12/23/11 and approved by the Chancellor on 12/23/11.
Clinical Enterprise Management Recognition Program	\$62,795	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

**LIU,AILEEN UCOP
ASSOCIATE DIRECTOR**

Annual Base	\$185,671	Per policy, a 2.9 percent merit increase effective 7/1/11, consistent with the 2011 Merit guidelines.
Treasurer's AIP Plan	\$104,284	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$107,365 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.

**LOUIS,CHARLES FRANCIS UCR
VICE CHANCELLOR - RESEARCH**

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
------------------------------	--	--

**LU,SUSIE L. UCLA
ASSOCIATE DIRECTOR, OPERATIONS-OUTPATIENT/ANCILLARY SERVICES, UCLA HOSPITAL SYSTEM**

Clinical Enterprise Management Recognition Program	\$51,140	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, 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. Actual award amount is based on performance against pre-established goals.
--	----------	--

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
LURQUIN, THOMAS JOHAN UCOP		
DIRECTOR - PRIVATE EQUITY		
Treasurer's AIP Plan	\$193,329	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$182,517 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
MAHANEY, TIMOTHY M UCSF		
EXECUTIVE DIRECTOR - FACILITIES & SUPPORT SVCS, MEDICAL CENTER		
Annual Base	\$284,000	An equity adjustment of 4 percent from \$273,100 to \$284,000 effective 12/1/11 to recognize his years of experience at UCSF, institutional knowledge and skill set. Market data by Mercer COTH indicates a median rate of \$249,182 for the Chief of Support Services; however, the survey description does not reflect Mr. Mahaney's hybrid role with oversight of both Design and Construction and Facilities Management functions for the Medical Center.
Clinical Enterprise Management Recognition Program	\$52,299	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
MARA, GLENN LAWRENCE UCOP		
ACTING ASSOCIATE VICE PRESIDENT - LABORATORY PROGRAMS		
Annual Base	\$136,826	Recall from retirement with a fixed appointment at 43 percent, with an annual base salary of \$136,826 (SLCG Grade 110: Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500). Approved by the Regents on 5/18/11.
Standard Benefits		Per policy, health and welfare benefits based upon a 43 percent limited-time appointment.
Retiree Benefits		Per policy, Mr. Mara signed the UC Retirement Plan Rehired Retiree Waiver Form declining participation in the UC Retirement System (UCRS) and allowing Mr. Mara to continue receiving his retirement annuity while receiving compensation related to this appointment.
MARGON, BRUCE H UCSC		
VICE CHANCELLOR - RESEARCH		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible and vested.

**MARTIN, WILLIAM W UCLA
HEAD COACH - MEN'S TENNIS**

Annual Base	\$104,500	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$217,735	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$1,630	UCLA sporting event tickets

**MATTHEWS, GARY CLIFFORD UCSD
VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING**

Executive Disability		Per policy, ineligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
----------------------	--	---

**MAURICE, TIMOTHY R UCD
CHIEF FINANCIAL OFFICER**

Annual Base	\$400,000	Per policy, an annual base salary of \$400,000 at SLCG Grade 113 (Minimum \$333,900; Midpoint \$431,500; Maximum \$529,100) effective 3/28/11. The annual base reflects the full-time rate. The actual earnings for 3/28/11 to 11/30/11 are \$272,463.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$100,000	Per policy, a relocation allowance of 25 percent (\$100,000) of base salary (\$400,000) paid as a one-time amount on 4/13/11. If Mr. Maurice separates in the first four years of his appointment, he will be subjected to the following repayment schedule: 100 percent if separation occurs within the first year of employment, 75 percent within the second year of employment, 50 percent within the third year of employment, and 25 percent within the fourth year of employment.
Moving Expenses - Initial Househunting	\$979	Per policy, eligible for two house hunting trips for the candidate and his spouse/partner.
Moving Expenses - Family's Move	\$523	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new residence, subject to limitations under policy.
Moving Expenses - Shipment of Household Goods	\$10,367	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new residence, subject to limitations under policy.

**MCAFEE, THOMAS VARDON UCSD
ACTING CEO, HEALTH SYSTEMS AND DEAN - CLINICAL AFFAIRS AND PRESIDENT OF THE MEDICAL GROUP, HEALTH SCIENCES**

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Annual Base	\$550,000	In June 2011, the Regents approved a retention increase, re-slotting and title change for Thomas McAfee. Additionally, in November 2011, The Regents approved a \$50,000 stipend for McAfee for his appointment as Acting Chief Executive Officer, Health Systems, effective 11/7/11 through 10/31/12, or until the appointment of a permanent CEO, whichever occurs first. The stipend was not paid in 2011 but will be paid and reported in 2012.
Clinical Enterprise Management Recognition Program	\$115,914	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. 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. Actual award amount is based on performance against pre-established goals.

MCFERRAN,VIRGINIA A. UCLA

CHIEF INFORMATION OFFICER - UCLA MEDICAL ENTERPRISE

Clinical Enterprise Management Recognition Program	\$73,375	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. She has not yet met the five-year service requirement in SMG to receive benefit.

MCKEEVER,TERI J UCB

HEAD COACH - WOMEN'S SWIMMING

Annual Base	\$140,268	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$10,592	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$15,000	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Benefit	\$1,600	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Other - Include in Total Cash Compensation	\$64,500	Stipend/performance bonuses from outside apparel company, per approved contract.
Coach - Bonus	\$30,500	incentive/performance bonuses per negotiated athletics' contract.

MEYER,JOHN A UCD

VICE CHANCELLOR - ADMINISTRATIVE AND RESOURCE MANAGEMENT

Annual Base	\$275,000	No changes to base salary for the calendar year.
Executive Disability		Per policy, eligible and vested.

MICHALCZIK,JIM UCB

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
ASSISTANT COACH - FOOTBALL		
Annual Base	\$168,000	Annual base salary per approved contract. Appointment effective 1/18/11; actual salary paid for 2011 was \$146,667.
Other Cash Payment	\$20,952	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Annualized talent fee is \$24,000.
Other Cash Payment	\$2,500	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$1,440	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.
Coach Auto Allowance	\$4,714	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract. Annualized amount is \$5,400.
Coach - Bonus	\$58,500	Discretionary bonus determined by Head Coach Tedford, per terms of approved contract. Appointment effective 1/18/11; annualized bonus payout is \$78,000.
MILLER, MARY E UCM		
VICE CHANCELLOR - ADMINISTRATION		
Executive Disability		Per policy, five-year vesting requirement met in August 2011.
MINEAR, MICHAEL N UCD		
CHIEF INFORMATION OFFICER - UC DAVIS HEALTH SYSTEM		
Annual Base	\$310,000	No changes to base salary for the calendar year.
Clinical Enterprise Management Recognition Program	\$71,223	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive the benefit.
MONTGOMERY, MICHAEL J. UCB		
HEAD COACH - MEN'S BASKETBALL		
Other Cash Payment	\$1,107,937	Talent fee approved as part of contract. Payout based on standard participation in outside events representing UCB. Voluntary pay reduction - actual payout for 2011 was \$1,107,937. Annualized talent fee is \$1,150,000.
Other Benefit	\$7,520	Complimentary discounted tickets to Cal athletic events; some may have been used for business purposes.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Other Benefit	\$23,388	Country club membership approved as part of negotiated athletics' contract. Figure is imputed income as reported on W-2.
Coach Auto Allowance	\$10,800	Payment in lieu of two courtesy vehicles approved as part of negotiated athletics' contract.

MORGAN, DAVID R. UCSF

EXECUTIVE DIRECTOR - AMBULATORY CARE SERVICES, MEDICAL CENTER

Annual Base	\$283,400	A 4 percent equity increase from \$272,500 to \$283,400 effective 12/1/11. The market median for the Head of Ambulatory Services is \$254,400 (Mercer COTH Custom Analysis). Mr. Morgan has the oversight of Ambulatory Care Services with 1,372 full-time equivalents and an operating budget of \$472 million for fiscal year 2011/12. An annual base salary greater than the market median is appropriate and reflects this level of responsibility. Approved by the Chancellor on 12/23/11.
Clinical Enterprise Management Recognition Program	\$58,861	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$13,581	Paid Time Off payment. Per UCSF Medical Center PTO policy, approved by Associate Vice President - HR & Benefits in 2004.

MUDDITT, ALISON MARGARET UCOP

DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS

Temporary Housing	\$12,000	Per policy, reimbursement of temporary living expenses in the Oakland area for a period of up to three months, not to exceed \$12,000. Ms. Mudditt can choose a temporary living allowance from the University, up to 100 percent of the per diem amount related to housing expenses for the Oakland area (currently \$161 daily) in lieu of reimbursement. This amount would include meals and cannot exceed the \$12,000 maximum.
-------------------	----------	---

MUNOZ, SANTIAGO III UCOP

ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER

Annual Base	\$250,000	Per policy, a promotional salary increase of 24.1 percent from \$201,000 to \$250,000, effective 7/14/11. Re-slotting of Mr. Munoz's position from SLCG Grade 106 to SLCG Grade 109 to reflect new responsibilities and align with market and internal comparators.
Clinical Enterprise Management Recognition Program	\$50,350	Eligible to participate in CEMRP with a target potential rate of 15 percent and a maximum potential rate of 25 percent. Actual payout is based on performance against pre-established goals and objectives. On 9/7/11, the Administrative Oversight Committee approved Mr. Munoz 2010/11 incentive payout of \$50,350, which reflects about 25 percent of his previous annual base salary of \$201,400.

MURPHY, DONNA MARIE UCSC

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
VICE CHANCELLOR - UNIVERSITY RELATIONS		
Executive Disability		Per policy, eligible and vested.
MURRY, JIMMY MATHEW UCI CHIEF INFORMATION OFFICER		
Clinical Enterprise Management Recognition Program	\$46,479	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
NAVARRO, J RENEE UCSF VICE CHANCELLOR - DIVERSITY AND OUTREACH		
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
Other One-Time Payment	\$7,772	Payment for "overtime supplement" for the period of 10/1/10 to 11/30/10 while in academic role in Department of Anesthesia prior to assuming SMG appointment on 12/1/10.
NELSON, RONALD A UCOP EXECUTIVE DIRECTOR - CONTRACTS MANAGEMENT & FSO		
Retiree Benefits		Per policy, Mr. Nelson signed the University of California Retirement Plan Rehired Retiree Waiver Form declining participation in the UC Retirement System (UCRS) and allowing him to continue receiving his retirement annuity while receiving compensation related to this appointment.
NEUHEISEL, RICHARD GERALD UCLA FORMER HEAD FOOTBALL COACH		
Annual Base	\$250,000	Base salary approved as part of negotiated athletics' contract. Not available for certification.
Other Cash Payment	\$1,000,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$600	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$7,645	UCLA sporting event tickets.
Other - Include in Total Cash Compensation	\$3,816	Use of Rose Bowl Suite, per contract, to be utilized for donor relations.
Coach Auto Allowance	\$30,072	Courtesy vehicle (imputed income).

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
NOSEK,STANLEY E JR UCD		
ACTING VICE CHANCELLOR - RESEARCH		
Annual Base	\$237,400	The annual base reflects the full-time rate; actual earnings from 12/1/10 to 3/31/11 are \$79,133.32. (Moved to non-reportable MSP position 4/1/11 to 9/30/11; wages under non-reportable position = \$108,949.98).
Senior Management Supplement		Not eligible for this benefit; he is a retiree and was rehired into an acting SMG appointment.
O'KELLEY,JOHN SHANNON UCLA		
INTERIM CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM		
Clinical Enterprise Management Recognition Program	\$58,805	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
ODATO,DAVID UCSF		
ASSOCIATE VICE CHANCELLOR - HR/CHIEF ADMINISTRATIVE OFFICER-MEDICAL CENTER		
Annual Base	\$335,000	In March 2011, Mr. Odato became the Associate Vice Chancellor - HR/Chief Administrative Officer-Medical Center, without a salary increase. An equity review was needed for assumption of new responsibilities. According to Mercer COTH Custom Analysis, the market median is \$325,700 for a Top HR Executive. An equity increase of 5 percent from \$319,000 to \$335,000 was necessary to close the gap between the annual base salary and market median. The salary is 2.9 percent above the market median.
Clinical Enterprise Management Recognition Program	\$64,439	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15% and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$23,239	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Associate Vice President - HR & Benefits in 2004.
OLDS,GLENN RICHARD UCR		
VICE CHANCELLOR - HEALTH AFFAIRS & DEAN-SCHOOL OF MEDICINE		
Incentive	\$100,000	Annual performance-based incentive up to \$100,000, approved as a policy exception. This compensation is in lieu of a Health Sciences Compensation Plan (HSCP), which does not yet exist at the Riverside campus. Payments of \$25,000 each were made on 1/7/11, 5/6/11, 7/7/11 and 9/8/11 for a total of \$100,000. Interim Regents item approved in October 2009.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive the benefit.
Moving Expenses - Moving Services	\$35,867	Per UC Regents Policy 7710 - Moving Expenses: payout of the balance of outstanding moving expenses. The initial moving expenses were paid out in 2010 in the amount of \$4,144.71. Interim Regents item approved in October 2009.

PARHAM, THOMAS A. UCI
VICE CHANCELLOR - STUDENT AFFAIRS

Executive Disability		Per policy, eligible. - He has not yet met the vesting requirement in SMG Program to receive benefit.
----------------------	--	---

PARK, DANIEL W UCSD
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL

Annual Base	\$250,000	At the November meeting, the Regents approved a 6.4 percent salary increase, from \$235,000 to \$250,000, effective retroactively to 7/1/11. The retroactivity constitutes an exception to policy. The salary adjustment is part of the second phase of adjustments previously discussed with the Regents in 2008. The adjustments were designed to bring the compensation closer to the market median salary of \$256,700.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Other One-Time Payment	\$3,150	Payment as UNEX instructor.

PATTI, CHRISTOPHER M UCB
CHIEF CAMPUS COUNSEL

Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
----------------------	--	---

PAULSEN, LYNN M UCSF
DIRECTOR - PHARMACY PRACTICE STANDARDS, MEDICAL CENTER

Incentive	\$26,491	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$10,060	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Associate Vice President - HR & Benefits in 2004.

PENDERGAST, CLANCY C UCB

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
ASSISTANT COACH OF FOOTBALL		
Annual Base	\$168,000	Per approved contract.
Other Cash Payment	\$57,000	Annual talent fee approved as part of contract. Payout based on standard participation in outside events representing UCB. Increase to \$62,000 effective 2/1/11. Actual talent fee payout in 2011 was \$57,000.
Other Cash Payment	\$2,500	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$1,440	Complimentary athletic tickets per approved contract; some may have been used for business purposes.
Coach Auto Allowance	\$5,400	Stipend in lieu of courtesy vehicle, per approved contract.
Coach - Bonus	\$120,833	Discretionary bonus determined by Head Football Coach Tedford, per terms of approved contract. Bonus effective 2/1/11; annualized bonus is \$145,000.
PENDLETON, DENNIS F UCD		
DEAN - UNIVERSITY EXTENSION		
Annual Base	\$166,500	No changes to base salary for the calendar year.
Executive Disability		Per policy, eligible and vested.
PEREZ, ANTHONY M UCSD		
ASSISTANT VICE CHANCELLOR - HEALTH SCIENCES AFFAIRS		
Incentive	\$19,321	Mr. Perez was incorrectly paid an incentive of \$19,321 and should have received \$19,396. The difference will be paid in 2012. The 2010/11 incentive payout for 2010-11 was approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan with a target award of 7.5 percent of annual salary and a maximum potential award of 10 percent of annual salary. Actual award amount is based on performance against pre-established goals.
PETRULAKIS, KAREN JENSEN UCOP		
DEPUTY GENERAL COUNSEL		
Annual Base	\$260,000	Per policy, an annual base salary of \$260,000 (SLCG Grade 108) as the Deputy General Counsel- Litigation, Labor and Employment effective 1/3/11. The salary is 5.8 percent above the range midpoint of \$244,900, and 1.3 percent above the market median (source: Mercer Legal Survey) of \$256,700. Ms. Petrulakis saw a 25 percent reduction in base pay and bonus opportunity potential when she accepted UC's offer. This action was approved by the President and Regents on 12/1/10.
Senior Management Supplement		Per policy, five percent monthly contribution to the Senior Management Supplemental Benefit Program.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
MOP Loan		Per policy, eligibility to participate in the UC Home Loan Program, in accordance with all applicable policies.
PHILLIPS,JESSE L UCOP		
SENIOR MANAGING DIRECTOR - RISK MANAGEMENT		
Treasurer's AIP Plan	\$281,797	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$343,826 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
PITTS,LAWRENCE HOWELL UCOP		
PROVOST AND EXECUTIVE VICE PRESIDENT, ACADEMIC AFFAIRS		
Senior Management Supplement		Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program. Dr. Pitts no longer holds a tenured academic appointment.
POMEROY,CLAIRE UCD		
VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE		
Annual Base	\$468,800	No changes to base salary for the calendar year.
Incentive	\$154,983	2010/11 Z payment of \$154,983.00; Z payment eliminated effective 9/14/11 as approved by the Regents at their September 2011 meeting.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Health Sciences Compensation Plan	\$100,556	Per Regents' approval effective 9/15/11, "Y" component payment increased from \$75,000 to \$195,475 a year with monthly payments of \$16,289.58.
Exceptional Vacation accrual		Exceptional accrual approved by Regents; accrual rate is 24 days a year.
Executive Disability		Per policy, eligible and vested.
POWAZEK,JACK J UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
Executive Disability		Per policy, eligible. He has not yet met the five-year service requirement in SMG to receive benefits.
PUTNAM,THOMAS MILTON III UCSB		
ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$4,583	Relocation allowance of \$50,000 paid out over four years (40 percent in year-one, 30 percent in year-two, 20 percent in year-three, and 10 percent in year-four). 2011 is the fourth year in the payment schedule. The amount was calculated as 11 months at \$416.67 a month (1/1/11 to 11/30/11). Total is \$4,583.37. Relocation allowance is per SMG Policy and Chancellor's offer letter from 6/11/07, approved by the Regents in June 2007.

**RABENSTEIN, DALLAS L. UCR
EXECUTIVE VICE CHANCELLOR AND PROVOST**

Annual Base	\$305,000	Per policy, an annual base salary of \$305,000 (SLCG 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700) for the term appointment of Dallas L. Rabenstein as the Executive Vice Chancellor and Provost. The term appointment is effective 7/1/11 through 6/30/15 as approved by President Yudof and Regent Varner on 5/2/11.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.

**RAGO, KAREN A UCSF
EXECUTIVE DIRECTOR - SERVICE LINE ADMINISTRATION AND DIRECTOR-CARDIOVASCULAR SERVICES, MEDICAL CENTER**

Clinical Enterprise Management Recognition Program	\$52,279	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
--	----------	--

**RAYBURN, SUSAN J. UCI
CHIEF CONTRACTING OFFICER**

Clinical Enterprise Management Recognition Program	\$40,768	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
--	----------	--

**RECKER, TIMOTHY JACOB UCOP
MANAGING DIRECTOR - PRIVATE EQUITY INVESTMENTS**

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$260,176	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$243,119 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.

RELYEA,STEVEN UCSD

VICE CHANCELLOR - EXTERNAL AND BUSINESS AFFAIRS

Other Payment - Benefits	\$1,128	2011 University Club membership used for access to University Club facilities for business meetings.
--------------------------	---------	--

RICE,ANN MADDEN UCD

CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER

Annual Base	\$800,000	Per policy, a retention increase of approximately 27 percent to the base salary, resulting in a salary of \$800,000, SLCG Grade 117 (Minimum \$522,300, Midpoint \$679,000, Maximum \$835,800) effective 9/15/11 per Regents' approval. The annual base reflects the full-time rate. The actual earnings from 12/1/10 to 9/14/11 are \$460,355; actual earnings from 9/15/11 to 11/30/11 are \$169,700.
Clinical Enterprise Management Recognition Program	\$141,284	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. 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. Actual award amount is based on performance against pre-established goals.
Executive Disability		Eligible per policy. Vested as of 10/1/06.

RIDLEY,LORI LOU UCSF

EHR APPLICATION SOLUTIONS ARCHITECT

Annual Base	\$247,300	Per policy, an equity increase of 15 percent to Ms. Ridley's annual base salary from \$215,000 to \$247,300, moving her annual base salary closer to the market median in an effort to retain her services, which are critical to the success of the APeX implementation at the UCSF Medical Center. This equity increase was approved by the Chancellor on 6/27/11.
Clinical Enterprise Management Recognition Program	\$20,773	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.

ROBINSON,CAROL A UCD

CHIEF PATIENT CARE SERVICES OFFICER

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Annual Base	\$273,300	No changes to base salary for the calendar year.
Clinical Enterprise Management Recognition Program	\$53,908	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2011: 19.73 percent (\$53,908.43).
Executive Disability		Per policy, eligible and vested.

**ROGERS,LYNDA UCSC
ACTING DEAN - UNIVERSITY EXTENSION**

Senior Management Supplement		Not eligible to participate in the Senior Management Supplemental benefit due to acting SMG appointment. Incumbent is not a participant in the SMG personnel program.
Executive Life		Acting appointment not eligible.
Executive Disability		Acting appointment not eligible.

**ROSENTHAL,J THOMAS UCLA
CHIEF MEDICAL OFFICER, UCLA HOSPITAL SYSTEM**

Clinical Enterprise Management Recognition Program	\$92,040	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. He has not yet met the five-year service requirement in SMG to receive benefit.

**ROSSI,CAROLE ROSEMARIE UCSC
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL**

Annual Base	\$215,000	At the November meeting, the Regents approved a 13.9 percent salary increase from \$188,754 to \$215,000, effective retroactively to 7/1/11. The retroactivity constitutes an exception to policy. The salary adjustment is part of the second phase of adjustments previously discussed with the Regents in 2008. The adjustments were designed to bring the compensation closer to the market median salary of \$256,700.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.

**ROTHMAN,JUDITH UCLA
ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE**

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$52,109	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
RUE,HENRIETTA ELIZABETH UCSD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
RUMBERGER,RUSSELL WILLIAM UCOP		
VICE PROVOST - EDUCATION PARTNERSHIP		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Post Retirement Agreement		Eligibility for University-provided retiree health benefits will be governed by UC Policy. Currently, a minimum of 10 years of service is required for such benefits.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
SAMPSON,DANIEL C UCOP		
ASSISTANT VICE PRESIDENT - FINANCIAL CONTROLS AND ACCOUNTABILITY		
Annual Base	\$234,520	Per policy, a 10 percent salary increase to recapture the eliminated incentive pay opportunity. Historically, Mr. Sampson received an individualized incentive of 10 percent of his annual base salary. The incentive component was eliminated due to the introduction of a standardized, system-wide incentive/bonus architecture limiting participation in such plans. Approved at the January 2011 Regents meeting.
SANDEEN,BEVERLY A UCD		
VICE CHANCELLOR - UNIVERSITY RELATIONS		
Annual Base	\$222,500	SMG appointment ended 10/9/11. Base salary paid as SMG member from 12/1/10 to 10/9/11 was \$189,831.38. Employee moved to non-reportable MSP title 10/10/11. Base salary paid as MSP member from 10/10/11 to 11/30/11 was \$27,162.63.
Senior Management Supplement		Eligible during SMG appointment which ended 10/9/11.
Executive Auto Allowance	\$7,607	SMG appointment ended 10/9/11. Employee moved to non-reportable MSP title 10/10/11.
Executive Disability		Per policy, was eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit. As of 10/10/11, no longer eligible. Ms. Sandeen moved to a non-reportable MSP title.
SAVAGE,JOHN JOSEPH UCLA		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
HEAD COACH - BASEBALL		
Annual Base	\$209,500	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$53,343	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Coach Auto Allowance	\$7,532	Courtesy vehicle (imputed income).
SCHROEDER,DAVID W UCOP		
SENIOR PORTFOLIO MANAGER		
Treasurer's AIP Plan	\$210,712	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$228,770 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
SCIOSCIA,ANGELA LYNN UCSD		
CHIEF MEDICAL OFFICER		
Clinical Enterprise Management Recognition Program	\$66,696	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
SCURR,KIMBERLY UCSF		
EXECUTIVE DIRECTOR - UCSF BENIOFF CHILDREN'S HOSPITAL		
Stipend	\$13,964	10 percent administrative stipend, effective 4/1/11 to 12/31/11. Approved by the Chancellor on 4/20/11 and endorsed by the UCSF Compensation Committee on 4/19/11 for role as Interim Executive Director.
Incentive	\$26,868	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$10,766	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Associate Vice President - HR & Benefits in 2004.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
SHEFFIELD,SHAWN TIFFANY UCSD		
ASSISTANT VICE CHANCELLOR - RESOURCE STRATEGY & PLANNING, HEALTH SCIENCES		
Clinical Enterprise Management Recognition Program	\$58,574	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
SIEFKIN,ALLAN D UCD		
CHIEF MEDICAL OFFICER		
Annual Base	\$342,000	No changes to base salary for the calendar year.
Clinical Enterprise Management Recognition Program	\$78,575	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Eligible per policy but not yet vested.
SIEGEL,PETER M UCD		
VICE PROVOST - INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Annual Base	\$262,500	No changes to base salary for the calendar year.
Executive Disability		Per policy, eligible and vested as of 8/15/11.
SIVERSON,RANDOLPH M. UCD		
ACTING UNIVERSITY LIBRARIAN		
Annual Base	\$180,000	Per policy, continuation of appointment salary of \$77,400 at 43 percent appointment rate (\$180,000 at 100% appointment rate) at SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100) as the acting University Librarian. The data reported reflects the full-time rate; this acting appointment is 43 percent; at 43 percent the annual rate is \$77,400.00.
Senior Management Supplement		Not eligible for this benefit; was rehired from Emeritus status into an acting SMG appointment.
SPEARE,MARK A UCLA		
SENIOR ASSOCIATE DIRECTOR - MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES		

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$51,538	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.

STANTON, MELVIN L UCOP
ASSOCIATE CHIEF INVESTMENT OFFICER

Treasurer's AIP Plan	\$290,561	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$331,348 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
----------------------	-----------	--

STATON, PAUL A UCLA
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM

Clinical Enterprise Management Recognition Program	\$89,586	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
--	----------	--

STAUDER, KURT E UCI
EXECUTIVE DIRECTOR - AMBULATORY SERVICES

Clinical Enterprise Management Recognition Program	\$46,740	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
--	----------	---

STEEL, VIRGINIA UCSC
UNIVERSITY LIBRARIAN

Executive Disability		Per policy, eligible and vested.
----------------------	--	----------------------------------

STEPHENS, CARDELLA DENISE UCSB

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
UNIVERSITY LIBRARIAN		
Relocation Allowance	\$50,000	Per policy, a relocation allowance of 25 percent (\$50,000) of base salary (\$200,000) paid as a one-time lump sum in July 2011 and approved by the Regents in May 2011. If she separates from University employment within the first four years of her appointment, she will be subjected to the following repayment schedule: 100 percent if separation occurs within the first year, 60 percent within the second year, 30 percent within the third year, and 10 percent within the fourth year of employment.
Moving Expenses - Shipment of Household Goods	\$1,701	Removal of household goods totaled \$1700.80. Reimbursement for moving expenses is per SMG Policy and Chancellor's offer letter dated 3/9/11; approved by Regents in May 2011.
Moving Expenses - Moving Services	\$13,438	Moving expenses totaled \$13,438.46 for S&M Moving Co. Reimbursement for moving expenses is per SMG Policy and Chancellor's offer letter dated 3/9/11; approved by Regents in May 2011.
STOBO,JOHN DAVID UCOP		
SENIOR VICE PRESIDENT - HEALTH SCIENCES AND SERVICES		
Clinical Enterprise Management Recognition Program	\$130,500	Eligible to participate in CEMRP with a target potential rate of 20 percent and a maximum potential rate of 30 percent. Dr. Stobo's actual incentive payout of \$130,500 reflects 22.5 percent of his base salary and was approved by the Regents at the September 2011 meeting. The actual payout is based on meeting pre-established goals and objectives.
STRICKLAND,BARRIE E UCSF		
CHIEF FINANCIAL OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$64,098	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible. Ms. Strickland has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$67,500	The second of two payments for relocation allowance. Second payment was paid after six months in the position. First payment was made in 2010. Approved by President Yudof on 8/30/10. Approved by the chairman of the Committee on Compensation on 8/31/10. If Ms. Strickland separates within the first three years of employment, she will be subjected to the following repayment schedule: 100 percent within the first year, 75 percent within the second year, and 25 percent within the third year.
SUBRAMANI,SURESH UCSD		
EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Executive Auto Allowance	\$6,299	Actual amount paid for period 3/17/11 to 12/31/11.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Other One-Time Payment	\$320	2011 royalty payment issued from Technology Transfer.

**SYMONS,TIMOTHY JAMES LBNL
ASSOCIATE LABORATORY DIRECTOR**

Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
----------------------	--	---

**TEDFORD,JEFF UCB
HEAD FOOTBALL COACH**

Annual Base	\$225,000	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$1,575,000	Talent fees are part of guaranteed compensation for standard participation in outside events representing UCB. Approved as part of negotiated contract.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other Benefit	\$7,200	Per approved contract, complimentary tickets to athletic events; some may have been used for business purposes.
Other Benefit	\$2,928	Sports club membership as part of campus ISP agreement.
Other Benefit	\$8,820	Country club membership approved as part of negotiated athletics' contract. Figure is imputed income as reported on W-2.
Other Benefit	\$9,935	One courtesy vehicle approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$500,000	Retention bonus. Deposited by ICA into a Deferred Compensation Plan. Approved as part of negotiated athletics' contract.
Coach Auto Allowance	\$7,200	Stipend in lieu of courtesy vehicle.
Coach - Bonus	\$10,000	Approved as part of negotiated athletics' contract. Performance and other incentive payouts.

**TRAINA,SAMUEL JUSTIN UCM
VICE CHANCELLOR - RESEARCH AND DEAN OF THE GRADUATE SCHOOL**

Executive Disability		Per policy, eligible. He has not met the five-year vesting requirement in SMG to receive benefit.
----------------------	--	---

**TURTELTAUB,RHEA P UCLA
VICE CHANCELLOR - EXTERNAL AFFAIRS**

Executive Disability		Per policy, eligible. She has not yet met the five-year service requirement in SMG to receive benefit.
Other One-Time Reimbursement	\$250	Reimbursement for tax preparation fees due to payroll error in 2010.

**VALENTINO,CHRISTINA L UCSC
ACTING VICE CHANCELLOR - BUSINESS AND ADMINISTRATIVE SERVICES**

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Not eligible to participate in the Senior Management Supplemental benefit due to acting SMG appointment. Incumbent is not a participant in the SMG personnel program.
Executive Life		Acting appointment not eligible.
Executive Disability		Acting appointment not eligible.

VERMILLION, ERIC B UCSF

VICE CHANCELLOR - FINANCE

Annual Base	\$298,313	Title change from Associate Vice Chancellor - Finance to Vice Chancellor - Finance effective 5/18/11. Prior temporary salary increase to \$298,313 made permanent on 5/18/11. Title change and salary increase are in recognition of the fact that Mr. Vermillion has officially assumed responsibility for the UCSF Controller's Office and are reflective of the significant increase in level of fiduciary responsibility and institutional risk involved. Approved at the May 2011 Regents' meeting.
-------------	-----------	--

VLAHOV, DAVID UCSF

DEAN - SCHOOL OF NURSING

Annual Base	\$290,000	Appointment of David Vlahov as Dean - School of Nursing at 100 percent time. Per policy, an annual base salary of \$290,000 at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400) effective 4/1/11. Appointment and compensation approved by Bruce Varner, Chair of the Committee on Compensation, on 11/22/10 and by President Mark Yudof on 11/18/10.
Health Sciences Compensation Plan	\$40,000	Per policy, an annual Health Sciences Compensation Plan component of \$60,000 as approved by the Chair of the Committee on Compensation on 11/22/10 and by President Mark Yudof on 11/18/10. Actual HSCP payment for 2011 was pro-rated to \$40,000 due to 4/1/11 date of hire.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$25,000	One-time lump sum relocation allowance of \$25,000 (8.65 percent of annual base salary) with graduated pay-back clause should the incumbent leave his post before his third year of employment. Approved by the Chair of the Committee on Compensation on 11/22/10 and by President Mark Yudof on 11/18/10.
Moving Expenses - Moving Services	\$31,259	Approved by the Chair of the Committee on Compensation on 11/22/10 and President Yudof on 11/18/10. This total amount includes both direct payments to the employee (\$831.02) and direct payments to third-party vendor (\$30,427.86) who provided moving services.

WAGGENER, SHELTON UCB

ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER

Executive Disability		Per policy, eligible and vested. SMG appointment date of 12/1/05.
----------------------	--	---

WASHINGTON, A. EUGENE UCLA

VICE CHANCELLOR - HEALTH SCIENCES AND DEAN - DAVID GEFFEN SCHOOL OF MEDICINE

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$185,000	Health Sciences Compensation Plan payout approved by the Regents in January 2010.
Relocation Allowance	\$38,625	Per policy, a relocation allowance of 25 percent (\$128,750) of base salary payable over three years. The data reflects the second installment, paid in 2011. The relocation allowance will be subjected to re-payment clause on a pro-rated basis, if Mr. Washington separates from the University prior to the completion of three consecutive years of service.
WATKINS, PAUL H. UCLA		
SENIOR ASSOCIATE DIRECTOR, OPERATION - CLINICAL AND SUPPORT SERVICES, UCLA HOSPITAL SYSTEM		
Annual Base	\$279,000	Due to the expansion of his role, an 18.2 percent salary increase was approved by President Yudof on 8/10/11. This constitutes an exception to policy because the salary increase exceeded the 25 percent limit on annual increases under Staff Policy 30-Salary. Mr. Watkins received a 10.5 percent internal equity increase in December 2010.
Clinical Enterprise Management Recognition Program	\$37,373	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
WEDDING, RANDOLPH E UCOP		
SENIOR MANAGING DIRECTOR - FIXED INCOME INVESTMENTS		
Annual Base	\$374,500	Per policy, a 22 percent market-based salary increase from \$306,800 to \$374,500 at SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500) was approved by President Yudof and Regents on 6/30/11. Mr. Wedding's position is critical to the success of the University's investment function, and the organization would be at high risk should he choose to leave. Funding for this increase comes from returns on investments and does not include state general funds.
Treasurer's AIP Plan	\$303,220	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$358,954 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
WHITE, TIMOTHY P UCR		
CHANCELLOR		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible and vested. Credit for five years of prior UC service granted.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
MOP Loan		Eligible for the purchase of a primary residence upon stepping down as Chancellor, if a tenured faculty position at UCR/other UC campus is assumed; Mr. White must apply within 12 months of stepping down as Chancellor. Interim Regents item was approved in May 2008.
University Housing		Per Regents Policy 7708.
Other - Exclude from Total Cash Compensation	\$3,406	Personal Usage: 1) \$1,073.40 = Cable TV 2) \$1,102.55 = leased vehicle 3) \$1,229.79 = club membership. Total: \$3,405.74.
Other - Exclude from Total Cash Compensation	\$8,750	Annual Lease Value (ALV) of leased auto. Leased expired on 9/30/11.

WILTON,JOHN UCB

VICE CHANCELLOR - ADMINISTRATION & FINANCE

Annual Base	\$375,000	Per policy, an annual base salary of \$375,000, SLCG Grade 111 (Minimum \$267,700, Midpoint \$344,000 Maximum \$420,100). Approved by the Regents on 1/1911. Appointment effective 2/1/11; actual base salary payout for 2011 was \$343,750.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Other Benefit	\$960	Complimentary discounted tickets to Cal athletic events - 2011 football season tickets; benefit reported on W-2 as imputed income.

WINNER,CYNTHIA A. UCI

CHIEF ADMINISTRATOR - CLINICAL SERVICES

Incentive	\$21,835	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in a clinically-aligned incentive plan, with a target award of 10 percent of annual salary and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
-----------	----------	---

WINTERSON,JULIA ANN UCOP

INVESTMENT OFFICER - PRIVATE EQUITY

Treasurer's AIP Plan	\$108,053	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$105,766 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
----------------------	-----------	--

WONG,ANNIE M UCD

DIRECTOR - HEALTH SYSTEM CONTRACTS

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Annual Base	\$215,076	No change to base salary for the calendar year.
Clinical Enterprise Management Recognition Program	\$39,918	Data reflected in the report is the actual award amount for 2010-11 as approved by the Administrative Oversight Committee on 9/14/11. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target award of 15 percent a maximum potential award of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2011 is 18.56 percent (\$39,918.11).

**WOOD,FRED E. UCD
VICE CHANCELLOR - STUDENT AFFAIRS**

Annual Base	\$210,000	No changes to base salary for the calendar year.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.

**WU DRAGUN,DIANA UCB
DEAN - UNIVERSITY EXTENSION**

Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
----------------------	--	--

**WYLIE,DEBORAH UCOP
ASSOCIATE VICE PRESIDENT - CAPITAL RESOURCES MANAGEMENT**

Relocation Allowance	\$15,000	Per policy, a relocation allowance of 25 percent (\$45,000) of annual base salary to be paid in annual installments of \$15,000 over a three-year period. Ms. Wylie received her first installment payment in 2010. The data reflected in this report is for the second installment payment of \$15,000. If Ms. Wylie separates from the University prior to the completion of five years of service. The repayment amount will be reduced 20 percent per year over five years. Any unpaid amounts will be forfeited.
Temporary Housing	\$2,415	Per policy, a temporary housing allowance not to exceed \$15,000 for a period of 90 days to offset limited housing-related expenses. The data reflected in the report represents the final payment to her temporary housing in January 2011. In 2010, Ms. Wylie received payment in the amount of \$7,084. To date, Ms. Wylie received a total of \$9,499 of temporary housing, which is less than the approved amount.

**YEARY,FRANK D. UCB
VICE CHANCELLOR**

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
Annual Base	\$200,000	PLEASE NOTE: Vice Chancellor Yeary has agreed to work in 2011 for no compensation. This salary is only procedural as Vice Chancellor Yeary has executed a gift agreement to donate 100 percent of his UCB salary to the University; total compensation is zero. Appointment was decreased to 50 percent effective 5/1/11. Data in the report reflects the annual salary rate at 100 percent time.
Executive Disability		Per policy, eligible. He has not yet met the five-year vesting requirement in SMG to receive benefit.
Other Benefit	\$1,280	Complimentary discounted tickets to Cal athletic events - 2010-11 Men's basketball season tickets; some may have been used for business purposes.

YEE,ALICE L UCOP

SENIOR PORTFOLIO MANAGER

Treasurer's AIP Plan	\$161,106	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$168,464 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.
----------------------	-----------	--

YELICK,KATHERINE A LBNL

ASSOCIATE LABORATORY DIRECTOR

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible. She has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.

YUDOF,MARK GEORGE UCOP

PRESIDENT OF THE UNIVERSITY

Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
University Housing		One-year leased housing at a cost of \$11,500 per month effective 1/1/11 through 7/31/11. From 8/1/11 through 12/31/11, lease increased to \$11,800 per month. Leased housing is necessary because of significant repairs and renovations required at Blake house.
Post Retirement Agreement		Supplemental pension funding will be provided to produce a vested single life annuity at the end of each of the first seven years of employment of approximately: Year 1: \$229,554; year 2: \$60,217; year 3: \$92,029; year 4: \$127,307; year 5: \$230,000; year 6: \$300,000; year 7: \$350,000. On the eighth year and beyond, funding will occur in accordance with the normal UCRP funding policy that is applicable to funding the benefits of all UCRP members. The University contribution for 2009 is \$237,286.
Accrual of Sabbatical Credits		Eligible to accrue sabbatical credits due to dual appointment as tenured faculty member.

Addendum to Annual Report on Executive Compensation for Calendar Year 2011

Compensation Element	Amount	Staff Comments
ZHANG, XIAOCHUAN UCOP		
INTERIM SENIOR PORTFOLIO MANAGER HEAD OF CREDIT RESEARCH, FIXED INCOME INVESTMENTS		
Stipend	\$9,240	Per policy, a stipend of 10 percent of previous base salary of (\$180,438) for additional responsibilities as the Interim Senior Portfolio Manager - Head of Credit Research, Fixed Income Investments. The stipend was approved by President Yudof on 5/31/11. The data reflected in the report is the actual stipend amount paid for the calendar year.
Treasurer's AIP Plan	\$100,740	The data reflected in the report is the actual incentive award received for 2011, which is comprised of 50 percent of the 2011 earned award amount and, if applicable, the deferred earned awards for the previous plan year plus interest based on the Short-Term Investment Pool (STIP) rate of return. On 9/7/11, the Administrative Oversight Committee approved the incentive payout award of \$91,562 for fiscal year 2010/11. Because the annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25 percent paid in the year thereafter), the actual amount received may not match the approved incentive award for the current plan year.