

# ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2012: INCUMBENTS IN CERTAIN SENIOR MANAGEMENT POSITIONS

## EXECUTIVE SUMMARY

The extent to which the University of California publicly discloses the compensation of its employees is unequalled in higher education. As part of this commitment to transparency and public accountability, this report provides detailed information on compensation paid to the University's senior-most administrators, the Senior Management Group (SMG) members and officers of the University, regardless of compensation amount, as well as that of non-SMG employees whose cash compensation exceeds \$250,000. The report is posted on UC websites to ensure public access to the information. The report adheres to a broad definition of compensation adopted by the Board of Regents.

Specifically, this report provides compensation information for calendar year 2012 for the following employees: (1) all incumbents in the SMG personnel program whose compensation was approved by the Regents; (2) all incumbents acting in the SMG capacity, regardless of their total cash compensation; (3) all officers of the University regardless of their total cash compensation; (4) all incumbents in administrator positions who are non-academic, non-represented, exempt employees whose total potential cash compensation exceeds the current reporting threshold; and (5) 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 2012

- **Executive compensation remains a small percentage of payroll:** Compensation for SMG members included in this report continues to represent less than 1 percent of UC's total payroll of \$11.2 billion.
- **UC health sciences personnel and coaches remain the highest paid:** As in previous years, the top earning employees at UC in 2012 were world-renowned physicians paid predominantly from their clinical practices and senior administrators paid from UC medical center revenues. In addition, athletic coaches included in this report are also paid from non-State funds.
- **Negative impact of the lack of annual merit or cost of living increases:** For many years, budgetary challenges have meant that UC employees have not received regular salary program increases. In 2011, after several years without staff merit increases, including one year when salaries were reduced through a furlough/salary reduction program, the University was able to fund such increases. However, SMG members were excluded from this program. In addition, many employees, including SMG members, have assumed additional responsibilities as a result of budget-induced layoffs of their co-workers and, at the same time, have seen their take-home pay decrease as their contributions to health and pension plans increased.
- **UC cash compensation relative to market:** Ever since receiving the results of a 2009 total compensation study, UC has continued to face concerns that faculty and staff salaries lag significantly behind market levels due to years of declining and inadequate State support.
  - According to the 2009 study, the largest compensation gap existed for SMG members, whose cash compensation was, on average, 22 percent below that of their counterparts at

competitor institutions. Cash compensation for Managers, senior professionals and professionals and support staff – both union-represented and non-represented – lags behind their counterparts as well. On average, the gap for all of those categories ranges from 13 percent to 19 percent. Although the UC 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, which hindered the University’s ability to address the salary lags shown in the 2009 data.
  - The President and Chancellors have not received salary increases in six years.
  - The lack of salary increases over a multi-year period threatens to exacerbate existing talent retention and hiring 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 Chancellors’ compensation relative to market:** According to the 2011 University President and Chancellor Compensation Survey, UC Chancellors’ median salary lags the Full Comparison Group median by 29 percent and the AAU public institutions median by 10 percent. In addition, UC Chancellors’ median total cash compensation similarly lags the Full Comparison Group - - the 26 public and private institutions designated by CPEC as the University’s comparator group - - median by 35 percent, AAU public institutions by 19 percent, Institutions with Medical Centers by 34 percent and Private Institutions by 47 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.
    - **Office of the Chief Investment Officer formerly known as the Treasurer’s Office:** Consistent with industry standards, the Office of Chief Investment Officer (CIO) 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, 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. The compensation offered to UC coaches is also aligned with that of other coaches in the PAC-12 with comparable win/loss records.

- **No State funds used for incentives:** State funds were not used to fund incentive award payments for clinical and health sciences personnel, CIO personnel, coaches and other athletic personnel included in this report.
- **Funding source for recognition awards:** Recognition awards may be funded within existing division and department budgets. Unrestricted fund sources (mainly general and common funds) may be used for recognition awards. The use of restricted funds is subject to any restrictions on those funds.
- **Incentive and recognition award pay by the numbers:** Of the 315 employees included in this report, 130 received incentive or recognition award pay, which collectively totaled approximately \$11.4 million, or approximately 0.1 percent of UC's \$11.2 billion annual payroll. The \$6.2 million in payments from the medical enterprise's Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans represented 54 percent of all incentive and award pay received by employees included in this report. Payments under the CIO Annual Incentive Plan (AIP), \$4.3 million, represented 38 percent of the total. Coaches' incentive and recognition awards totaled approximately \$950,000, or 8 percent of the total. Recognition award program payments of approximately \$15,000 made up the remaining 0.1 percent.

## REPORT FORMAT AND CONTENT

The report includes compensation information for 313 University employees who were in a position that met the reportable population criteria as of December 31, 2012. The report does not include employees who separated from the University prior to December 31, 2012.

The report consists of two sections: (1) a list of the employees and the compensation elements that each received for the calendar year; and (2) an addendum with footnotes that provides additional information regarding some of the compensation elements listed for particular employees.

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

**Annualized Base Salary as of December 31:** This column reports the annualized base salary rate for the employee and includes any changes to the employee's base salary as of December 31, 2012, 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 Incentive/Recognition Awards Received:** This column reports the total incentive awards and/or recognition awards received by the employee for the calendar year. Such compensation falls into one of the following categories: (a) incentive and/or recognition award compensation received by coaches; (b) incentive awards from the Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans; (c) incentive awards from the CIO Annual Incentive Plan (AIP); (d) awards from recognition award plans.

**Actual Health Sciences Compensation Plan 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 will fluctuate accordingly. UC policy stipulates that the funds distributed from the HSCP not be derived from State sources.

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

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

Total Cash Compensation: This column reports the sum of the actual base salary received, actual incentive or recognition awards received, actual health sciences compensation received, actual stipend received, actual auto allowance received, other cash compensation/payments, and actual housing/relocation/recruitment allowances 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/or Executive Salary Continuation for Disability.

University Provided Housing: A "Y" in this column indicates that the employee received University housing, which is provided to the President 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 that 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 appointments 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.

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

### **DATA COLLECTION, REVIEW, AND CERTIFICATION PROCESS**

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

(Attachments)



Annual Report on Executive Compensation for Calendar Year 2012

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Incentive/ Recognition Awards 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	Reimbursed Moving Costs	University-Provided Home Mortgage
A PAUL ALIVISATOS	LABORATORY DIRECTOR	LBNL	\$439,152	\$434,796				\$8,916			\$443,712	Y	N	N		N		\$1,330,000
ROSIO ALVAREZ	CHIEF INFORMATION OFFICER	LBNL	\$271,860	\$269,620							\$269,620	N	N	N		N		
ADAM P ARKIN	SCIENTIFIC DIVISION DIRECTOR - FACULTY	LBNL	\$269,867	\$202,400			\$26,987		\$33,322		\$262,709	N	N	N		N		
JEFFREY A BLAIR	LABORATORY COUNSEL	LBNL	\$274,020	\$271,308							\$271,308	Y	N	N	5%	N		
DAVID LESLIE BROWN	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$262,596	\$260,436							\$260,436	N	N	N		N		
DONALD J DEPAOLO	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$342,408	\$339,024							\$339,024	Y	N	N		N		
ROGER W FALCONE	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$284,532	\$281,724							\$281,724	N	N	N		N		
DOUGLAS M FLEMING	OPS DIVISION DIRECTOR	LBNL	\$244,524	\$238,779					\$24,357		\$263,136	N	N	N		N		
GARY H KARPEN	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$267,636	\$269,214							\$269,214	N	N	N		N		
JAY D KEASLING	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$365,196	\$361,584							\$361,584	Y	N	N		N		\$1,000,000
GLENN D. KUBIAK	CHIEF OPERATING OFFICER	LBNL	\$310,008	\$117,427							\$117,427	Y	N	N	5%	N		
VERA POTAPENKO	OPERATIONS DIVISION DIRECTOR	LBNL	\$258,600	\$256,470							\$256,470	N	N	N		N		
JENNIFER S RIDGEWAY	OPERATIONS DIVISION DIRECTOR	LBNL	\$264,672	\$252,604							\$252,604	N	N	N		N		
KEM EDWARD ROBINSON	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$261,012	\$258,862							\$258,862	N	N	N		N		
EDWARD M RUBIN	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$297,300	\$294,850							\$294,850	N	N	N		N		
HORST D SIMON	DEPUTY LABORATORY DIRECTOR	LBNL	\$341,712	\$338,898							\$338,898	Y	N	N	5%	N		
TIMOTHY JAMES SYMONS	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$280,248	\$278,777							\$278,777	Y	N	N	5%	N		
KIM P WILLIAMS	CHIEF FINANCIAL OFFICER	LBNL	\$253,188	\$209,428			\$7,500				\$216,928	Y	N	N	5%	N		
KATHERINE A YELICK	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$280,884	\$278,112							\$278,112	Y	N	N		N		
ANNE SAUNDERS BARBOUR	ATHLETIC DIRECTOR	UCB	\$404,787	\$390,649	\$112,653				\$25,000		\$528,302	N	N	N		N		
GIBOR BASRI	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	\$200,000	\$200,000							\$200,000	Y	N	N		N		
FRANKLIN SCOTT BIDDY	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCB	\$322,000	\$322,000				\$8,916			\$330,916	Y	N	N	5%	N		\$434,100
ROBERT J. BIRGENEAU	CHANCELLOR	UCB	\$436,800	\$436,800				\$8,916			\$445,716	Y	Y	N	5%	Y		
DAVID BLINDER	ASSOCIATE VICE CHANCELLOR - UNIVERSITY RELATIONS	UCB	\$280,000	\$280,000							\$280,000	N	N	N		N		\$626,300

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



Annual Report on Executive Compensation for Calendar Year 2012

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GEORGE W BRESLAUER	EXECUTIVE VICE CHANCELLOR & PROVOST	UCB	\$309,100	\$309,100				\$8,916			\$318,016	Y	N	N		N		
EDWARD J DENTON	VICE CHANCELLOR - FACILITIES SERVICES	UCB	\$220,500	\$220,500							\$220,500	Y	N	N	5%	N		
DAVID A. DURDEN	HEAD COACH-MEN'S SWIMMING AND DIVING	UCB	\$135,000	\$135,000	\$38,000			\$5,400	\$78,608		\$257,008	N	N	N		N		
CHRISTOPHER EDLEY	DEAN - SCHOOL OF LAW & SPECIAL ADVISOR TO THE PRESIDENT, OFFICE OF THE PRESIDENT	UCB	\$316,200	\$316,967			\$43,000				\$359,967	N	N	N		N		\$1,000,000
DAVID ESQUER	HEAD COACH - BASEBALL	UCB	\$151,203	\$161,101					\$203,954		\$365,055	N	N	N		N		
GRAHAM R FLEMING	VICE CHANCELLOR - RESEARCH	UCB	\$370,000	\$317,500			\$10,000				\$327,500	Y	N	N		N		\$425,950
LINDSAY GOTTLIEB	HEAD WOMEN'S BASKETBALL COACH	UCB	\$204,000	\$202,000	\$45,000			\$3,621	\$202,333		\$452,954	N	N	N		N		
HARRY LE GRANDE	VICE CHANCELLOR - STUDENT AFFAIRS	UCB	\$215,000	\$215,000							\$215,000	Y	N	N	5%	N		
THOMAS C LEONARD	UNIVERSITY LIBRARIAN	UCB	\$196,000	\$196,000							\$196,000	Y	N	N		N		
TERI J MCKEEVER	HEAD COACH - WOMEN'S SWIMMING	UCB	\$140,268	\$140,268	\$41,500				\$91,750		\$273,518	N	N	N		N		
JIM MICHALCZIK	ASSISTANT COACH - FOOTBALL	UCB	\$168,000	\$168,000	\$78,000			\$5,400	\$48,192		\$299,592	N	N	N		N		
MICHAEL J. MONTGOMERY	HEAD COACH - MEN'S BASKETBALL	UCB	\$250,000	\$250,000	\$25,000			\$10,800	\$1,636,905		\$1,922,705	N	N	N		N		
LYLE E. NEVELS	INTERIM ASSOCIATE VICE CHANCELLOR-IT AND CIO	UCB	\$206,000	\$206,000			\$22,850				\$228,850	N	N	N		N		
CHRISTOPHER M PATTI	CHIEF CAMPUS COUNSEL	UCB	\$240,000	\$240,000							\$240,000	Y	N	N	5%	N		
CLANCY C PENDERGAST	ASSISTANT COACH OF FOOTBALL	UCB	\$168,000	\$168,666	\$133,492			\$4,971	\$96,521		\$403,650	N	N	N		N		
JEFF TEDFORD	HEAD FOOTBALL COACH	UCB	\$225,000	\$225,893	\$307,230			\$9,943	\$1,949,998		\$2,493,064	N	N	N		N		
KENWICK L. THOMPSON	ASSISTANT FOOTBALL COACH	UCB	\$125,000	\$125,496	\$46,952			\$4,971	\$97,543		\$274,962	N	N	N		N		
JOHN WILTON	VICE CHANCELLOR - ADMINISTRATION & FINANCE	UCB	\$375,000	\$375,000							\$375,000	Y	N	N	5%	N		
DIANA WU DRAGUN	DEAN - UNIVERSITY EXTENSION	UCB	\$164,500	\$164,500							\$164,500	Y	N	N	5%	N		
MICHAEL W BOYD	DIRECTOR - FACILITIES	UCD	\$228,600	\$228,600	\$41,377						\$269,977	N	N	N		N		
STEPHEN E CHILCOTT	EXECUTIVE DIRECTOR - HUMAN RESOURCES	UCD	\$200,445	\$200,445	\$47,556				\$3,920		\$251,921	N	N	N		N		
BETTY M CLARK	ASSISTANT DIRECTOR - PATIENT CARE SERVICES	UCD	\$209,748	\$209,748	\$39,223				\$3,307		\$252,278	N	N	N		N		
ADELA DE LA TORRE	VICE CHANCELLOR - STUDENT AFFAIRS	UCD	\$214,544	\$178,787			\$7,151		\$26,392		\$212,330	N	N	N		N		\$359,300
STEVEN A. DROWN	CHIEF CAMPUS COUNSEL	UCD	\$250,000	\$250,000							\$250,000	Y	N	N	5%	N		
ANN D FRANKEL	ASSISTANT DIRECTOR - FINANCE	UCD	\$228,360	\$228,360	\$43,617				\$1,178		\$273,155	N	N	N		N		

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DEBRA L GAGE	DIRECTOR - AMBULATORY CLINICAL OPERATIONS AND MANAGED CARE	UCD	\$217,375	\$217,375	\$48,855				\$288		\$266,518	N	N	N		N		
RALPH J HEXTER	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	\$350,000	\$350,000				\$8,916			\$358,916	Y	N	N		N		\$607,500
VINCENT L JOHNSON	CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER	UCD	\$553,500	\$554,676	\$131,318						\$685,994	Y	N	N	5%	N		\$671,650
LINDA KATEHI-TSEREGOUNIS	CHANCELLOR	UCD	\$400,000	\$400,000				\$8,916			\$408,916	Y	Y	N		N		
SHAUN B. KEISTER	VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS	UCD	\$335,000	\$335,000				\$8,916		\$41,875	\$385,791	Y	N	N	5%	N		\$796,500
HARRIS A LEWIN	VICE CHANCELLOR - RESEARCH	UCD	\$370,000	\$370,000							\$370,000	Y	N	N		N		\$600,000
TIMOTHY R MAURICE	CHIEF FINANCIAL OFFICER	UCD	\$400,000	\$400,000	\$97,400						\$497,400	Y	N	N	5%	N		\$722,800
JOHN A MEYER	VICE CHANCELLOR - ADMINISTRATIVE AND RESOURCE MANAGEMENT	UCD	\$275,000	\$275,000							\$275,000	Y	N	N	5%	N		
MICHAEL N MINEAR	CHIEF INFORMATION OFFICER - UC DAVIS HEALTH SYSTEM	UCD	\$310,000	\$310,000	\$75,485						\$385,485	Y	N	N	5%	N		
ANNA ORLOWSKI	HEALTH SYSTEM COUNSEL	UCD	\$230,000	\$234,167	\$32,689						\$266,856	N	N	N		N		
DENNIS F PENDLETON	DEAN - UNIVERSITY EXTENSION	UCD	\$166,500	\$166,500							\$166,500	Y	N	N	5%	N		
CLAIRE POMEROY	VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE	UCD	\$468,800	\$468,800	\$42,597	\$195,475					\$706,872	Y	N	N		N		
ANN MADDEN RICE	CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER	UCD	\$800,000	\$800,000	\$217,800			\$8,916			\$1,026,716	Y	N	N	5%	N		
CAROL A ROBINSON	CHIEF PATIENT CARE SERVICES OFFICER	UCD	\$273,300	\$273,300	\$63,132						\$336,432	Y	N	N	5%	N		
ALLAN D SIEFKIN	CHIEF MEDICAL OFFICER	UCD	\$342,000	\$342,000	\$83,277						\$425,277	Y	N	N	5%	N		
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		
MACKENZIE SMITH	UNIVERSITY LIBRARIAN	UCD	\$225,000	\$112,500							\$112,500	Y	N	N	5%	N		
ANNIE M WONG	DIRECTOR - HEALTH SYSTEM CONTRACTS	UCD	\$215,076	\$215,076	\$51,027				\$15,752		\$281,855	N	N	N		N		
WILLIAM MICHAEL BARRON	CHIEF MEDICAL OFFICER	UCI	\$430,000	\$430,000	\$84,818						\$514,818	Y	N	N	5%	N		\$999,500
TERRY A BELMONT	CHIEF EXECUTIVE OFFICER	UCI	\$630,000	\$630,000	\$152,303			\$8,916			\$791,219	Y	N	N	5%	N		
WENDELL C BRASE	VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES	UCI	\$246,835	\$246,835							\$246,835	Y	N	N	5%	N		\$300,000

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SUSAN V BRYANT	INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST	UCI	\$301,500	\$171,890							\$171,890	Y	N	N		N		
RALPH V CLAYMAN	DEAN - SCHOOL OF MEDICINE	UCI	\$390,000	\$390,000		\$100,000					\$490,000	Y	N	N		N		
MARGARET T CONK	CHIEF STRATEGY OFFICER	UCI	\$260,000	\$260,000	\$45,507						\$305,507	Y	N	N	5%	N		
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	\$55,778						\$323,478	Y	N	N	5%	N		
DIANE FIELDS GEOCARIS	CHIEF CAMPUS COUNSEL	UCI	\$255,000	\$255,000							\$255,000	Y	N	N	5%	N		
KAREN A GRIMLEY	CHIEF NURSING OFFICER	UCI	\$274,000	\$274,000	\$57,091						\$331,091	Y	N	N	5%	N		
JOHN C. HEMMINGER	VICE CHANCELLOR - RESEARCH	UCI	\$300,000	\$300,000							\$300,000	Y	N	N		N		
JOHN A HEYDT	PRESIDENT & CEO, UNIVERSITY PHYSICIANS & SURGEONS	UCI	\$456,500	\$456,500	\$90,045						\$546,545	N	N	N		N		
ALICE ISSAI	CHIEF OPERATING OFFICER	UCI	\$340,000	\$340,000	\$70,843						\$410,843	Y	N	N	5%	N		
MEREDITH MICHAELS JED	VICE CHANCELLOR - PLANNING AND BUDGET	UCI	\$247,275	\$247,275							\$247,275	Y	N	N	5%	N		
GREGORY R LEET	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCI	\$320,000	\$320,000							\$320,000	Y	N	N	5%	N		\$498,600
JIMMY MATHEW MURRY	CHIEF INFORMATION OFFICER	UCI	\$301,400	\$281,075	\$60,201						\$341,276	Y	N	N	5%	N		
GINGER L OSMAN	ASSISTANT DEAN OF FINANCE & CHIEF FINANCIAL OFFICER	UCI	\$270,000	\$270,000							\$270,000	N	N	N		N		
THOMAS A. PARHAM	VICE CHANCELLOR - STUDENT AFFAIRS	UCI	\$215,000	\$215,000							\$215,000	Y	N	N	5%	N		
SUSAN J. RAYBURN	CHIEF CONTRACTING OFFICER	UCI	\$212,700	\$212,700	\$46,682						\$259,382	Y	N	N	5%	N		
PETER SCHNEIDER	CHIEF HEALTH SCIENCES COUNSEL	UCI	\$245,000	\$245,000	\$28,996						\$273,996	N	N	N		N		
KURT E STAUDER	EXECUTIVE DIRECTOR - AMBULATORY SERVICES	UCI	\$262,000	\$260,996	\$54,591				\$10,038		\$325,625	N	N	N		N		
LORELEI A. TANJI	UNIVERSITY LIBRARIAN	UCI	\$200,000	\$175,000							\$175,000	Y	N	N	5%	N		
CYNTHIA A. WINNER	CHIEF ADMINISTRATOR - CLINICAL SERVICES	UCI	\$238,200	\$235,006	\$27,790				\$4,563		\$267,359	N	N	N		N		
PETER WOON	CONTROLLER - FINANCIAL ADMINISTRATION, MEDICAL CENTER	UCI	\$214,060	\$213,240	\$28,541				\$12,302		\$254,083	N	N	N		N		
MARTHA ARVIN	CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES	UCLA	\$244,900	\$243,963	\$60,409		\$30,000			\$12,245	\$346,617	Y	N	N	5%	N		
GENE D. BLOCK	CHANCELLOR	UCLA	\$416,000	\$416,000				\$8,916			\$424,916	Y	Y	N		N		
JANE ESTHER BOUBELIK	CHIEF LEGAL COUNSEL, MEDICAL SCIENCES	UCLA	\$235,000	\$234,104	\$57,968				\$3,602		\$295,674	N	N	N		N		

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KATHARINE O CARPENTER	CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	\$325,000	\$323,752	\$47,666						\$371,418	Y	N	N	5%	N		
CORI RASHEL CLOSE	HEAD COACH, WOMEN'S BASKETBALL	UCLA	\$250,000	\$250,000	\$20,000				\$127,977		\$397,977	N	N	N		N		
HEIDI M. CROOKS	SENIOR ASSOCIATE DIRECTOR - OPERATIONS & PATIENT CARE SERVICES, CHIEF NURSING OFFICER	UCLA	\$325,000	\$323,752	\$80,166						\$403,918	Y	N	N	5%	N		
KETY DURON	DIRECTOR, HR OPERATIONS AND STAFF DEVELOPMENT	UCLA	\$211,807	\$210,285	\$30,818				\$12,989		\$254,092	N	N	N		N		
JAMES S ECONOMOU	VICE CHANCELLOR - RESEARCH	UCLA	\$260,880	\$260,863							\$260,863	Y	N	N		N		
FARANAK K ELAHI	CHIEF ADMINISTRATIVE OFFICER, MEDICINE	UCLA	\$249,293	\$234,799	\$34,785						\$269,584	N	N	N		N		
DAVID T FEINBERG	PRESIDENT OF UCLA HEALTH SYSTEM AND CHIEF EXECUTIVE OFFICER FOR THE UCLA HOSPITAL SYSTEM	UCLA	\$900,000	\$896,563	\$262,502		\$8,916	\$250,000			\$1,417,981	Y	N	N		N		
MARY FRANCES FLYNN	FORMER DIRECTOR - MANAGED CARE PROGRAM, UCLA MEDICAL CENTER	UCLA	\$251,353	\$242,686	\$50,271				\$1,340		\$294,297	N	N	N		N		
STEVE GAMER	ASSOCIATE VICE CHANCELLOR--DEVELOPMENT, EXTERNAL AFFAIRS	UCLA	\$275,000	\$275,000							\$275,000	N	N	N		N		
JODY J GASPAR	CHIEF OPERATING OFFICER, UCLA FACULTY PRACTICE	UCLA	\$240,000	\$239,075	\$59,199				\$10,057		\$308,331	N	N	N		N		
CAROLE EUDICE GOLDBERG	VICE CHANCELLOR - ACADEMIC PERSONNEL	UCLA	\$285,000	\$285,000							\$285,000	Y	N	N		N		
DANIEL GENE GUERRERO	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	\$565,211	\$556,239	\$67,500						\$623,739	N	N	N		N		\$850,000
PETER E HENDRICKSON	ASSOCIATE VICE CHANCELLOR, DESIGN & CONSTRUCTION	UCLA	\$244,400	\$244,400	\$7,332						\$251,732	N	N	N		N		
BENJAMIN CLARK HOWLAND	HEAD COACH - MEN'S BASKETBALL	UCLA	\$300,000	\$300,000	\$20,000				\$1,866,667		\$2,186,667	N	N	N		N		\$900,000
STEPHEN L JENNINGS	ASSISTANT VICE CHANCELLOR--HEALTH SCIENCES, DEVELOPMENT	UCLA	\$260,000	\$260,000							\$260,000	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		

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MICHAEL EUGENE JOHNSON	FORMER ASSISTANT FOOTBALL COACH	UCLA	\$250,000	\$41,667	\$4,000				\$329,242		\$374,909	N	N	N		N		
ADRIAN WILLIAM KLEMM	ASSISTANT COACH, FOOTBALL	UCLA	\$250,000	\$240,531					\$24,053		\$264,584	N	N	N		N	\$8,275	
JACK K KURIHARA	DIRECTOR, BUSINESS DEVELOPMENT - HEALTH SYSTEM	UCLA	\$220,200	\$219,357	\$28,736				\$15,192		\$263,285	N	N	N		N		
GWENDOLINE E LAKE	CONTROLLER, HOSPITAL SYSTEM	UCLA	\$227,000	\$225,146	\$34,051				\$16,531		\$275,728	N	N	N		N		
LUBBE LEVIN	ASSOCIATE VICE CHANCELLOR -- CAMPUS HUMAN RESOURCES	UCLA	\$250,000	\$250,000	\$3,500						\$253,500	Y	N	N		N		
EUGENIE L LISKA	DIRECTOR, BUDGET, HOSPITAL SYSTEM	UCLA	\$227,000	\$225,142	\$34,051				\$11,312		\$270,505	N	N	N		N		
BERNADETTE LODGE-LEMON	DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM	UCLA	\$234,000	\$233,106	\$34,398				\$14,345		\$281,849	N	N	N		N		
JEANNE M MARKLAND	ELECTRONIC HEALTH RECORD BUILD DIRECTOR AMBULATORY	UCLA	\$226,840	\$229,790	\$34,026						\$263,816	N	N	N		N		
WILLIAM W MARTIN	HEAD COACH - MEN'S TENNIS	UCLA	\$110,000	\$106,792					\$172,098		\$278,890	N	N	N		N		
NOEL SCOTT MAZZONE	ASSISTANT COACH, FOOTBALL	UCLA	\$250,000	\$229,167					\$91,667		\$320,834	N	N	N		N	\$6,272	
VIRGINIA A. MCFERRAN	CHIEF INFORMATION OFFICER - UCLA MEDICAL ENTERPRISE	UCLA	\$344,000	\$342,680	\$84,853						\$427,533	Y	N	N	5%	N		
JANINA MONTERO	VICE CHANCELLOR -- STUDENT AFFAIRS	UCLA	\$228,400	\$228,400							\$228,400	Y	N	N	5%	N		\$639,200
JAMES LAWRENCE MORA	HEAD COACH, FOOTBALL	UCLA	\$300,000	\$290,910					\$1,488,477		\$1,779,387	N	N	N		N	\$46,420	
SANTIAGO MUNOZ III	EXECUTIVE DIRECTOR, STRATEGY & BUSINESS DEVELOPMENT, UCLA HEALTH SYSTEM	UCLA	\$312,400	\$270,090							\$270,090	N	N	N		N	\$1,800	
JOHN SHANNON O'KELLEY	CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$517,050	\$488,954	\$118,093						\$607,047	Y	N	N	5%	N		
STEVEN A. OLSEN	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCLA	\$316,842	\$317,166							\$317,166	Y	N	N		N		\$709,400
ELLEN S. POLLACK	INPATIENT BUILD DIRECTOR, HEALTH SYSTEM	UCLA	\$225,000	\$224,141	\$33,750				\$7,018		\$264,909	N	N	N		N		
JACK J POWAZEK	ADMINISTRATIVE VICE CHANCELLOR	UCLA	\$265,000	\$265,000							\$265,000	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		
J THOMAS ROSENTHAL	CHIEF MEDICAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$431,500	\$429,853	\$106,438						\$536,291	Y	N	N		N		

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JUDITH ROTHMAN	ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE	UCLA	\$244,300	\$244,300	\$60,261						\$304,561	Y	N	N	5%	N		\$966,650
CATHY A. SANDEEN	FORMER DEAN - CONTINUING EDUCATION AND UNEX	UCLA	\$213,400	\$213,400							\$213,400	Y	N	N	5%	N		\$560,000
MICHAEL JEROME SAUK	CHIEF OF APPLICATIONS, MEDICAL IT SERVICES	UCLA	\$263,000	\$261,997	\$36,295					\$23,265	\$321,557	N	N	N		N		
JOHN JOSEPH SAVAGE	HEAD COACH - BASEBALL	UCLA	\$270,000	\$209,500	\$15,000				\$42,777		\$267,277	N	N	N		N		
LOUIS GEORGE SPANOS	ASSISTANT COACH, FOOTBALL	UCLA	\$250,000	\$216,856					\$260,228		\$477,084	N	N	N		N	\$22,452	
MARK A SPEARE	SENIOR ASSOCIATE DIRECTOR - MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES	UCLA	\$297,400	\$296,254	\$73,357				\$14,693		\$384,304	N	N	N		N		
PAUL A STATON	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$450,000	\$428,279	\$103,600						\$531,879	Y	N	N	5%	N		
MICHAEL J. STORLIE	CHIEF TECHNOLOGY OFFICER, MEDICAL INFORMATION TECHNOLOGY SERVICES	UCLA	\$235,150	\$234,250	\$32,451						\$266,701	N	N	N		N		
GARY EUGENE STRONG	UNIVERSITY LIBRARIAN	UCLA	\$244,600	\$244,600							\$244,600	Y	N	N	5%	N		
RHEA P TURTELTAUB	VICE CHANCELLOR - EXTERNAL AFFAIRS	UCLA	\$300,000	\$300,000				\$8,916			\$308,916	Y	N	N	5%	N		
CATHY RODGERS WARD	ASSOCIATE DIRECTOR, DEPARTMENT OF NURSING, RONALD REAGAN UCLA MEDICAL CENTER	UCLA	\$234,670	\$233,771	\$35,201						\$268,972	N	N	N		N		
A. EUGENE WASHINGTON	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN - DAVID GEFFEN SCHOOL OF MEDICINE	UCLA	\$515,000	\$515,000		\$185,000				\$25,750	\$725,750	Y	N	N		N		
PAUL H. WATKINS	SENIOR ASSOCIATE DIRECTOR, OPERATIONS - CLINICAL AND SUPPORT SERVICES, UCLA HOSPITAL SYSTEM	UCLA	\$279,000	\$277,930	\$68,820						\$346,750	N	N	N		N		
SCOTT L WAUGH	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	\$366,000	\$366,000				\$8,916			\$374,916	Y	N	N	5%	N		
DIANE J ZALBA	DIRECTOR - PHARMACEUTICAL SERVICES	UCLA	\$234,500	\$233,605	\$31,658				\$6		\$265,269	N	N	N		N		
DONALD ALLISON BARCLAY	INTERIM UNIVERSITY LIBRARIAN	UCM	\$140,000	\$140,000							\$140,000	N	N	N		N		

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DANIEL MARTIN FEITELBERG	ACTING VICE CHANCELLOR FOR BUDGET AND PLANNING	UCM	\$255,000									N	N	N		N		
KYLE DEAN HOFFMAN	VICE CHANCELLOR DEVELOPMENT AND ALUMNI RELATIONS	UCM	\$218,700	\$116,481				\$4,749		\$10,000	\$131,230	Y	N	N	5%	N	\$8,393	
JANE FIORI LAWRENCE	VICE CHANCELLOR - STUDENT AFFAIRS	UCM	\$181,800	\$181,800							\$181,800	Y	N	N	5%	N		\$324,000
DOROTHY JANE LELAND	CHANCELLOR	UCM	\$310,000	\$310,000				\$8,916		\$19,375	\$338,291	Y	Y	N		N		
MARY E MILLER	VICE CHANCELLOR - ADMINISTRATION	UCM	\$203,500	\$203,500							\$203,500	Y	N	N	5%	N		\$825,000
THOMAS WILLIAM PETERSON	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCM	\$261,837									Y	N	N		N		
SAMUEL JUSTIN TRAINA	VICE CHANCELLOR - RESEARCH AND DEAN OF THE GRADUATE SCHOOL	UCM	\$202,000	\$202,000			\$15,833				\$217,833	Y	N	N		N		\$276,000
JANET ELIZABETH YOUNG	ASSOCIATE CHANCELLOR AND SENIOR ADVISOR TO THE CHANCELLOR	UCM	\$180,000	\$180,000							\$180,000	Y	N	N	3%	N		\$210,350
BARBARA H ALLEN-DIAZ	VICE PRESIDENT - AGRICULTURAL AND NATURAL RESOURCES	UCOP	\$280,000	\$280,000							\$280,000	Y	N	N		N		
SATISH ANANTHASWAMY	SENIOR PORTFOLIO MANAGER	UCOP	\$254,065	\$254,065	\$142,250						\$396,315	N	N	N		N		
PEGGY MCNAMARA ARRIVAS	ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER	UCOP	\$295,000	\$295,000							\$295,000	Y	N	N	5%	N		
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
MARIE N BERGGREN	CHIEF INVESTMENT OFFICER AND VICE PRESIDENT - INVESTMENTS AND ACTING TREASURER	UCOP	\$470,000	\$470,000	\$808,369			\$8,916			\$1,287,285	Y	N	N	5%	N		
DAVID BERGQUIST	INTERIM CHIEF CAMPUS COUNSEL, RIVERSIDE CAMPUS	UCOP	\$215,000	\$180,000							\$180,000	N	N	N		N		
DAVID MARK BIRNBAUM	CHIEF DEPUTY GENERAL COUNSEL	UCOP	\$280,000	\$280,000							\$280,000	Y	N	N	5%	N		
NATHAN ERIC BROSTROM	EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	\$375,000	\$375,000							\$375,000	Y	N	N	5%	N		
SUSAN L. CARLSON	VICE PROVOST - ACADEMIC PERSONNEL	UCOP	\$250,000	\$250,000							\$250,000	Y	N	N		N		
LYNDA HEE CHOI	MANAGING DIRECTOR - ABSOLUTE RETURN	UCOP	\$270,657	\$270,657	\$258,073						\$528,730	N	N	N		N		\$523,600
MARK A. CIANCA	INTERIM CO-CIO AND ASSOCIATE VICE PRESIDENT - INFORMATION TECHNOLOGY	UCOP	\$205,000	\$51,250							\$51,250	N	N	N		N		

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WILLIAM JORDAN COAKER JR.	SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS	UCOP	\$275,000	\$275,000	\$268,303						\$543,303	Y	N	N	5%	N		
TINA W COMBS	DEPUTY GENERAL COUNSEL	UCOP	\$244,900	\$198,759							\$198,759	Y	N	N	5%	N		
GRACE MARGUERITE CRICKETTE	CHIEF RISK OFFICER	UCOP	\$216,370	\$216,370							\$216,370	Y	N	N	5%	N		
MARY SHANNA CROUGHAN	EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE	UCOP	\$181,000	\$165,000							\$165,000	Y	N	N	5%	N		
MICHELE ELISE CUCULLU	INVESTMENT OFFICER - PRIVATE EQUITY INVESTMENTS	UCOP	\$213,456	\$198,902	\$139,851						\$338,753	N	N	N		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
AIMEE DORR	PROVOST AND EXECUTIVE VP - ACADEMIC AFFAIRS	UCOP	\$350,000	\$290,033							\$290,033	Y	N	N		N	\$4,082	
DWAINE BRIAN DUCKETT	VICE PRESIDENT-HUMAN RESOURCES	UCOP	\$300,000	\$300,000				\$8,916			\$308,916	Y	N	N	5%	N		\$989,100
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
JOHN GARY FALLE	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	\$270,000	\$270,000							\$270,000	Y	N	N	5%	N		
EDMOND FONG	DIRECTOR - ABSOLUTE RETURNS GROUP	UCOP	\$213,458	\$213,458	\$113,883					\$11,653	\$338,994	N	N	N		N		
GLORIA BROWNING GIL	MANAGING DIRECTOR - REAL ESTATE	UCOP	\$279,990	\$279,990	\$150,951						\$430,941	N	N	N		N		\$726,200
ANITA P. GURSAHANI	DEPUTY TO THE ASSOCIATE VICE PRESIDENT - LABORATORY OPERATIONS	UCOP	\$256,000	\$256,000							\$256,000	Y	N	N	5%	N		
KRISTINE A. HAFNER	CO-CIO AND ASSOCIATE VICE PRESIDENT - INFORMATION TECHNOLOGY	UCOP	\$238,000									N	N	N		N		\$495,000
BRIAN JOSEPH JOHNSON	DIRECTOR, REAL ASSETS, OFFICE OF THE TREASURER	UCOP	\$213,456	\$194,932	\$119,654						\$314,586	N	N	N		N		
STEVE JUAREZ	ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS	UCOP	\$230,000	\$230,000				\$8,916			\$238,916	Y	N	N	5%	N		\$684,000
MARSHA KELMAN	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	\$295,000	\$295,000				\$8,916			\$303,916	Y	N	N	5%	N		
SANDRA H KIM	EXECUTIVE DIRECTOR - EXTERNAL FINANCE	UCOP	\$247,500	\$247,500							\$247,500	Y	N	N	5%	N		

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PATRICK JAMES LENZ	VICE PRESIDENT - BUDGET & CAPITAL RESOURCES	UCOP	\$300,000	\$300,000				\$8,916			\$308,916	Y	N	N	5%	N		
AILEEN LIU	INVESTMENT OFFICER	UCOP	\$185,671	\$185,671	\$124,505						\$310,176	N	N	N		N		
GLENN LAWRENCE MARA	VICE PRESIDENT - LABORATORY MANAGEMENT	UCOP	\$367,000	\$232,732				\$3,715			\$236,447	Y	N	N	5%	N		
ALISON MARGARET MUDDITT	DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS	UCOP	\$244,900	\$244,896					\$500	\$30,613	\$276,009	Y	N	N	5%	N		
CATHRYN L NATION	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	\$200,000	\$185,000							\$185,000	Y	N	N	5%	N		
GEOFFREY A O'NEILL	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	\$178,500	\$178,500							\$178,500	Y	N	N	5%	N		
DEBORA OBLEY	ASSOCIATE VICE PRESIDENT - BUDGET OPERATIONS	UCOP	\$198,300	\$198,300							\$198,300	Y	N	N	5%	N		
BYRON L LONG	INVESTMENT OFFICER	UCOP	\$180,438	\$180,438	\$76,147						\$256,585	N	N	N		N		
KAREN JENSEN PETRULAKIS	DEPUTY GENERAL COUNSEL	UCOP	\$260,000	\$260,000							\$260,000	Y	N	N	5%	N		
JESSE L PHILLIPS	SENIOR MANAGING DIRECTOR - RISK MANAGEMENT	UCOP	\$301,600	\$301,600	\$370,404						\$672,004	Y	N	N	5%	N		
TIMOTHY JACOB RECKER	MANAGING DIRECTOR - PRIVATE EQUITY INVESTMENTS	UCOP	\$270,135	\$270,135	\$261,329						\$531,464	N	N	N		N		
MICHAEL REESE	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	\$236,300	\$236,300							\$236,300	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
JUDY KAORU SAKAKI	VICE PRESIDENT--STUDENT AFFAIRS	UCOP	\$246,300	\$246,300				\$8,916			\$255,216	Y	N	N	5%	N		\$589,650
DANIEL C SAMPSON	ASSISTANT VICE PRESIDENT - FINANCIAL SERVICES AND CONTROLS	UCOP	\$234,520	\$234,520							\$234,520	Y	N	N	5%	N		
DAVID W SCHROEDER	SENIOR PORTFOLIO MANAGER	UCOP	\$269,620	\$269,620	\$233,251						\$502,871	N	N	N		N		
MELVIN L STANTON	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	\$306,800	\$306,800	\$356,931						\$663,731	Y	N	N	5%	N		
JOHN DAVID STOBO	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
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
MARY LYNN TIERNEY	ASSOCIATE VICE PRESIDENT - COMMUNICATIONS	UCOP	\$239,000	\$239,000							\$239,000	Y	N	N	5%	N		
TU M. TRAN	ASSISTANT VICE PRESIDENT, BUSINESS OPERATIONS	UCOP	\$203,700	\$3,858							\$3,858	N	N	N		N		

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WILLIAM TINSLEY TUCKER	EXECUTIVE DIRECTOR-INNOVATION ALLIANCES & SERVICES	UCOP	\$189,800	\$189,800							\$189,800	Y	N	N	5%	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		
ROBERT VAN NESS	ASSOCIATE VICE PRESIDENT - LABORATORY OPERATIONS & ADMINISTRATION	UCOP	\$318,200	\$318,200							\$318,200	Y	N	N	5%	N		
RANDOLPH E WEDDING	SENIOR MANAGING DIRECTOR - FIXED INCOME INVESTMENTS	UCOP	\$374,500	\$374,500	\$397,622						\$772,122	Y	N	N	5%	N		
JULIA ANN WINTERSON	INVESTMENT OFFICER - PRIVATE EQUITY	UCOP	\$185,671	\$185,671	\$123,847						\$309,518	N	N	N		N		
DEBORAH WYLIE	ASSOCIATE VICE PRESIDENT - CAPITAL RESOURCES MANAGEMENT	UCOP	\$180,000	\$180,000						\$15,000	\$195,000	Y	N	N	5%	N		
ALICE L YEE	SENIOR PORTFOLIO MANAGER	UCOP	\$202,744	\$202,744	\$176,990						\$379,734	N	N	N		N		
MARK GEORGE YUDOF	PRESIDENT OF THE UNIVERSITY	UCOP	\$591,084	\$591,084				\$8,916			\$600,000	Y	Y	N		Y		
XIAOCHUAN ZHANG	DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS	UCOP	\$213,460	\$211,144	\$129,781			\$1,547			\$342,472	N	N	N		N		
JANE CATHERINE CONOLEY	INTERIM CHANCELLOR	UCR	\$245,600									Y	Y	N		N		
SHARON A. DUFFY	DEAN - UNIVERSITY EXTENSION	UCR	\$184,000	\$184,000							\$184,000	Y	N	N		N		
PETER A. HAYASHIDA	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	\$265,000	\$265,000				\$8,916			\$273,916	Y	N	N	5%	N		\$409,500
RUTH M. JACKSON	UNIVERSITY LIBRARIAN	UCR	\$189,300	\$183,392							\$183,392	Y	N	N	5%	N		
GLENN RICHARD OLDS	VICE CHANCELLOR - HEALTH AFFAIRS & DEAN-SCHOOL OF MEDICINE	UCR	\$525,000	\$525,000	\$125,000						\$650,000	Y	N	N		N		
MICHAEL J. PAZZANI	VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT	UCR	\$289,000	\$120,417						\$15,052	\$135,469	Y	N	N		N	\$24,390	\$660,000
DALLAS L. RABENSTEIN	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCR	\$305,000	\$305,000							\$305,000	Y	N	N		N		
CHARLES J ROWLEY	INTERIM VICE CHANCELLOR, FINANCE & BUSINESS OPERATIONS	UCR	\$216,000	\$216,000				\$10,550			\$226,550	N	N	N		N		
JAMES W. SANDOVAL	VICE CHANCELLOR--STUDENT AFFAIRS	UCR	\$209,900	\$209,900							\$209,900	Y	N	N	5%	N		
GLENN E LUCAS	EXECUTIVE VICE CHANCELLOR	UCSB	\$267,900	\$267,900				\$8,916			\$276,816	Y	N	N		N		

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THOMAS MILTON PUTNAM III	ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCSB	\$200,000	\$200,000							\$200,000	Y	N	N	5%	N		
CARDELLA DENISE STEPHENS	UNIVERSITY LIBRARIAN	UCSB	\$200,000	\$200,000							\$200,000	Y	N	N	5%	N		
MICHAEL S WITHERELL	VICE CHANCELLOR FOR RESEARCH	UCSB	\$246,300	\$246,300							\$246,300	Y	N	N		N		\$920,000
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		
GEORGE R BLUMENTHAL	CHANCELLOR	UCSC	\$310,000	\$310,000				\$8,916			\$318,916	Y	Y	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
ALISON GALLOWAY	CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	\$265,000	\$265,000							\$265,000	Y	N	N		N		
SARAH CHRISTINA LATHAM	VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	\$220,000	\$50,417						\$44,000	\$94,417	Y	N	N	5%	N	\$4,689	
BRUCE H MARGON	VICE CHANCELLOR - RESEARCH	UCSC	\$228,800	\$228,800							\$228,800	Y	N	N		N		
DONNA MARIE MURPHY	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCSC	\$214,100	\$214,100				\$8,916			\$223,016	Y	N	N	5%	N		\$760,000
LYNDA ROGERS	DEAN - UNIVERSITY EXTENSION	UCSC	\$165,000	\$163,696							\$163,696	Y	N	N	5%	N		
CAROLE ROSEMARIE ROSSI	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSC	\$215,000	\$215,000							\$215,000	Y	N	N	5%	N		\$685,000
VIRGINIA STEEL	UNIVERSITY LIBRARIAN	UCSC	\$187,900	\$170,900							\$170,900	Y	N	N	5%	N		\$1,049,000
EDWARD BABAKANIAN	CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES	UCSD	\$312,600	\$311,397	\$74,907						\$386,304	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	\$69,511				\$97,650		\$418,196	Y	N	N	5%	N		
MARINA BINET BAROFF	ASSOCIATE ADMINISTRATOR, PROFESSIONAL SERVICES	UCSD	\$220,000	\$219,170	\$40,687						\$259,857	N	N	N		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

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KATHERINE MAE BREWSTER	CHIEF AMBULATORY CARE OFFICER	UCSD	\$212,400	\$211,578	\$45,576						\$257,154	N	N	N		N		
SANDRA A BROWN	VICE CHANCELLOR - RESEARCH	UCSD	\$290,000	\$290,000							\$290,000	Y	N	N		N		
JOHN DUNCAN CAMPBELL	MEDICAL GROUP EXECUTIVE DIRECTOR	UCSD	\$250,000	\$249,038	\$55,731						\$304,769	Y	N	N	5%	N		
CATHERINE G CONSTABLE	ACTING VC MARINE SCIENCES, DIRECTOR OF SIO & DEAN OF GRADUATE SCHOOL OF MARINE SCIENCES	UCSD	\$163,200	\$163,200			\$10,000				\$173,200	N	N	N		N		
PAUL A CRAIG	ASST VICE CHANCELLOR FOR HEALTH SCIENCES, HUMAN RESOURCES AND RISK MANAGEMENT	UCSD	\$335,000	\$314,563	\$77,469						\$392,032	N	N	N		N		
LORI R DONALDSON	CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER	UCSD	\$320,000	\$318,781	\$76,680						\$395,461	Y	N	N	5%	N		
RONALDO G. ESPIRITU	ASSOCIATE VICE CHANCELLOR FOR HEALTH SCIENCES - BUSINESS AND FISCAL AFFAIRS	UCSD	\$267,700	\$248,492	\$36,943						\$285,435	N	N	N		N		
MARYE ANNE FOX	FORMER CHANCELLOR	UCSD	\$392,200	\$294,389				\$5,944		\$13,333	\$313,666	Y	N	N		N		
BETSY JULIANN GROSSMAN	REVENUE CYCLE ADMINISTRATOR	UCSD	\$221,000	\$220,147	\$40,872						\$261,019	N	N	N		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		
PRADEEP K KHOSLA	CHANCELLOR	UCSD	\$411,084	\$137,028			\$2,972			\$25,693	\$165,693	Y	Y	N		N	\$3,861	
DAVID V. KRAUS	CHIEF CONTRACTING OFFICER - MEDICAL CENTER	UCSD	\$226,800	\$222,070	\$54,347				\$5,000		\$281,417	N	N	N		N		
GARY CLIFFORD MATTHEWS	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	\$275,000	\$275,000							\$275,000	Y	N	N	5%	N		
THOMAS VARDON MCAFFEE	DEAN - CLINICAL AFFAIRS AND PRESIDENT OF THE MEDICAL GROUP, HEALTH SCIENCES AND FORMER ACTING CEO, HEALTH SYSTEMS	UCSD	\$550,000	\$550,000	\$158,213		\$28,409		\$600		\$737,222	Y	N	N	5%	N		
DANIEL W PARK	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	\$250,000	\$250,000					\$3,200		\$253,200	Y	N	N	5%	N		
STEVEN RELYEA	VICE CHANCELLOR - EXTERNAL AND BUSINESS AFFAIRS	UCSD	\$295,000	\$295,000				\$8,916			\$303,916	Y	N	N	5%	N		

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MAX M REYNOLDS	EXECUTIVE DIRECTOR, STRATEGY AND BUSINESS DEVELOPMENT - UCSD HEALTH SCIENCES	UCSD	\$312,500	\$280,419						\$2,000	\$282,419	N	N	N		N		
HENRIETTA ELIZABETH RUE	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	\$215,000	\$215,000							\$215,000	Y	N	N	5%	N		\$819,900
BRIAN E. SCHOTTLAENDER	UNIVERSITY LIBRARIAN	UCSD	\$239,200	\$239,200							\$239,200	Y	N	N	5%	N		\$351,000
ANGELA LYNN SCIOSCIA	CHIEF MEDICAL OFFICER	UCSD	\$374,800	\$374,800	\$83,552						\$458,352	Y	N	N	5%	N		
SURESH SUBRAMANI	EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS	UCSD	\$350,000	\$350,000				\$8,916			\$358,916	Y	N	N		N		
PAUL VIVIANO	ASSOCIATE VICE CHANCELLOR - HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER	UCSD	\$720,000	\$375,175				\$4,664		\$6,000	\$385,839	Y	N	N	5%	N		
MARY LINDENSTEIN WALSHOK	ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION	UCSD	\$169,700	\$169,700							\$169,700	Y	N	N	5%	N		
MIN YAO	ASSISTANT VICE CHANCELLOR - ADMINISTRATIVE COMPUTING & TELECOMMUNICATIONS	UCSD	\$240,000	\$240,000	\$3,900					\$24,000	\$267,900	N	N	N		N		
JOSHUA S ADLER	CHIEF MEDICAL OFFICER, MEDICAL CENTER	UCSF	\$350,000	\$348,650	\$75,061						\$423,711	Y	N	N	5%	N		
SHEILA E ANTRUM	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER	UCSF	\$319,000	\$317,782	\$61,235						\$379,017	Y	N	N	5%	N		
KATHLEEN A BALESTRERI	EXECUTIVE DIRECTOR- PATIENT SERVICES, MEDICAL CENTER	UCSF	\$243,000	\$242,553	\$53,865				\$11,185		\$307,603	N	N	N		N		
JOSEPH BENGFORT	EXECUTIVE DIRECTOR- INFORMATION SYSTEMS, MEDICAL CENTER	UCSF	\$330,000	\$328,744	\$81,400						\$410,144	N	N	N		N		
JAMES BENNAN	EXECUTIVE DIRECTOR- FINANCIAL OPERATIONS, MEDICAL CENTER	UCSF	\$234,900	\$227,356	\$35,753		\$4,535		\$10,812		\$278,456	N	N	N		N		
JEFFREY A BLUESTONE	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	\$385,300	\$385,300		\$52,300		\$8,916			\$446,516	Y	N	N		N		\$750,000
ELIZABETH A BOYD	ASSOCIATE VC/CHIEF ETHICS AND COMPLIANCE OFFICER	UCSF	\$230,000	\$230,000							\$230,000	Y	N	N	5%	N		
IRENE L BREZMAN	DIRECTOR - BUSINESS APPLICATIONS, MEDICAL CENTER	UCSF	\$228,300	\$227,427	\$32,875				\$1,761		\$262,063	N	N	N		N		

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KAREN A BUTTER	UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR	UCSF	\$247,700	\$247,700							\$247,700	Y	N	N	5%	N		
MARCIA J CANNING	CHIEF CAMPUS COUNSEL	UCSF	\$255,000	\$255,000							\$255,000	Y	N	N	5%	N		
JOSEPH I CASTRO	VICE CHANCELLOR - STUDENT ACADEMIC AFFAIRS	UCSF	\$235,000	\$235,000			\$5,875				\$240,875	Y	N	N	5%	N		\$864,000
MAYE C. CHRISMAN	ASSOCIATE CHAIR-FINANCE AND ADMINISTRATION	UCSF	\$258,265	\$258,265							\$258,265	N	N	N		N		
JULIE M COX	DIRECTOR - IT, CUSTOMER SERVICE, MEDICAL CENTER	UCSF	\$220,400	\$219,565	\$29,314				\$5,923		\$254,802	N	N	N		N		
SUSAN D DESMOND-HELLMANN	CHANCELLOR	UCSF	\$450,000	\$450,000				\$8,916			\$458,916	Y	Y	N		N		
REECE I FAWLEY	EXECUTIVE DIRECTOR - HEALTH PLAN STRATEGY & TRANSPLANTATION, MEDICAL CENTER	UCSF	\$296,700	\$295,568	\$63,964						\$359,532	N	N	N		N		
JOHN D B FEATHERSTONE	DEAN-SCHOOL OF DENTISTRY	UCSF	\$300,000	\$300,000		\$50,000					\$350,000	Y	N	N		N		
JOHN B FORD	VICE CHANCELLOR-UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS	UCSF	\$395,400	\$82,375				\$1,858	\$19,770	\$98,850	\$202,853	Y	N	N	5%	N	\$15,635	
BARBARA J. FRENCH	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCSF	\$251,900	\$251,900							\$251,900	Y	N	N	5%	N		
BERNARD J GUGLIELMO	INTERIM DEAN-SCHOOL OF PHARMACY	UCSF	\$265,274	\$254,031			\$27,940		\$300		\$282,271	N	N	N		N		
ELAZAR C HAREL	VICE CHANCELLOR - IT/CHIEF INFORMATION OFFICER	UCSF	\$310,800	\$310,800						\$18,377	\$329,177	Y	N	N	5%	N		
JOHN P HARRIS	CHIEF STRATEGY & BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER	UCSF	\$298,800	\$297,648	\$58,615						\$356,263	Y	N	N	5%	N		
SAMUEL HAWGOOD	DEAN-SCHOOL OF MEDICINE/VC-MEDICAL AFFAIRS	UCSF	\$450,000	\$450,000		\$195,475					\$645,475	Y	N	N		N		
ANGELA M. HAWKINS	ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES	UCSF	\$252,600	\$252,600							\$252,600	N	N	N		N		
JENNIFER SCHOON HERMANN	EXECUTIVE DIRECTOR-HUMAN RESOURCES, MEDICAL CENTER	UCSF	\$229,000	\$219,357	\$29,947				\$3,386		\$252,690	N	N	N		N		
SUSANNE U HILDEBRAND-ZANKI	ASSOCIATE VICE CHANCELLOR-RESEARCH	UCSF	\$250,000	\$250,000							\$250,000	N	N	N		N		

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MICHAEL A HINDERY	VICE DEAN - ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE	UCSF	\$335,000	\$335,000	\$67,838						\$402,838	Y	N	N	5%	N		
TRACI ANN HOITING	ASSOCIATE CHIEF NURSING OFFICER, MEDICAL CENTER	UCSF	\$231,200	\$230,498	\$28,901						\$259,399	N	N	N		N		
PAMELA LOU HUDSON	EXECUTIVE DIRECTOR - CLINICAL INFORMATION SYSTEMS	UCSF	\$330,000	\$329,549	\$71,830						\$401,379	N	N	N		N		
MARY B IDE	EXECUTIVE DIRECTOR-PATIENT SAFETY AND QUALITY, MEDICAL CENTER	UCSF	\$220,200	\$219,357	\$54,316						\$273,673	N	N	N		N		
KENNETH M JONES	CHIEF OPERATING OFFICER, MEDICAL CENTER	UCSF	\$547,600	\$545,501	\$115,179						\$660,680	Y	N	N	5%	N		
EILEEN L KAHANER	DIRECTOR-CLINICAL COMPLIANCE PROGRAM	UCSF	\$220,000	\$220,000	\$12,833				\$22,000		\$254,833	N	N	N		N		
LUCIA KWAN	DIRECTOR - REVENUE CYCLE SERVICES, MEDICAL CENTER	UCSF	\$232,000	\$231,170	\$32,944				\$11,830		\$275,944	N	N	N		N		
MARK R LARET	CHIEF EXECUTIVE OFFICER, MEDICAL CENTER	UCSF	\$935,000	\$931,424	\$232,972			\$8,916	\$200,000		\$1,373,312	Y	N	N	5%	N		
CYNTHIA G LIMA	EXECUTIVE DIRECTOR - MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER	UCSF	\$284,000	\$283,217	\$61,107						\$344,324	N	N	N		N		
TIMOTHY M MAHANEY	EXECUTIVE DIRECTOR - FACILITIES & SUPPORT SVCS, MEDICAL CENTER	UCSF	\$284,000	\$283,214	\$70,053						\$353,267	N	N	N		N		
DAVID R. MORGAN	EXECUTIVE DIRECTOR - AMBULATORY CARE SERVICES, MEDICAL CENTER	UCSF	\$283,400	\$282,611	\$55,735				\$13,994		\$352,340	N	N	N		N		
SORENA NADAF-RAHROV	DIRECTOR- TRANSLATIONAL INFORMATICS	UCSF	\$234,000	\$233,250			\$34,313				\$267,563	N	N	N		N		
J RENEE NAVARRO	VICE CHANCELLOR - DIVERSITY AND OUTREACH	UCSF	\$270,000	\$270,000							\$270,000	Y	N	N	5%	N		
DAVID ODATO	ASSOCIATE VICE CHANCELLOR - HR/CHIEF ADMINISTRATIVE OFFICER-MEDICAL CENTER	UCSF	\$335,000	\$334,101	\$73,243				\$15,418		\$422,762	N	N	N		N		
JANNA M PAARDEKOOPER	ASSISTANT DEAN-FINANCIAL AFFAIRS, SCHOOL OF MEDICINE	UCSF	\$225,500	\$218,667	\$40,590						\$259,257	N	N	N		N		

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



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Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Incentive/ Recognition Awards 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	Reimbursed Moving Costs	University-Provided Home Mortgage
LYNN M PAULSEN	DIRECTOR - PHARMACY PRACTICE STANDARDS, MEDICAL CENTER	UCSF	\$224,500	\$223,642	\$28,063				\$7,610		\$259,315	N	N	N		N		
JOHN E PLOTTS	SENIOR VICE CHANCELLOR - FINANCE AND ADMINISTRATION	UCSF	\$350,000	\$350,000							\$350,000	Y	N	N	5%	N		
LORI LOU RIDLEY	EHR APPLICATION SOLUTIONS ARCHITECT	UCSF	\$247,300	\$246,355	\$32,149						\$278,504	N	N	N		N		
KIMBERLY SCURR	EXECUTIVE DIRECTOR - UCSF BENIOFF CHILDREN'S HOSPITAL	UCSF	\$245,000	\$237,759	\$35,528		\$34,375		\$13,432		\$321,094	N	N	N		N		
GERALDINE M SHIELDS	DIRECTOR-CLINICAL SVCS ADMIN, UCSF HELEN DILLER FAMILY CANCER CTR, MEDICAL CENTER	UCSF	\$218,000	\$218,022	\$27,033				\$7,524		\$252,579	N	N	N		N		
BARRIE E STRICKLAND	CHIEF FINANCIAL OFFICER, MEDICAL CENTER	UCSF	\$450,000	\$448,282	\$102,413						\$550,695	Y	N	N	5%	N		
ERIC B VERMILLION	VICE CHANCELLOR - FINANCE	UCSF	\$298,313	\$298,313							\$298,313	Y	N	N	5%	N		
DAVID VLAHOV	DEAN-SCHOOL OF NURSING	UCSF	\$290,000	\$290,000		\$60,000					\$350,000	Y	N	N		N		\$1,000,000
KEITH YAMAMOTO	PROFESSOR/EXEC VICE DEAN-SCH OF MED/VC-RESEARCH	UCSF	\$378,000	\$378,000			\$18,900		\$1,000		\$397,900	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 2012**

Compensation Element

Amount Staff Comments

ADLER, JOSHUA S UCSF		
CHIEF MEDICAL OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$75,061	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 five-year vesting requirement in SMG to receive benefit.
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 a member of tenured faculty.
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. 2012 Administrative Fund net allocation: \$47,873.33.
ALLEN-DIAZ, BARBARA H UCOP		
VICE PRESIDENT - AGRICULTURAL AND NATURAL RESOURCES		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
ANANTHASWAMY, SATISH UCOP		
SENIOR PORTFOLIO MANAGER		
Treasurer's AIP Plan	\$142,250	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$154,345 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>ANTRUM, SHEILA E UCSF</b>		
<b>CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$61,235	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>ARKIN, ADAM P LBNL</b>		
<b>SCIENTIFIC DIVISION DIRECTOR - FACULTY</b>		
Annual Base	\$269,867	50 percent of UCB base salary reimbursed by LBNL.
Stipend	\$26,987	Per policy, an administrative stipend of 10 percent (currently \$26,986.68) 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.
Other Cash Payment	\$33,322	Summer salary compensation for research.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
<b>ARVIN, MARTHA UCLA</b>		
<b>CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES</b>		
Stipend	\$30,000	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	\$60,409	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), 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	\$12,245	Relocation allowance of 25 percent (\$61,225) payable over four years. Data reflected in report is for the third installment that was paid in 2012.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>BABAKANIAN, EDWARD UCSD</b>		
<b>CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES</b>		
Clinical Enterprise Management Recognition Program	\$74,907	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), 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.
<b>BAGGETT, MARGARITA M UCSD</b>		
<b>ACTING HEALTH SYSTEM CHIEF OPERATING OFFICER AND CHIEF PATIENT CARE SERVICES OFFICER</b>		
Stipend	\$97,650	In December 2011, a stipend of 32.5 percent base salary (\$81,900) was approved by the Regents for the period effective 10/4/2011 - 09/30/2012 while serving as Acting Chief Operating Officer. In September 2012, the Regents approved an extension of the stipend through 12/31/2012.
Clinical Enterprise Management Recognition Program	\$69,511	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 and calculated on the combined base salary and stipend, per plan guidelines.
<b>BALESTRERI, KATHLEEN A UCSF</b>		
<b>EXECUTIVE DIRECTOR – PATIENT SERVICES, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$53,865	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$11,185	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>BARBOUR, ANNE SAUNDERS UCB</b>		
<b>ATHLETIC DIRECTOR</b>		
Annual Base	\$404,787	Annualized base salary as of December 2012. Voluntary pay reduction taken by Athletic Director Barbour; annual contract salary is \$392,997 for January-June 2012 and \$404,787 for July-December 2012. Base salary approved as part of negotiated contract.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

Coach - Incentive	\$112,653	Discretionary bonus based on key performance indicators per negotiated contract. Incentive bonus of \$43,878 from 2011 was paid in 2012.
Other Cash Payment	\$25,000	Approved as part of contract. Payment for participation on radio show; non base building compensation.
Other Benefit	\$2,800	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$1,549	Country Club membership approved as part of negotiated contract; taxable benefit reported on W-2 form.
Other Benefit	\$1,607	Courtesy vehicle approved as part of negotiated contract; taxable benefit reported on W-2 form.
<b>BAROFF, MARINA BINET UCSD</b>		
<b>ASSOCIATE ADMINISTRATOR, PROFESSIONAL SERVICES</b>		
Clinical Enterprise Management Recognition Program	\$40,687	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>BARRON, WILLIAM MICHAEL UCI</b>		
<b>CHIEF MEDICAL OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$84,818	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>BASRI, GIBOR UCB</b>		
<b>VICE CHANCELLOR – EQUITY AND INCLUSION</b>		
Other Benefit	\$480	Reflects taxable benefit reported on W-2 form for 2012 football season tickets.
<b>BECKWITH, STEVEN VAN WALTER UCOP</b>		
<b>VICE PRESIDENT – RESEARCH AND GRADUATE STUDIES</b>		
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 2012**

Compensation Element

Amount Staff Comments

<b>BELMONT, TERRY A UCI</b>		
<b>CHIEF EXECUTIVE OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$152,303	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>BENGFORT, JOSEPH UCSF</b>		
<b>EXECUTIVE DIRECTOR – INFORMATION SYSTEMS, MEDICAL CENTER</b>		
Annual Base	\$330,000	From 6/20/11-4/3/12, was in an MSP contract position at an annual base salary of \$330,000. The annual salary paid in 2012 reflects a combination of MSP contract pay (1/1/12-4/3/12) and career pay (4/4/12-12/31/12).
Clinical Enterprise Management Recognition Program	\$81,400	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>BENNAN, JAMES UCSF</b>		
<b>EXECUTIVE DIRECTOR – FINANCIAL OPERATIONS, MEDICAL CENTER</b>		
Annual Base	\$234,900	Promotional increase, effective 3/1/12, as Executive Director – Financial Operations, Medical Center.
Stipend	\$4,535	10 percent stipend, effective 8/7/11-9/29/12, as approved by Chancellor (9/12/11), under delegated authority, and endorsed by the UCSF Compensation Committee. The stipend was provided because Mr. Bennan assumed additional responsibilities for the Medical Center Decision Support Services function as a result of the resignation of Director-Decision Support Services on 8/19/12. Stipend ended on 2/29/12.
Clinical Enterprise Management Recognition Program	\$35,753	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$10,812	Data reflects payment for paid time off amount in excess of accumulation limits.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>BERGGREN, MARIE N UCOP</b>		
<b>CHIEF INVESTMENT OFFICER AND VICE PRESIDENT – INVESTMENTS AND ACTING TREASURER</b>		
Treasurer's AIP Plan	\$808,369	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$744,950 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>BERGQUIST, DAVID UCOP</b>		
<b>INTERIM CHIEF CAMPUS COUNSEL, RIVERSIDE CAMPUS</b>		
Annual Base	\$215,000	Per policy, appointment of David Bergquist as Interim Chief Campus Counsel, Riverside campus at 100 percent time, effective November 1, 2012 through October 31, 2013, or until the appointment of a new Chief Campus Counsel, whichever occurs first. This action was approved by President Yudof on November 29, 2012.
<b>BIRGENEAU, ROBERT J. UCB</b>		
<b>CHANCELLOR</b>		
Exceptional Vacation accrual		Approved at the September 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA and 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 and 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 and 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 and Internal Audit Finding.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
<b>BLAIR, JEFFREY A LBNL</b>		
<b>LABORATORY COUNSEL</b>		
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 2012**

Compensation Element

Amount Staff Comments

BLOCK, GENE D. UCLA		
CHANCELLOR		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
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.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BLUESTONE, JEFFREY A UCSF		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916 as approved by the Regents on 3/25/10.
Health Sciences Compensation Plan	\$52,300	Per policy, eligible to participate in Health Sciences Compensation Plan as approved by the Regents on 3/25/10.
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.
BLUMENTHAL, GEORGE R UCSC		
CHANCELLOR		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Mangement Supplemental Benefit Program due to tenured faculty appointment.
Executive Disability		Per policy, eligible and vested (2012).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
BOUBELIK, JANE ESTHER UCLA		
CHIEF LEGAL COUNSEL, MEDICAL SCIENCES		
Clinical Enterprise Management Recognition Program	\$57,968	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$3,602	Data reflects payment for paid time off amount in excess of accumulation limits.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>BOYD, ELIZABETH A UCSF</b>		
<b>ASSOCIATE VICE CHANCELLOR/CHIEF ETHICS AND COMPLIANCE OFFICER</b>		
Executive Disability		Per policy, eligible; she has not yet met five-year vesting requirement in SMG to receive benefit.
<b>BOYD, MICHAEL W UCD</b>		
<b>DIRECTOR – FACILITIES</b>		
Annual Base	\$228,600	No change to base salary for 2012 calendar year.
Clinical Enterprise Management Recognition Program	\$41,377	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012: 18.1 percent (\$41,376.60).
<b>BRENNER, DAVID ALLEN UCSD</b>		
<b>VICE CHANCELLOR – HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE</b>		
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.
<b>BREWSTER, KATHERINE MAE UCSD</b>		
<b>CHIEF AMBULATORY CARE OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$45,576	Data reflected in report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>BREZMAN, IRENE L UCSF</b>		
<b>DIRECTOR – BUSINESS APPLICATIONS, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$32,875	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$1,761	Data reflects payment for paid time off amount in excess of accumulation limits.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>BROWN, SANDRA A UCSD</b>		
<b>VICE CHANCELLOR – RESEARCH</b>		
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.
<b>BRYANT, SUSAN V UCI</b>		
<b>INTERIM EXECUTIVE VICE CHANCELLOR AND PROVOST</b>		
Annual Base	\$301,500	Per policy, term appointment of Susan V. Bryant as Acting Executive Vice Chancellor and Provost at 100 percent time with an annual base salary of \$301,500, effective 7/9/2012. This action was approved by the Regents on 7/2/2012. Actual salary received in 2012 was \$171,890.
<b>CAMPBELL, JOHN DUNCAN UCSD</b>		
<b>MEDICAL GROUP EXECUTIVE DIRECTOR</b>		
Clinical Enterprise Management Recognition Program	\$55,731	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>CARLSON, SUSAN L. UCOP</b>		
<b>VICE PROVOST – ACADEMIC PERSONNEL</b>		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to an underlying faculty appointment.
<b>CARPENTER, KATHARINE O UCLA</b>		
<b>CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA – UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL</b>		
Clinical Enterprise Management Recognition Program	\$47,666	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012**

Compensation Element

Amount Staff Comments

<b>CASTRO, JOSEPH I UCSF</b>		
<b>VICE CHANCELLOR – STUDENT ACADEMIC AFFAIRS</b>		
Stipend	\$5,875	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).
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.
<b>CHILCOTT,STEPHEN E UCD</b>		
<b>EXECUTIVE DIRECTOR - HUMAN RESOURCES</b>		
Clinical Enterprise Management Recognition Program	\$47,556	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$3,920	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>CHOI, LYNDA HEE UCOP</b>		
<b>MANAGING DIRECTOR –ABSOLUTE RETURN</b>		
Treasurer's AIP Plan	\$258,073	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$237,502 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>CHRISMAN, MAYE C. UCSF</b>		
<b>ASSOCIATE CHAIR – FINANCE AND ADMINISTRATION</b>		
Annual Base	\$258,265	9.9 percent equity increase effective 12/1/11 as a result of the December 2011 UCSF focal equity review. Approved, under delegated authority, by the Chancellor (12/23/11); endorsed by the UCSF Compensation Committee (12/23/11). For 2011, total cash compensation did not reach the reporting threshold level.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>CIANCA, MARK A. UCOP</b>		
<b>INTERIM CO-CIO AND ASSOCIATE VICE PRESIDENT – INFORMATION TECHNOLOGY</b>		
Annual Base	\$205,000	After being on an MLA with the Santa Cruz campus from 5/1/12-8/31/12, Mark Cianca was hired on 9/1/12 into a career position at UCOP as the Chief Strategy Officer, classified as MSP VII, with an annual base salary of \$205,000. His actual salary reported was for three months from 9/1/12-11/30/12. President Yudof approved a stipend for his Interim Co-Chief Information Officer and Associate Vice President – Information Technology role on 12/14/12, effective 12/6/12. Mr. Cianca has not received any stipend payments in 2012.
<b>CLARK, BETTY M UCD</b>		
<b>ASSISTANT DIRECTOR - PATIENT CARE SERVICES</b>		
Clinical Enterprise Management Recognition Program	\$39,223	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$3,307	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>CLAYMAN, RALPH V UCI</b>		
<b>DEAN – SCHOOL OF MEDICINE</b>		
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.
<b>CLOSE, CORI RASHEL UCLA</b>		
<b>HEAD COACH – WOMEN'S BASKETBALL</b>		
Annual Base	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$125,000	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$2,977	Payout based on annual participation in summer camps approved as part of negotiated contract.
Other Benefit	\$2,922	Reflects taxable benefit reported on W-2 form for UCLA Sporting Event Tickets.
Coach - Incentive	\$20,000	Annual performance-based payout as part of negotiated coach's contract.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>COAKER, WILLIAM JORDAN JR. UCOP</b>		
<b>SENIOR MANAGING DIRECTOR – PUBLIC EQUITY INVESTMENTS</b>		
Treasurer's AIP Plan	\$268,303	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$260,338 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>COMBS, TINA W UCOP</b>		
<b>DEPUTY GENERAL COUNSEL</b>		
Annual Base	\$244,900	Per policy, an annual base salary of \$244,900. Ms. Combs was on leave for two months in 2012. The actual base salary received in 2012 was \$198,759.
<b>CONK, MARGARET T UCI</b>		
<b>CHIEF STRATEGY OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$45,507	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>CONOLEY, JANE CATHERINE UCR</b>		
<b>INTERIM CHANCELLOR</b>		
Annual Base	\$245,600	Per policy, an annual base salary of \$245,600 as acting Chancellor, Riverside campus as approved by the Regents in November 2012.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
MOP Loan		Continued eligibility to participate in the UC Home Loan Program.
University Housing		Per policy, a University-provided house on campus while serving as Acting Chancellor.
Other One-Time Reimbursement	\$1,665	Reimbursement of reasonable travel expenses for business-related visits to the campus and for the purposes of organizing the move into the University-provided house.

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Amount Staff Comments

Accrual of Sabbatical Credits		Per policy, continued accrual of sabbatical credits as a member of tenured faculty.
<b>CONSTABLE, CATHERINE G UCSD</b>		
<b>ACTING VC MARINE SCIENCES, DIRECTOR OF SIO and DEAN OF GRADUATE SCHOOL OF MARINE SCIENCES</b>		
Stipend	\$10,000	\$5,000 monthly stipend for acting duties as Vice Chancellor – Marine Sciences, Director of SIO and Dean of Graduate School of Marine Sciences for period of 10/1/2012 - 06/30/2013.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
<b>COX, JULIE M UCSF</b>		
<b>DIRECTOR – IT, CUSTOMER SERVICE, MEDICAL CENTER</b>		
Incentive	\$29,314	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 10 percent 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	\$5,923	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>CRAIG, PAUL A UCSD</b>		
<b>ASST VICE CHANCELLOR FOR HEALTH SCIENCES, HUMAN RESOURCES AND RISK MANAGEMENT</b>		
Annual Base	\$335,000	A salary adjustment and title change was approved by Chancellor Fox in April 2012 due to an increase in scope and responsibilities, market equity, and retention. Mr. Craig's reporting relationship has changed to direct reporting to the Vice Chancellor - Health Sciences with dotted line reporting to the CEO of the Medical Center.
Clinical Enterprise Management Recognition Program	\$77,469	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>CROOKS, HEIDI M. UCLA</b>		
<b>SENIOR ASSOCIATE DIRECTOR – OPERATIONS and PATIENT CARE SERVICES, CHIEF NURSING OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$80,166	CEMRP Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.

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<b>CROUGHAN, MARY SHANNA UCOP</b>		
<b>EXECUTIVE DIRECTOR – RESEARCH GRANTS PROGRAM OFFICE</b>		
Annual Base	\$181,000	A market-based salary adjustment of 9.4 percent effective 12/7/2012, approved by President Yudof, in recognition of the current market data that indicated Ms. Croughan was underpaid relative to market.
<b>CUCULLU, MICHELE ELISE UCOP</b>		
<b>DIRECTOR – PRIVATE EQUITY INVESTMENTS</b>		
Annual Base	\$213,456	Per policy, a promotional appointment of and compensation for Michele Cucullu as the Investment Officer - Private Equity Investments with a 15 percent increase in base salary (\$27,851), resulting in an annual base salary of \$213,456, effective 6/11/12. This position is classified in the MSP personnel program.
Treasurer's AIP Plan	\$139,851	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$164,373 for FY 2011-12. Annual incentives are paid over a three-year period (50 percent in the current plan year, 25 percent paid in the next year and 25percent paid in the year thereafter, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>DE LA TORRE, ADELA UCD</b>		
<b>VICE CHANCELLOR – STUDENT AFFAIRS</b>		
Annual Base	\$214,544	Due to previous incumbent Fred E. Wood's resignation effective 7/2/2012, Ms. De La Torre was appointed to the position of Interim Vice Chancellor – Student Affairs for the period of 08/1/12 through 7/31/13, or until the appointment of a new Vice Chancellor – Student Affairs. This action was approved on 7/30/12 by the Regents. The annual base reflects the full-time rate; actual earnings from interim SMG position from 8/1/12-11/30/12 equal \$71,514.68.
Stipend	\$7,151	10 percent administrative stipend approved on 07/30/12 by the Regents; duration set for one year.
Executive Life		Not eligible for Executive Life due to interim appointment.
Executive Disability		Not eligible for Executive Disability due to interim appointment.
Accrual of Sabbatical Credits		Per policy, continued accrual of sabbatical credits as a member of tenured faculty.
Other - Include in Total Cash Compensation	\$26,392	Additional summer compensation. Salary paid for title code 3205 (Professional Research Academic Year 1/9th Payment.)
<b>DELANEY, MARGARET L UCSC</b>		
<b>VICE CHANCELLOR –PLANNING AND BUDGET</b>		
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.

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<b>DENTON, EDWARD J UCB</b>		
<b>VICE CHANCELLOR – FACILITIES SERVICES</b>		
Other Benefit	\$344	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
<b>DEPAOLO, DONALD J LBNL</b>		
<b>ASSOCIATE LABORATORY DIRECTOR</b>		
Annual Base	\$342,408	\$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.
<b>DESMOND-HELLMANN, SUSAN D UCSF</b>		
<b>CHANCELLOR</b>		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916 as approved by the Regents on 5/7/09.
Executive Disability		Per policy, eligible ; she has not yet met five year vesting requirement in SMG to receive benefit.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor. Approved by the Regents on 5/7/09.
<b>DONALDSON, LORI R UCSD</b>		
<b>CHIEF FINANCIAL OFFICER – UCSD MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$76,680	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.

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Amount Staff Comments

<b>DORR, AIMEE UCOP</b>		
<b>PROVOST AND EXECUTIVE VP – ACADEMIC AFFAIRS</b>		
Annual Base	\$350,000	This report reflects compensation received from 7/1/2012 - 12/31/2012 from the Office of the President. Base pay received during 2012, including OP and UCLA service, totaled \$290,033.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Moving Expenses - Initial Househunting	\$2,070	Per policy, two house-hunting trips each for Aimee Dorr and her husband, subject to the limitations under policy. This reimbursement is for taxable moving expenses.
Moving Expenses - Moving Services	\$2,012	Per policy, the University paid 100 percent of the reasonable and actual expenses related to moving Provost Dorr's household goods and personal effects to her new residence in the Bay Area, as well as her personal library and other related equipment and materials, subject to the limitations under policy. This amount was paid to Suddath Relocation Service for her move from Southern California.
<b>DOYLE, MARY M UCSC</b>		
<b>VICE CHANCELLOR – INFORMATION TECHNOLOGY</b>		
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement.
<b>DROWN, STEVEN A. UCD</b>		
<b>CHIEF CAMPUS COUNSEL</b>		
Annual Base	\$250,000	No change to base salary for 2012 calendar year.
Executive Disability		Per policy, eligible and vested.
<b>DUFFY, SHARON A. UCR</b>		
<b>DEAN – UNIVERSITY EXTENSION</b>		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
<b>DURDEN, DAVID A. UCB</b>		
<b>HEAD COACH – MEN'S SWIMMING AND DIVING</b>		
Annual Base	\$135,000	Annualized base salary as of December 2012. Base salary approved as part of negotiated contract.
Other Cash Payment	\$35,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual payout for 2012 was \$30,000; \$5,000 from 2011 paid in 2012.

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Other Cash Payment	\$1,108	Camp payout based on proceeds approved as part of negotiated contract.
Other Benefit	\$960	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit		Non-cash benefit: complimentary sports club membership to Renaissance Club Sport in Walnut Creek approved as part of campus IMG agreement.
Other - Include in Total Cash Compensation	\$42,500	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 contract.
Coach - Incentive	\$38,000	Performance based compensation for team and/or coach accomplishments per negotiated contract.
<b>DURON, KETY UCLA</b>		
<b>DIRECTOR, HR OPERATIONS AND STAFF DEVELOPMENT</b>		
Incentive	\$30,818	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 12 percent 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	\$12,989	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>ECONOMOU, JAMES S UCLA</b>		
<b>VICE CHANCELLOR – RESEARCH</b>		
Annual Base	\$260,880	Incumbent holds 70 percent SMG appointment with 30 percent faculty appointment. Annual base salary reflects faculty step increases.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>EDLEY, CHRISTOPHER UCB</b>		
<b>DEAN – SCHOOL OF LAW AND SPECIAL ADVISOR TO THE PRESIDENT, OFFICE OF THE PRESIDENT</b>		
Annual Base	\$316,200	Per policy, Mr. Edley's salary of \$316,200 as Dean – School of Law 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 12/15/11 through 12/14/13. The stipend amount is paid by UCOP and was approved by the Regents on 12/27/11. Dean Edley is currently on sabbatical leave as of January 7, 2013 and was not available for the certification process.

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Amount Staff Comments

<b>ELAHI, FARANAK K UCLA</b>		
<b>CHIEF ADMINISTRATIVE OFFICER, MEDICINE</b>		
Annual Base	\$249,293	Salary adjustment of 7.5 percent to reflect expanded responsibilities effective 10/1/12. Approved by the Chancellor and reported to Regents.
Incentive	\$34,785	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 12 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>ESPIRITU, RONALDO G. UCSD</b>		
<b>ASSOCIATE VICE CHANCELLOR FOR HEALTH SCIENCES – BUSINESS AND FISCAL AFFAIRS</b>		
Annual Base	\$267,700	A salary adjustment and title change was approved by Chancellor Fox in April 2012 due to an increase in scope and responsibilities, market equity, and retention.
Incentive	\$36,943	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>ESQUER, DAVID UCB</b>		
<b>HEAD COACH – BASEBALL</b>		
Annual Base	\$151,203	Reflects annualized base salary as of December 2012. \$15,000 from 2011 paid was in 2012. Base salary approved as part of negotiated contract.
Other Cash Payment	\$14,350	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual talent fee paid in 2012 was \$14,350; annualized amount is \$22,900.
Other Cash Payment	\$109,604	Camp payout based on proceeds approved as part of negotiated contract. Credit of \$2,700 from 2011 included due to change in compensation category with new contract signed in 2012.
Other Benefit	\$960	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other - Include in Total Cash Compensation	\$80,000	Stipend/performance bonuses from outside apparel company, per negotiated contract.
<b>FAWLEY, REECE I UCSF</b>		
<b>EXECUTIVE DIRECTOR – HEALTH PLAN STRATEGY AND TRANSPLANTATION, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$63,964	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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



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Amount Staff Comments

		amount is based on performance against pre-established goals.
<b>FEATHERSTONE, JOHN D B UCSF</b>		
<b>DEAN – SCHOOL OF DENTISTRY</b>		
Health Sciences Compensation Plan	\$50,000	Per policy, eligible to participate in Health Sciences Compensation Plan as approved by the Regents on 10/1/08.
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.
<b>FEINBERG, DAVID T UCLA</b>		
<b>PRESIDENT OF UCLA HEALTH SYSTEM AND CHIEF EXECUTIVE OFFICER FOR THE UCLA HOSPITAL SYSTEM</b>		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
Clinical Enterprise Management Recognition Program	\$262,502	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 Compensation	\$250,000	Annual non-base-building retention bonus to be paid on June 30 of each fiscal year. Approved by Regents in September 2010.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>FEITELBERG, DANIEL MARTIN UCM</b>		
<b>ACTING VICE CHANCELLOR – BUDGET AND PLANNING</b>		
Annual Base	\$255,000	Per policy, appointment of Daniel Feitelberg as Acting Vice Chancellor – Budget and Planning, effective December 1, 2012. This action was approved by President Yudof on December 6, 2012. Mr. Feitelberg did not receive compensation for calendar year 2012.
<b>FLEMING, DOUGLAS M LBNL</b>		
<b>OPS DIVISION DIRECTOR</b>		
Annual Base	\$244,524	Mr. Fleming terminated employment prior to certifying his 2012 AREC.

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Other Cash Payment	\$24,357	An exception to policy was approved by the Chief Human Resources Officer and the Chief Operating Officer to extend the time period in which relocation expenses (in this case, rental differential expenses) are paid due to the inability to sell home in Southern California, resulting in the need for local long term rental.
<b>FLEMING, GRAHAM R UCB</b>		
<b>VICE CHANCELLOR – RESEARCH</b>		
Annual Base	\$370,000	A retention salary adjustment was approved by the Regents on August 27, 2012.
Stipend	\$10,000	Administrative stipend to reflect temporary expanded responsibilities with LBNL second campus initiative, approved under interim authority on August 27, 2012. Effective for two years consistent with LBNL's policy on stipends. Annualized amount is \$30,000; actual payout for 2012 is \$10,000.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>FLYNN, MARY FRANCES UCLA</b>		
<b>FORMER DIRECTOR – MANAGED CARE PROGRAM, UCLA MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$50,271	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
Other Cash Payment	\$1,340	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>FONG, EDMOND UCOP</b>		
<b>DIRECTOR – ABSOLUTE RETURNS GROUP</b>		
Treasurer's AIP Plan	\$113,883	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$163,760 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year
Relocation Allowance	\$11,653	This is the 3rd year payment amount for a relocation allowance. A relocation allowance of 25 percent (\$45,110) of the annual salary to be paid on a monthly basis over a four-year period according to the following formula: 40 percent in the 1st year, 30 percent in the 2nd year, 20 percent in the 3rd year, 10 percent in the 4th year. Since the relocation will be paid over a four-year period and received on monthly paycheck, the remainder would be forfeited if Mr. Fong were to leave within the four-year period.

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Amount Staff Comments

<b>FORD, JOHN B UCSF</b>		
<b>VICE CHANCELLOR – UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS</b>		
Executive Auto Allowance	\$1,858	Per policy, an annual automobile allowance of \$8,916. Data reported reflects actual amount received in 2012.
Other Cash Payment	\$19,770	Per policy, a 5 percent hiring bonus was paid as a lump som on 9/19/12 as approved by the Regents on 8/16/12. If Mr. Ford separates from the University prior to third year of employment, the repayment schedule for the hiring bonus will be as follows: 100 percent if separation occurs within the first year of employment, 75 percent if separation occurs within the second year of employment, and 50 percent if separation occurs within the third year of employment.
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$98,850	Per policy, a relocation allowance of 25 percent of base salary (\$98,850) paid as a lump-sum on 9/19/12 as approved: by the Regents on 8/16/12 If Mr. Ford separates from the University prior to third year of employment, the repayment schedule for the relocation allowance will be as follows: 100 percent if separation occurs within the first year of employment, 75 percent if separation occurs within the second year of employment, and 50 percent if separation occurs within the third year of employment.
Temporary Housing	\$13,485	Per policy, reimbursement of temporary housing expenses for up to 90 days, subject to the limitations under policy.
Moving Expenses - Initial Househunting	\$685	Per policy, two house-hunting trips each for Mr. Ford and his spouse or domestic partner, subject to the limitations under policy.
Moving Expenses - Family's Move	\$1,465	U-Haul and mileage reimbursement. Per policy, 100 percent reimbursement of actual and reasonable expenses related to moving household goods and personal effects from the former primary residence to the new primary residence, subject to the limitations under policy.
<b>FOX, MARYE ANNE UCSD</b>		
<b>FORMER CHANCELLOR</b>		
Annual Base	\$392,200	Stepped down from Chancellor position on 07/31/2012 and will assume a salaried faculty position following sabbatical.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Auto Allowance	\$5,944	Per policy, an annual automobile allowance of \$8,916, effective 01/01/2012 - 07/31/2012.
Exceptional Vacation accrual		Approved at the September 2006 Regents' meeting in response to RE 74 Corrective Actions - BSA and Internal Audit Finding, Guideline #A-3.
Housing Allowance	\$13,333	Housing allowance of \$13,333 effective 01/01/2012 to 07/31/2012. Approved by the Regents in March 2010 upon move into personal home pending renovation of University House.
<b>FRANKEL, ANN D UCD</b>		
<b>ASSISTANT DIRECTOR – FINANCE</b>		
Annual Base	\$228,360	No change to base salary for 2012 calendar year.

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Clinical Enterprise Management Recognition Program	\$43,617	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012: 19.10 percent (\$43,616.76).
Other Cash Payment	\$1,178	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>FRENCH, BARBARA J. UCSF</b>		
<b>VICE CHANCELLOR – UNIVERSITY RELATIONS</b>		
Executive Disability		Per policy, eligible; she has not yet met five-year vesting requirement in SMG to receive benefit.
<b>FRIELING, MORRIS J. UCI</b>		
<b>CHIEF FINANCIAL OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$55,778	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>GAGE, DEBRA L UCD</b>		
<b>DIRECTOR – AMBULATORY CLINICAL OPERATIONS AND MANAGED CARE</b>		
Annual Base	\$217,375	No change to base salary for 2012 calendar year.
Clinical Enterprise Management Recognition Program	\$48,855	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012: 22.48 percent (\$48,855.03).
Other Cash Payment	\$288	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>GALLOWAY, ALISON UCSC</b>		
<b>CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR</b>		
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.

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<b>GASPAR, JODY J UCLA</b>		
<b>CHIEF OPERATING OFFICER, UCLA FACULTY PRACTICE</b>		
Clinical Enterprise Management Recognition Program	\$59,199	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$10,057	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>GIL, GLORIA BROWNING UCOP</b>		
<b>MANAGING DIRECTOR – REAL ESTATE</b>		
Treasurer's AIP Plan	\$150,951	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$148,318 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>GOLDBERG, CAROLE EUDICE UCLA</b>		
<b>VICE CHANCELLOR – ACADEMIC PERSONNEL</b>		
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 a member of tenured faculty.
<b>GOTTLIEB, LINDSAY UCB</b>		
<b>HEAD WOMEN'S BASKETBALL COACH</b>		
Annual Base	\$204,000	Annual base salary increase from \$200,000 to \$204,000 effective 6/1/2012.
Other Cash Payment	\$202,333	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Annual talent fee is \$204,000 effective 6/1/2012.
Other Benefit	\$311	Courtesy vehicle approved as part of negotiated contract (partial year); taxable benefit reported on W-2 form.
Other Benefit	\$1,600	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Coach Auto Allowance	\$3,621	Payment in lieu of courtesy vehicle approved as part of negotiated contract. Payout for 2012 was \$3,621.42 for partial year (\$450 per month).
Coach - Incentive	\$20,000	Discretionary bonus based on key performance indicators per negotiated contract.

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Compensation Element

Amount Staff Comments

Coach - Incentive	\$25,000	Performance based compensation for team and/or coach accomplishments per negotiated contract.
<b>GRIMLEY, KAREN A UCI</b>		
<b>CHIEF NURSING OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$57,091	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>GROSSMAN, BETSY JULIANN UCSD</b>		
<b>REVENUE CYCLE ADMINISTRATOR</b>		
Clinical Enterprise Management Recognition Program	\$40,872	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>GUERRERO, DANIEL GENE UCLA</b>		
<b>DIRECTOR, INTERCOLLEGIATE ATHLETICS</b>		
Annual Base	\$565,211	Per negotiated contract, annual retention increase of 5 percent approved by Regents in May 2008.
Other Benefit	\$10,045	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$27,097	Per approved contract, data reflects the imputed income for the courtesy vehicles.
Other - Exclude from Total Cash Compensation	\$3,500	Per approved contract, an annual physical exam not to exceed \$3,500 as approved by the Regents in May 2008.
Other - Exclude from Total Cash Compensation	\$49	Per contract, spousal travel consistent with local practice.
Coach - Incentive	\$67,500	Supplemental Compensation Opportunities based on performance-related goals set in employment contract.
<b>GUGLIELMO, BERNARD J UCSF</b>		
<b>INTERIM DEAN – SCHOOL OF PHARMACY</b>		
Stipend	\$22,106	20 percent stipend as approved by the Regents on 6/11/12 for annual stipend of \$53,055. The stipend is effective on 7/1/12-6/30/13, or until a new appointment is made, whichever occurs first. \$22,106.25 reflects amount paid from 7/1/12-11/30/12.
Other One-Time Payment	\$300	Honorarium, under academic personnel policy.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>HAFNER, KRISTINE A. UCOP</b>		
<b>CO-CIO AND ASSOCIATE VICE PRESIDENT – INFORMATION TECHNOLOGY</b>		
Annual Base	\$238,000	Per policy, as a Rehired Retiree Ms. Hafner's appointment is at 42 percent time, effective December 6, 2012, and ending on June 30, 2013. Per policy, an annualized base salary of \$238,000. Actual salary at 42 percent time is \$99,960. First paycheck received on 1/2/2013. No actual income in 2012.
<b>HAREL, ELAZAR C UCSF</b>		
<b>VICE CHANCELLOR – IT/CHIEF INFORMATION OFFICER</b>		
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$18,377	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. 2012 included both year two (30 percent) and three (20 percent) of the 4-year declining distribution (40 percent, 30 percent, 20 percent, 10 percent). Last payment scheduled on 4/11/14.
<b>HARRIS, JOHN P UCSF</b>		
<b>CHIEF STRATEGY AND BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$58,615	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>HAWGOOD, SAMUEL UCSF</b>		
<b>DEAN – SCHOOL OF MEDICINE/VC – MEDICAL AFFAIRS</b>		
Health Sciences Compensation Plan	\$195,475	Per policy, eligible to participate in Health Sciences Compensation Plan as approved by the Regents on 9/9/09.
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.
<b>HAWKINS, ANGELA M. UCSF</b>		
<b>ASSOCIATE VICE CHANCELLOR – CAMPUS LIFE SERVICES</b>		
Annual Base	\$252,600	Promotional increase effective 3/1/11. Approved, under delegated authority, by the Chancellor (2/14/11); endorsed by the UCSF Compensation Committee (2/13/11). For 2011, total cash compensation did not reach the reporting threshold level.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>HAYASHIDA PETER A. UCR</b>		
<b>VICE CHANCELLOR – UNIVERSITY ADVANCEMENT</b>		
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.
<b>HAYMET, ANTHONY DOUGLAS JOHN UCSD</b>		
<b>VICE CHANCELLOR – MARINE SCIENCES, DEAN OF THE GRADUATE SCHOOL OF MARINE SCIENCES and DIRECTOR SCRIPPS INSTITUTION OF OCEANOGRAPHY</b>		
Annual Base		Per policy, an annual base salary of \$295,000. Mr. Haymet has been on administrative leave in lieu of Sabbatical from October 1, 2012 - December 31, 2012 at full salary and has received \$73,750 for Sabbatical. Mr. Hayet's actual base salary received in 2012 was \$295,000.
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.
<b>HEMMINGER, JOHN C. UCI</b>		
<b>VICE CHANCELLOR – RESEARCH</b>		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>HENDRICKSON, PETER E UCLA</b>		
<b>ASSOCIATE VICE CHANCELLOR, DESIGN and CONSTRUCTION</b>		
Recognition Award	\$7,332	Performance-based award, approved 6/30/12 under Staff Appreciation and Recognition (STAR) Plan FY 2011-12.
<b>HERMANN, JENNIFER SCHOON UCSF</b>		
<b>EXECUTIVE DIRECTOR – HUMAN RESOURCES, MEDICAL CENTER</b>		
Annual Base	\$229,000	Lateral reclass, title change, and 4 percent salary adjustment effective 11/1/12 as approved, per delegated authority, by the Chancellor (1/15/13) and endorsed by the UCSF Compensation Committee (1/14/13).
Clinical Enterprise Management Recognition Program	\$29,947	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$3,386	Data reflects payment for paid time off amount in excess of accumulation limits.



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Compensation Element

Amount Staff Comments

<b>HEXTER, RALPH J UCD</b>		
<b>PROVOST AND EXECUTIVE VICE CHANCELLOR</b>		
Annual Base	\$350,000	No change to base salary for 2012 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.
Accrual of Sabbatical Credits		Per policy, eligible to accrue sabbatical credits as a member of tenured faculty.
<b>HEYDT, JOHN A UCI</b>		
<b>PRESIDENT and CEO, UNIVERSITY PHYSICIANS and SURGEONS</b>		
Clinical Enterprise Management Recognition Program	\$90,045	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>HILDEBRAND-ZANKI, SUSANNE U UCSF</b>		
<b>ASSOCIATE VICE CHANCELLOR – RESEARCH</b>		
Annual Base	\$250,000	Equity increase for increased scope of responsibilities reflecting a portfolio of several disparate departments with associated responsibility for strategic direction, effective 8/1/11. Approved, under local delegation, by the Chancellor (10/18/11); endorsed by the UCSF Compensation Committee (10/16/11). For 2011, total cash compensation did not reach the reporting threshold level.
<b>HINDERY, MICHAEL A UCSF</b>		
<b>VICE DEAN – ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE</b>		
Clinical Enterprise Management Recognition Program	\$67,838	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 five-year vesting requirement in SMG to receive benefit.

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Compensation Element

Amount Staff Comments

HOFFMAN, KYLE DEAN UCM		
VICE CHANCELLOR – DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base	\$218,700	Per policy, annual base salary of \$218,700, effective May 21, 2012. This action was approved by the Regents on May 9, 2012.
Executive Auto Allowance	\$4,749	Per policy, an annual auto allowance of \$8,916. The data in the report reflects Mr. Hoffman's actual auto allowance received for calendar year 2012.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$10,000	Per policy, a relocation allowance of \$10,000 (approximately 4.6 percent of base salary) paid as a lump sum to aid his relocation from Moreno Valley, California, subject to repayment if he resigns prior to five years of service, with a repayment schedule that diminishes by 20 percent for each year of service in this post.
Temporary Housing	\$8,100	Per policy, a temporary allowance to offset limited housing-related expenses in the Merced area for up to 90 days in an amount not to exceed \$11,070, subject to the limitations under policy.
Moving Expenses - Initial House hunting	\$293	Per policy, two house hunting trips each for the candidate and his spouse, subject to the limitations under policy.
HOITING, TRACI ANN UCSF		
ASSOCIATE CHIEF NURSING OFFICER, MEDICAL CENTER		
Annual Base	\$231,200	3 percent equity increase as part of the December 2011 UCSF focal equity review. Approved by the Chancellor, under delegated authority, on 12/23/11. Endorsed by the UCSF Compensation Committee (12/23/11). For 2011, total cash compensation did not reach the reporting threshold level.
Clinical Enterprise Management Recognition Program	\$28,901	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
HOWLAND, BENJAMIN CLARK UCLA		
HEAD COACH – MEN'S BASKETBALL		
Annual Base	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$1,866,667	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$9,322	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$29,580	Per contract, data reflects the imputed income for the courtesy vehicles, approved by the Regents in July 2006.
Coach - Incentive	\$20,000	Annual performance-based payout as part of negotiated coach's contract.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>HUDSON, PAMELA LOU UCSF</b>		
<b>EXECUTIVE DIRECTOR – CLINICAL INFORMATION SYSTEMS</b>		
Clinical Enterprise Management Recognition Program	\$71,830	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>IDE, MARY B UCSF</b>		
<b>EXECUTIVE DIRECTOR – PATIENT SAFETY AND QUALITY, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$54,316	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>ISSAI, ALICE UCI</b>		
<b>CHIEF OPERATING OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$70,843	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>JOHNSON, BRIAN JOSEPH UCOP</b>		
<b>DIRECTOR, REAL ASSETS, OFFICE OF THE TREASURER</b>		
Annual Base	\$213,456	Per policy, a promotional appointment of and compensation for Brian Johnson as the Director - Real Estate Assets with a 15 percent increase in base salary (\$27,851), resulting in an annual base salary of \$213,456. This position is classified in the MSP personnel program. The action was approved by President Yudof on 5/16/12.
Treasurer's AIP Plan	\$119,654	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$126,722 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

Compensation Element	Amount	Staff Comments
<b>JOHNSON, MICHAEL EUGENE UCLA</b>		
<b>FORMER ASSISTANT FOOTBALL COACH</b>		
Annual Base	\$250,000	Base salary approved as part of negotiated contract. Last day at UCLA was 1/31/2012.
Other Cash Payment	\$15,909	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract. This amount reflects talent fee received for Jan. and Feb. 2012.
Other Cash Payment	\$313,333	Coach Johnson separated on 1/31/2012. Per contract provisions, this amount reflects the University's obligation to pay Coach the base salary and talent fee upon his departure since he was still under contract until 1/19/2013.
Other - Exclude from Total Cash Compensation	\$698	Per contract, spousal travel consistent with local standard practice.
Other Benefit	\$524	Per contract, data reflects the imputed income for the courtesy vehicles, approved by the Regents in July 2006.
Coach - Incentive	\$4,000	Annual performance-based payout as part of negotiated coach's contract.
<b>JOHNSON, VINCENT L UCD</b>		
<b>CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER</b>		
Annual Base	\$553,500	No change to base salary for 2012 calendar year. The difference between the annualized base salary and actual base salary received is due to a retroactive pay increase in the amount of \$1,176.12 from 2011 which was paid in 2012.
Clinical Enterprise Management Recognition Program	\$131,318	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012; 23.73 percent (\$131,317.88).
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>JONES, KENNETH M UCSF</b>		
<b>CHIEF OPERATING OFFICER, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$115,179	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012**

Compensation Element

Amount Staff Comments

<b>KAHANER, EILEEN L UCSF</b>		
<b>DIRECTOR – CLINICAL COMPLIANCE PROGRAM</b>		
Clinical Enterprise Management Recognition Program	\$12,833	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
Other Cash Compensation	\$22,000	10 percent hiring bonus as approved, under delegated authority, by Chancellor (10/27/11); endorsed by UCSF Compensation Committee (10/25/11). Paid on 1/23/12, for the 11/30/11 pay period.
<b>KATEHI-TSEREGOUNIS, LINDA UCD</b>		
<b>CHANCELLOR</b>		
Annual Base	\$400,000	No changes to base salary for 2012 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; she has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
<b>KEASLING, JAY D LBNL</b>		
<b>ASSOCIATE LABORATORY DIRECTOR</b>		
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.
<b>KEISTER, SHAUN B. UCD</b>		
<b>VICE CHANCELLOR – DEVELOPMENT AND ALUMNI RELATIONS</b>		
Annual Base	\$335,000	No change to base salary for 2012 calendar year.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$41,875	Per policy, a relocation allowance of 25 percent (\$83,750) paid in two installments. First installment of \$41,875 paid on 8/31/11. Second installment of \$41,875 was paid on 9/1/12. 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.

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Compensation Element

Amount Staff Comments

KHOSLA, PRADEEP K UCSD		
CHANCELLOR		
Compensation Element	Amount	Staff Comments
Annual Base	\$411,084	Per policy, an annual base salary of \$411,084 as approved by the Regents at the May 2012 Regents' meeting.
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 five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$25,693	Relocation allowance of \$102,771 (25 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 05/16/2012.
Moving Expenses - Family's Move	\$638	Airfare and taxi to travel from Pittsburgh, PA to San Diego, CA. Move approved by President Yudof on May 1, 2012.
Moving Expenses - Shipment of Household Goods	\$3,223	Move of office and personal items from Pittsburgh, PA to San Diego, CA. Approved by President Yudof on May 1, 2012.
University Housing		Per policy, a house is being rented off campus pending renovation of the University House.
KLEMM, ADRIAN WILLIAM UCLA		
ASSISTANT COACH, FOOTBALL		
Compensation Element	Amount	Staff Comments
Annual Base	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$24,053	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Temporary Housing	\$1,082	Per policy, reimbursement of the cost of furnished temporary lodging and meals for 30 days.
Other Benefit	\$1,642	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Moving Expenses - Shipment of Household Goods	\$6,818	Shipment of household goods
Moving Expenses - Moving Services	\$375	Relocation - moving/service fee
Other Benefit	\$8,041	Per contract, data reflects the imputed income for the courtesy vehicles, approved by the Regents in July 2006.
KRAUS, DAVID V. UCSD		
CHIEF CONTRACTING OFFICER – MEDICAL CENTER		
Compensation Element	Amount	Staff Comments
Annual Base	\$226,800	Salary adjustment of 8 percent approved by former Chancellor Fox on 2/28/2012. The adjustment was based on acquiring additional duties in addition to his responsibilities of health plan and managed care contracting, and developing UC San Diego as an Accountable Care Organization.
Clinical Enterprise Management Recognition Program	\$54,347	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.

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Compensation Element

Amount Staff Comments

Other One-Time Payment	\$5,000	Payment as UNEX instructor
<b>KURIHARA, JACK K UCLA</b>		
<b>DIRECTOR, BUSINESS DEVELOPMENT – HEALTH SYSTEM</b>		
Incentive	\$28,736	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan with a target award of 12 percent 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	\$15,192	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>KWAN, LUCIA UCSF</b>		
<b>DIRECTOR – REVENUE CYCLE SERVICES, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$32,944	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 10 percent 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	\$11,830	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>LAKE, GWENDOLINE E UCLA</b>		
<b>CONTROLLER, HOSPITAL SYSTEM</b>		
Incentive	\$34,051	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 12 percent 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	\$16,531	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>LARET, MARK R UCSF</b>		
<b>CHIEF EXECUTIVE OFFICER, MEDICAL CENTER</b>		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916 as approved by the Regents on 3/27/06.

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Compensation Element

Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$232,972	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$200,000	Reflects the retention incentive payment made to Mr. Laret on 9/19/12 as approved by the Regents on 7/14/2011 as an exception to policy. This payment represents the second of four payments. The first payment was made in 2011. The terms of the retention incentive payment are as follows: 9/30/11=\$100,000; 9/30/12=\$200,000; 9/30/13=\$300,000; 9/30/14=\$400,000.
<b>LATHAM, SARAH CHRISTINA UCSC</b>		
<b>VICE CHANCELLOR – BUSINESS AND ADMINISTRATIVE SERVICES</b>		
Executive Disability		Per policy, eligible; she has not yet met five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$44,000	Per policy, relocation allowance of 20 percent of base salary (\$44,000), paid as a lump sum, subject to a repayment schedule if she resigns in the first four years of her appointment. Repayment is as follows: 100 percent if resignation occurs within the first year of employment, 60 percent within the second year of employment, 30 percent within the third year of employment, and 10 percent within the fourth year of employment.
<b>LAWRENCE, JANE FIORI UCM</b>		
<b>VICE CHANCELLOR – STUDENT AFFAIRS</b>		
Exceptional Vacation accrual		Approved at the September 2006 Regents' meeting in response to RE 74 Corrective Actions - BSA and Internal Audit Finding, Guideline #A-3.
<b>LE GRANDE, HARRY UCB</b>		
<b>VICE CHANCELLOR – STUDENT AFFAIRS</b>		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>LEET, GREGORY R UCI</b>		
<b>VICE CHANCELLOR – UNIVERSITY ADVANCEMENT</b>		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.



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Compensation Element

Amount Staff Comments

<b>LELAND, DOROTHY JANE UCM</b>		
<b>CHANCELLOR</b>		
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.
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. Second installment paid Sept. 2012. If employee separates from the University prior to the conclusion of the payouts, any unpaid relocation allowance amounts would be forfeited at the time of separation. The data reflects the second installment payment.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
<b>LEVIN, LUBBE UCLA</b>		
<b>ASSOCIATE VICE CHANCELLOR – CAMPUS HUMAN RESOURCES</b>		
Recognition Award	\$3,500	Performance-based award, approved 6/30/12 under Staff Appreciation and Recognition (STAR) Plan FY 2011-12.
Executive Life		In March 2011, the Regents approved change in Personnel Program with grandfathering of Executive Life Insurance benefits for up to five years.
Executive Disability		In March 2011, the Regents approved change in Personnel Program with grandfathering of Executive Disability Insurance benefits for up to five years.
<b>LEWIN, HARRIS A UCD</b>		
<b>VICE CHANCELLOR – RESEARCH</b>		
Annual Base	\$370,000	No change to base salary for 2012 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.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>LIMA, CYNTHIA G UCSF</b>		
<b>EXECUTIVE DIRECTOR – MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$61,107	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>LISKA, EUGENIE L UCLA</b>		
<b>DIRECTOR, BUDGET, HOSPITAL SYSTEM</b>		
Incentive	\$34,051	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 12 percent 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	\$11,312	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>LIU, AILEEN UCOP</b>		
<b>INVESTMENT OFFICER</b>		
Treasurer's AIP Plan	\$124,505	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$125,092 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>LODGE-LEMON, BERNADETTE UCLA</b>		
<b>DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM</b>		
Incentive	\$34,398	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 12 percent 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	\$14,345	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element

Amount Staff Comments

<b>MAHANEY, TIMOTHY M UCSF</b>		
<b>EXECUTIVE DIRECTOR – FACILITIES and SUPPORT SVCS, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$70,053	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>MARA, GLENN LAWRENCE UCOP</b>		
<b>VICE PRESIDENT – LABORATORY MANAGEMENT</b>		
Annual Base	\$367,000	After approval by the Regents at the March 2012 meeting, Glenn Mara, who was on a 43 percent appointment, suspended his retirement and returned to a 100 percent appointment as Vice President of Laboratory Management, effective July 1, 2012 through June 30, 2014.
Executive Auto Allowance	\$3,715	Per policy, an annual auto allowance of \$8,916. The data on the report reflects the actual amount received in calendar year 2012.
<b>MARGON, BRUCE H UCSC</b>		
<b>VICE CHANCELLOR – RESEARCH</b>		
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.
<b>MARKLAND, JEANNE M UCLA</b>		
<b>ELECTRONIC HEALTH RECORD BUILD DIRECTOR – AMBULATORY</b>		
Annual Base	\$226,840	The difference between the annual base salary and actual base salary received is due to the payment of \$2,420 for retroactive equity increase effective 9/1/2011 was received in 2012.
Incentive	\$34,026	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 12 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>MARTIN, WILLIAM W UCLA</b>		
<b>HEAD COACH – MEN'S TENNIS</b>		
Annual Base	\$110,000	Base salary approved as part of negotiated contract.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

Other Cash Payment	\$172,098	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Other Benefit	\$2,122	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
<b>MAURICE, TIMOTHY R UCD</b>		
<b>CHIEF FINANCIAL OFFICER</b>		
Annual Base	\$400,000	No change to base salary for 2012 calendar year.
Clinical Enterprise Management Recognition Program	\$97,400	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012: 24.35 percent (\$97,400).
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>MAZZONE, NOEL SCOTT UCLA</b>		
<b>ASSISTANT COACH, FOOTBALL</b>		
Annual Base	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$91,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Temporary Housing	\$6,272	Reimbursement of the cost of furnished temporary lodging and meals for 30 days.
Other Benefit	\$3,283	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$12,065	Per contract, data reflects the imputed income for the courtesy vehicles, approved by the Regents in July 2006.
<b>MCAFEE, THOMAS VARDON UCSD</b>		
<b>DEAN – CLINICAL AFFAIRS AND PRESIDENT OF THE MEDICAL GROUP, HEALTH SCIENCES AND FORMER ACTING CEO, HEALTH SYSTEMS</b>		
Stipend	\$28,409	Stipend for acting duties as Chief Executive Officer - Health System from 11/7/2011 to 05/31/2012 approved by the Regents on 12/05/2011.
Clinical Enterprise Management Recognition Program	\$158,213	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 One-Time Payment	\$600	Honorarium received for presenting at UCSF CTSI External Advisory Board meeting in 2012. Honorarium received in error and was returned in 2013.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>MCFERRAN, VIRGINIA A. UCLA</b>		
<b>CHIEF INFORMATION OFFICER – UCLA MEDICAL ENTERPRISE</b>		
Clinical Enterprise Management Recognition Program	\$84,853	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>MCKEEVER, TERI J UCB</b>		
<b>HEAD COACH – WOMEN'S SWIMMING</b>		
Annual Base	\$140,268	Annualized base salary as of December 2012. Base salary approved as part of negotiated contract.
Other Cash Payment	\$5,000	Camp payout based on proceeds approved as part of negotiated contract.
Other Cash Payment	\$15,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$1,120	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other - Include in Total Cash Compensation	\$71,750	Stipend/performance bonuses from outside apparel company, per negotiated contract.
Coach – Incentive	\$41,500	Performance based compensation for team and/or coach accomplishments per negotiated contract.
<b>MEYER, JOHN A UCD</b>		
<b>VICE CHANCELLOR – ADMINISTRATIVE AND RESOURCE MANAGEMENT</b>		
Annual Base	\$275,000	No changes to base salary for 2012 calendar year.
Executive Disability		Per policy, eligible and vested.
<b>MICHALCZIK, JIM UCB</b>		
<b>ASSISTANT COACH – FOOTBALL</b>		
Annual Base	\$168,000	Annual base salary per negotiated contract.
Other Cash Payment	\$24,000	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Annual payout for 2012 was \$24,000.
Other Cash Payment	\$2,092	Camp payout from 2011 paid in calendar year 2012 based on proceeds approved as part of negotiated athletics' contract.
Other Cash Payment	\$12,500	Guaranteed camp payment effective March 2012. Actual payout for 2012 was \$12,500.
Other Benefit	\$2,568	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events and tickets/hospitality at bowl games.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

Other Benefit		Non-cash benefit: complimentary sports club membership at Club Sport of San Ramon as part of campus IMG agreement.
Coach Auto Allowance	\$5,400	Payment in lieu of courtesy vehicle approved as part of negotiated contract. Annualized amount is \$5,400.
Coach - Incentive	\$78,000	Supplemental bonus at the discretion of the Athletic Director in consultation with Head Coach Tedford, per terms of contract.
<b>MILLER, MARY E UCM</b>		
<b>VICE CHANCELLOR – ADMINISTRATION</b>		
Executive Disability		Per policy, eligible and vested (August 2011).
<b>MINEAR, MICHAEL N UCD</b>		
<b>CHIEF INFORMATION OFFICER – UC DAVIS HEALTH SYSTEM</b>		
Annual Base	\$310,000	No changes to base salary for 2012 calendar year.
Clinical Enterprise Management Recognition Program	\$75,485	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012: 24.35 percent (\$75,485.00).
Executive Disability		Per policy, eligible and vested.
<b>MONTGOMERY, MICHAEL J. UCB</b>		
<b>HEAD COACH – MEN'S BASKETBALL</b>		
Other Cash Payment	\$1,136,905	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual payout for 2012 was \$1,136,905.
Other Cash Payment	\$500,000	Retention plan payout per negotiated contract.
Other Benefit	\$4,128	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$5,692	Country club membership approved as part of negotiated contract; taxable benefit reported on W-2 form.
Other - Exclude from Total Cash Compensation	\$722	Per contract, spousal travel consistent with local standard practice.
Coach Auto Allowance	\$10,800	Payment in lieu of courtesy vehicle approved as part of negotiated contract.
Coach - Incentive	\$25,000	Performance based compensation for team and/or coach accomplishments per negotiated contract.

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Compensation Element

Amount Staff Comments

MORA, JAMES LAWRENCE UCLA		
HEAD COACH, FOOTBALL		
Annual Base	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$1,488,477	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Temporary Housing	\$6,289	Reimbursement of the cost of furnished temporary lodging and meals for 30 days.
Other One-Time Reimbursement	\$2,597	Three roundtrips - LAX/Seattle in February and March 2012 to coordinate relocation of family to Los Angeles.
Other Benefit	\$4,925	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$3,761	Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for all regular season games.
Moving Expenses - Shipment of Household Goods	\$40,131	Shipment of household goods.
Other Benefit	\$27,762	Per contract, data reflects the imputed income for the courtesy vehicles, approved by the Regents in July 2006.
MORGAN, DAVID R. UCSF		
EXECUTIVE DIRECTOR – AMBULATORY CARE SERVICES, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$55,735	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$13,994	Data reflects payment for paid time off amount in excess of accumulation limits.
MUDDITT, ALISON MARGARET UCOP		
DIRECTOR – UNIVERSITY OF CALIFORNIA PRESS		
Relocation Allowance	\$30,613	A relocation allowance of \$61,225 (25 percent of base salary) paid in two annual installment of \$30,612.50 to offset the costs of relocating to the Bay Area. This is the second and final installment of the relocation allowance.
Other One-Time Payment	\$500	This amount includes \$500.00 inadvertently overpaid by the University in 2012. Ms. Mudditt refunded the overpayment when it was discovered in 2013.
MUNOZ, SANTIAGO III UCLA		
EXECUTIVE DIRECTOR, STRATEGY and BUSINESS DEVELOPMENT, UCLA HEALTH SYSTEM		
Annual Base	\$312,400	Appointment annualized base salary.

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Compensation Element

Amount Staff Comments

Temporary Housing	\$1,800	Reimbursement of the cost of furnished temporary lodging for 30 days.
<b>MURPHY, DONNA MARIE UCSC</b>		
<b>VICE CHANCELLOR – UNIVERSITY RELATIONS</b>		
Executive Disability		Per policy, eligible and vested.
<b>MURRY, JIMMY MATHEW UCI</b>		
<b>CHIEF INFORMATION OFFICER</b>		
Annual Base	\$301,400	Per policy, a salary adjustment of 9.9 percent (\$27,100) to increase his base salary from \$274,300 to \$301,400. This action was approved by the Regents on August 28, 2012.
Clinical Enterprise Management Recognition Program	\$60,201	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>NADAF-RAHROV, SORENA UCSF</b>		
<b>DIRECTOR – TRANSLATIONAL INFORMATICS</b>		
Annual Base	\$234,000	Equity increase as a result of December 2011 focal equity review. Approved, under delegated authority, by the Chancellor and endorsed by the UCSF Compensation Committee. For 2011, total cash compensation did not reach the reporting threshold level.
Stipend	\$34,313	15 percent stipend for leading the OnCore Shared Resource Partnership (O-ShaRP), effective 5/1/11-4/30/12, as approved by the Chancellor (12/8/11) under delegated authority and endorsed by the UCSF Compensation Committee. The stipend ended on 4/30/12.
<b>NATION, CATHRYN L UCOP</b>		
<b>ASSOCIATE VICE PRESIDENT – HEALTH SCIENCES</b>		
Annual Base	\$200,000	A market-based salary adjustment of 8.1 percent effective 12/7/2012, approved by President Yudof, in recognition of the current market data that indicated Ms. Nation was underpaid relative to market.



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Compensation Element

Amount Staff Comments

<b>NAVARRO, J RENEE UCSF</b>		
<b>VICE CHANCELLOR – DIVERSITY AND OUTREACH</b>		
Executive Disability		Per policy, eligible; she has not yet met five year vesting requirement in SMG to receive benefit.
<b>NEVELS, LYLE E. UCB</b>		
<b>INTERIM ASSOCIATE VICE CHANCELLOR – IT AND CIO</b>		
Annual Base	\$206,000	Term appointment as Interim Associate Vice Chancellor-Information Technology and Chief Information Officer; action approved by the Regents on April 25, 2012.
Stipend	\$22,850	Administrative stipend of 15 percent of base salary for serving as Interim Associate Vice Chancellor – Information Technology and Chief Information Officer approved by the Regents on April 25, 2012. Annualized stipend amount is \$30,900. Actual stipend payout for calendar year 2012 was \$22,850.
<b>O’KELLEY, JOHN SHANNON UCLA</b>		
<b>CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM</b>		
Annual Base	\$517,050	Appointment base salary as approved by the Regents on 8/16/12.
Clinical Enterprise Management Recognition Program	\$118,093	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>ODATO, DAVID UCSF</b>		
<b>ASSOCIATE VICE CHANCELLOR – HR/CHIEF ADMINISTRATIVE OFFICER-MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$73,243	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$15,418	Data reflects payment for paid time off amount in excess of accumulation limits.

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Compensation Element

Amount Staff Comments

<b>OLDS, GLENN RICHARD UCR</b>		
<b>VICE CHANCELLOR – HEALTH AFFAIRS and DEAN-SCHOOL OF MEDICINE</b>		
Incentive	\$125,000	Annual performance-based incentive up to \$100,000, approved as a policy exception. This compensation is in lieu of HSCP, which does not yet exist at the Riverside campus. Payments of \$25,000 each were made on Jan, Feb, May, Aug and Nov 2012 for a total of \$125,000. The total payments exceed the \$100,000 annual amount, as the \$25,000 overage was paid on January 2012 due to late approval in calendar year 2011. Interim Regents item approved October 2009.
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.
<b>OLSEN, STEVEN A. UCLA</b>		
<b>VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER</b>		
Annual Base	\$316,842	Difference between annual base salary and actual base salary received in 2012 is due to the payment of \$324 for a retroactive equity effective 11/28/2011 that was received in 2012.
<b>ONG, BYRON L UCOP</b>		
<b>INVESTMENT OFFICER</b>		
Treasurer's AIP Plan	\$76,147	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$93,423 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>ORLOWSKI, ANNA UCD</b>		
<b>HEALTH SYSTEM COUNSEL</b>		
Annual Base	\$230,000	No change to base salary for 2012 calendar year. The difference between Annualized Base Salary and Actual Base Salary Received is due to a retroactive pay increase in the amount of \$4,166.50 from 2011 which was paid in 2012.
Incentive	\$32,689	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in a clinically aligned incentive plan at a target potential rate of 10 percent and a maximum potential rate of 15 percent. Actual payout is based on performance against pre-established goals and objectives. Actual award for 2012: 14.21 percent (\$32,688.76).

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Compensation Element

Amount Staff Comments

PAARDEKOOPEL, JANNA M UCSF		
ASSISTANT DEAN – FINANCIAL AFFAIRS, SCHOOL OF MEDICINE		
Annual Base	\$225,500	Effective 4/1/12, equity increase to better align with internal comparators while also recognizing long-term campus-wide initiative responsibilities and direct management of the School of Medicine budget portfolio.
Clinical Enterprise Management Recognition Program	\$40,590	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
PARHAM, THOMAS A. UCI		
VICE CHANCELLOR – STUDENT AFFAIRS		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
PARK, DANIEL W UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Other One-Time Payment	\$3,200	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		
Clinical Enterprise Management Recognition Program	\$28,063	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 10 percent 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	\$7,610	Data reflects payment for paid time off amount in excess of accumulation limits.

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Amount Staff Comments

<b>PAZZANI, MICHAEL J. UCR</b>		
<b>VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT</b>		
Relocation Allowance	\$15,052	Per policy, relocation allowance equal to 25 percent of the annual base salary - total of \$72,250 to be paid over a two-year period. Mr. Pazzani received a total of 15,052 in 2012.
Temporary Housing	\$12,000	Per policy, temporary housing allowance of \$12,000 was paid in lieu of reimbursement of temporary living expenses for up to 90 days.
Moving Expenses - Moving Services	\$12,390	Per policy, 100 percent reimbursement of actual and reasonable moving expenses provided. Received three payments (\$6912.78, \$3297.48, and \$2180.03) totaling \$\$12,390.29 in July and September 2012.
<b>PENDERGAST, CLANCY C UCB</b>		
<b>ASSISTANT COACH OF FOOTBALL</b>		
Annual Base	\$168,000	Annual base salary per negotiated contract.
Other Cash Payment	\$75,928	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual payout for 2012 was \$75,928.
Other Cash Payment	\$1,744	Camp payout from 2011 paid in calendar year 2012 based on proceeds approved as part of negotiated contract.
Other Cash Payment	\$18,849	Guaranteed camp payment effective March 2012; actual payout for 2012 was \$18,849.
Other Benefit	\$480	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Coach Auto Allowance	\$4,971	Payment in lieu of courtesy vehicle approved as part of negotiated contract. Annual car allowance is \$5,400.
Coach – Incentive	\$133,492	Supplemental bonus at the discretion of the Athletic Director in consultation with Head Coach Tedford, per terms of contract.
<b>PENDLETON, DENNIS F UCD</b>		
<b>DEAN – UNIVERSITY EXTENSION</b>		
Annual Base	\$166,500	No changes to base salary for 2012 calendar year.
Executive Disability		Per policy, eligible and vested.
<b>PETERSON, THOMAS WILLIAM UCM</b>		
<b>PROVOST AND EXECUTIVE VICE CHANCELLOR</b>		
Annual Base	\$261,837	Per policy, appointment of Thomas W. Peterson as Executive Vice Chancellor and Provost, with an annual base salary of \$267,837. This appointment is at 100 percent time and effective December 3, 2012. Mr. Peterson will also hold tenured faculty appointment, at zero percent time, on the Merced campus. This action was approved by the Regents in August 2012. Mr. Peterson did not receive compensation in calendar year 2012.

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Amount Staff Comments

Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>PHILLIPS, JESSE L UCOP</b>		
<b>SENIOR MANAGING DIRECTOR – RISK MANAGEMENT</b>		
Treasurer's AIP Plan	\$370,404	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$343,826 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>POLLACK, ELLEN S. UCLA</b>		
<b>INPATIENT BUILD DIRECTOR, HEALTH SYSTEM</b>		
Incentive	\$33,750	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan with a target award of 12 percent 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	\$7,018	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>POMEROY, CLAIRE UCD</b>		
<b>VICE CHANCELLOR – HUMAN HEALTH SCIENCES AND DEAN – SCHOOL OF MEDICINE</b>		
Annual Base	\$468,800	No changes to base salary for 2012 calendar year.
Incentive	\$42,597	Z payment eliminated effective 9/14/11 by the Regents at their September 2011 meeting. Received \$42,596.56 for 7/1/11-9/13/11 for 2011/2012.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Health Sciences Compensation Plan	\$195,475	Per Regental approval, "Y" component payment of \$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.
<b>POWAZEK, JACK J UCLA</b>		
<b>ADMINISTRATIVE VICE CHANCELLOR</b>		
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.

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Compensation Element

Amount Staff Comments

<b>RABENSTEIN, DALLAS L. UCR</b>		
<b>EXECUTIVE VICE CHANCELLOR AND PROVOST</b>		
Annual Base	\$305,000	Per policy, an annual base salary of \$305,000 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 the Regents on 5/2/11.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
<b>RAYBURN, SUSAN J. UCI</b>		
<b>CHIEF CONTRACTING OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$46,682	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>RECKER, TIMOTHY JACOB UCOP</b>		
<b>MANAGING DIRECTOR – PRIVATE EQUITY INVESTMENTS</b>		
Treasurer's AIP Plan	\$261,329	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$237,039 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>REED, KEVIN S. UCLA</b>		
<b>VICE CHANCELLOR, LEGAL AFFAIRS and ASSOCIATE GENERAL COUNSEL</b>		
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.
<b>REYNOLDS, MAX M UCSD</b>		
<b>EXECUTIVE DIRECTOR, STRATEGY AND BUSINESS DEVELOPMENT – UCSD HEALTH SCIENCES</b>		
Annual Base	\$312,500	Mr. Reynolds transferred from UCOP to UCSD on July 30, 2012. Base salary reflects \$164,773 in earnings from UCOP and \$115,646 in earnings from UCSD.
Relocation Allowance	\$2,000	Relocation allowance of \$2,000 for a period of one month to assist with the move from Orinda, CA to San Diego, CA.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>RICE, ANN MADDEN UCD</b>		
<b>CHIEF EXECUTIVE OFFICER – UC DAVIS MEDICAL CENTER</b>		
Annual Base	\$800,000	No change to base salary for 2012 calendar year.
Clinical Enterprise Management Recognition Program	\$217,800	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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. Actual award for 2012: 27.23 percent (\$217,800).
Executive Disability		Per policy, eligible and vested. Vested as of 10/1/06.
<b>RIDLEY, LORI LOU UCSF</b>		
<b>EHR APPLICATION SOLUTIONS ARCHITECT</b>		
Incentive	\$32,149	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>ROBINSON, CAROL A UCD</b>		
<b>CHIEF PATIENT CARE SERVICES OFFICER</b>		
Annual Base	\$273,300	No changes to base salary for 2012 calendar year.
Clinical Enterprise Management Recognition Program	\$63,132	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012: 23.10 percent (\$63,132.30).
Executive Disability		Per policy, eligible and vested.
<b>ROGERS, LYNDA UCSC</b>		
<b>DEAN – UNIVERSITY EXTENSION</b>		
Annual Base	\$165,000	Per policy, appointment of Lynda Rogers as Dean - University Extension with an annual salary of \$165,000, effective January 1, 2012. The appointment and compensation was approved by the Regents at the November 2011 meeting.
Executive Disability		Per policy, eligible; she has not yet met the five-year service requirement in SMG to receive benefit.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>ROSENTHAL, J THOMAS UCLA</b>		
<b>CHIEF MEDICAL OFFICER, UCLA HOSPITAL SYSTEM</b>		
Clinical Enterprise Management Recognition Program	\$106,438	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>ROSSI, CAROLE ROSEMARIE UCSC</b>		
<b>CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL</b>		
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>ROTHMAN, JUDITH UCLA</b>		
<b>ASSOCIATE VICE CHANCELLOR – MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE</b>		
Clinical Enterprise Management Recognition Program	\$60,261	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>ROWLEY, CHARLES J UCR</b>		
<b>INTERIM VICE CHANCELLOR, FINANCE and BUSINESS OPERATIONS</b>		
Stipend	\$10,550	Per policy, a 9.8 percent administrative stipend (\$21,100) above his Associate Vice Chancellor salary of \$216,000 was approved by the Regents in June 2012. For CY 2012 he received 6 months of the stipend for a total of \$10,550.
<b>SAUK, MICHAEL JEROME UCLA</b>		
<b>CHIEF OF APPLICATIONS, MEDICAL IT SERVICES</b>		
Incentive	\$36,295	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 12 percent and a maximum potential award of 15 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 2012**

Compensation Element

Amount Staff Comments

Relocation Allowance	\$23,265	Relocation allowance of (\$65,750) to be paid over a period of 4 years. Second installment paid in 2012.
<b>SAVAGE, JOHN JOSEPH UCLA</b>		
<b>HEAD COACH – BASEBALL</b>		
Annual Base	\$270,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$42,777	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Other - Exclude from Total Cash Compensation	\$2,767	Per contract, spousal travel consistent with local standard practice.
Other Benefit	\$8,293	Per contract, data reflects the imputed income for the courtesy vehicles, approved by the Regents in July 2006.
Coach - Incentive	\$15,000	Bonus payment for baseball team's participation in the NCAA Regionals and Super Regionals.
<b>SCHNEIDER, PETER UCI</b>		
<b>CHIEF HEALTH SCIENCES COUNSEL</b>		
Clinical Enterprise Management Recognition Program	\$28,996	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>SCHROEDER, DAVID W UCOP</b>		
<b>SENIOR PORTFOLIO MANAGER</b>		
Treasurer's AIP Plan	\$233,251	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$228,987 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>SCIOSCIA, ANGELA LYNN UCSD</b>		
<b>CHIEF MEDICAL OFFICER</b>		
Clinical Enterprise Management Recognition Program	\$83,552	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

SCURR, KIMBERLY UCSF		
EXECUTIVE DIRECTOR – UCSF BENIOFF CHILDREN'S HOSPITAL		
Stipend	\$34,375	15 percent administrative stipend for oversight of the remaining phase of the Mission Bay Operations Plan for the new facilities at Mission Bay, effective 2/1/12 to 12/31/12. The stipend was approved by the Chancellor on 2/15/12 and endorsed by the UCSF Compensation Committee on 2/13/12. From 4/1/11-1/31/12, stipend was 10 percent for these responsibilities (non-final plan stage).
Clinical Enterprise Management Recognition Program	\$35,528	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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	\$13,432	Data reflects payment for paid time off amount in excess of accumulation limits.
SHIELDS, GERALDINE M UCSF		
DIRECTOR – CLINICAL SVCS ADMIN, UCSF HELEN DILLER FAMILY CANCER CTR, MEDICAL CENTER		
Annual Base	\$218,000	Reclassified from MSP Grade 5 to MSP Grade 7 with a 17 percent salary increase because she leads governing boards/operating committees for both the MZ Cancer Center and Parnassus Hematology and Blood and Marrow Program and runs a nationally recognized program, effective 12/1/11. Approved under local delegation on 3/1/12. For 2011, total cash compensation did not reach the reporting threshold level.
Incentive	\$27,033	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 10 percent 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	\$7,524	Data reflects payment for paid time off amount in excess of accumulation limits.
SIEFKIN, ALLAN D UCD		
CHIEF MEDICAL OFFICER		
Annual Base	\$342,000	No changes to base salary for 2012 calendar year.
Clinical Enterprise Management Recognition Program	\$83,277	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012: 24.35 percent (\$83,277).
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>SIEGEL, PETER M UCD</b>		
<b>VICE PROVOST – INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER</b>		
Annual Base	\$262,500	No changes to base salary for 2012 calendar year.
Executive Disability		Per policy, eligible and vested as of 8/15/11.
<b>SMITH, MACKENZIE UCD</b>		
<b>UNIVERSITY LIBRARIAN</b>		
Annual Base	\$225,000	Per policy, an annual base salary of \$225,000 effective 6/1/12. The annual base reflects the full-time rate; actual earnings for 6/1/12 to 11/30/12 are \$112,500.
Senior Management Supplement		Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>SPANOS, LOUIS GEORGE UCLA</b>		
<b>ASSISTANT COACH, FOOTBALL</b>		
Annual Base	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$260,228	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Temporary Housing	\$3,662	Reimbursement of the cost of furnished temporary lodging and meals for 30 days.
Other Benefit	\$1,642	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Moving Expenses - Family's Move	\$2,596	Family's move - mileage for personal vehicle, lodging, food from Pennsylvania to Los Angeles.
Moving Expenses - Shipment of Household Goods	\$16,194	Shipment of household goods.
Other Benefit	\$972	Per contract, data reflects the imputed income for the courtesy vehicles.
<b>SPEARE, MARK A UCLA</b>		
<b>SENIOR ASSOCIATE DIRECTOR – MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES</b>		
Clinical Enterprise Management Recognition Program	\$73,357	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 2012**

Compensation Element

Amount Staff Comments

Other Cash Payment	\$14,693	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>STANTON, MELVIN L UCOP</b>		
<b>ASSOCIATE CHIEF INVESTMENT OFFICER</b>		
Treasurer's AIP Plan	\$356,931	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$331,348 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>STATON, PAUL A UCLA</b>		
<b>CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM</b>		
Annual Base	\$450,000	Preemptive retention salary adjustment of 7.1 percent, effective 8/10/12 and by the Regents on 8/10/12.
Clinical Enterprise Management Recognition Program	\$103,600	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>STAUDER, KURT E UCI</b>		
<b>EXECUTIVE DIRECTOR – AMBULATORY SERVICES</b>		
Clinical Enterprise Management Recognition Program	\$54,591	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee. 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	\$10,038	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>STEEL, VIRGINIA UCSC</b>		
<b>UNIVERSITY LIBRARIAN</b>		
Annual Base	\$187,900	Per policy, a 9.9 percent market-based salary increase, effective 12/1/12. The increase is reflected in the January 2013 paycheck and therefore is not reflected in the actual base salary received for calendar year 2012.
Executive Disability		Per policy, eligible and vested.

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Compensation Element

Amount Staff Comments

<b>STOBO, JOHN DAVID UCOP</b>		
<b>SENIOR VICE PRESIDENT – HEALTH SCIENCES AND SERVICES</b>		
Clinical Enterprise Management Recognition Program	\$130,500	Dr. Stobo's award would be \$159,500, or 27.5 percent of his base salary, based on the clinical enterprise's accomplishments during the 2011-12 plan year. Given the current fiscal environment, however, Dr. Stobo requested that his award be limited to the amount he received for the 2010-11 plan year, \$130,500, which represents 22.5 percent of his base salary. This award has been approved by the CEMRP Administrative Oversight Committee and the Regents at the September 2012 meeting.
<b>STORLIE, MICHAEL J. UCLA</b>		
<b>CHIEF TECHNOLOGY OFFICER, MEDICAL INFORMATION TECHNOLOGY SERVICES</b>		
Incentive	\$32,451	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 12 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>STRICKLAND, BARRIE E UCSF</b>		
<b>CHIEF FINANCIAL OFFICER, MEDICAL CENTER</b>		
Clinical Enterprise Management Recognition Program	\$102,413	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 five year vesting requirement in SMG to receive benefit.
<b>SUBRAMANI, SURESH UCSD</b>		
<b>EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS</b>		
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.
<b>SYMONS, TIMOTHY JAMES LBNL</b>		
<b>ASSOCIATE LABORATORY DIRECTOR</b>		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.

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Compensation Element

Amount Staff Comments

<b>TANJI, LORELEI A. UCI</b>		
<b>UNIVERSITY LIBRARIAN</b>		
Annual Base	\$200,000	Per policy, appointment of Lorelei A. Tanji as University Librarian, at 100 percent time with an annual base salary of \$200,000, effective 10/1/2012. The action was approved by the Regents at the September meeting.
Executive Disability		Per policy, eligible; she has not yet met five-year vesting requirement in SMG to receive benefit.
<b>TEDFORD, JEFF UCB</b>		
<b>HEAD FOOTBALL COACH</b>		
Annual Base	\$225,000	Annual base salary per negotiated contract.
Other Cash Payment	\$1,449,998	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$7,595	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events and tickets/hospitality at bowl game.
Other Benefit		Non-cash benefit: complimentary sports club membership at Club Sport of San Ramon as part of campus IMG agreement.
Other Benefit	\$4,896	Country club membership approved as part of negotiated contract. Taxable benefit is \$4,896 based on determination of personal use. Taxable benefit reported on W-2 form.
Other - Include in Total Cash Compensation	\$500,000	Retention bonus. Deposited by ICA into a Deferred Compensation Plan. Approved as part of negotiated contract.
Coach Auto Allowance	\$9,943	Payment in lieu of courtesy vehicle approved as part of negotiated contract.
Coach - Incentive	\$7,230	Discretionary bonus determined by Athletic Director based on performance of coach.
Coach - Incentive	\$150,000	Additional compensation for specific accomplishments per negotiated contract - Head Coach during opening of Athletic High Performance Center.
Coach - Incentive	\$150,000	Additional compensation for specific accomplishments per negotiated contract - Head Coach during first home football game following completion of renovated California Memorial Stadium.
<b>THOMPSON, KENWICK L. UCB</b>		
<b>ASSISTANT FOOTBALL COACH</b>		
Annual Base	\$125,000	Annual base salary per negotiated contract.
Other Cash Payment	\$22,095	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$2,466	Camp payout from 2011 paid in calendar year 2012 based on proceeds approved as part of negotiated contract.
Other Cash Payment	\$61,607	Guaranteed camp payments effective February 2012. Actual payout for 2012 was \$61,607.
Other One-Time Payment	\$11,375	Signing bonus for fully executed contract.
Other Benefit	\$3,004	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events and tickets/hospitality at bowl game.

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Compensation Element

Amount Staff Comments

Coach Auto Allowance	\$4,971	Payment in lieu of courtesy vehicle approved as part of negotiated contract.
Coach - Incentive	\$46,952	Supplemental bonus at the discretion of the Athletic Director in consultation with Head Coach Tedford, per terms of contract.
<b>TRAINA, SAMUEL JUSTIN UCM</b>		
<b>VICE CHANCELLOR – RESEARCH AND DEAN OF THE GRADUATE SCHOOL</b>		
Stipend	\$15,833	Current appointment of Vice Chancellor – Research and Dean of the Graduate Division. Administrative stipend, 18.8 percent of annual base pay while serving additionally as Acting Provost and Executive Vice Chancellor. Monthly stipend of \$3,167.
Executive Disability		Per policy, eligible and vested (July 2011).
<b>TRAN, TU M. UCOP</b>		
<b>ASSISTANT VICE PRESIDENT, BUSINESS OPERATIONS</b>		
Annual Base	\$203,700	Per policy, appointment of and compensation for Tu Tran as the Assistant Vice President - Business Operations with an annual base salary of \$203,700. This position is classified in the MSP personnel program. The action was approved by the Regents on 11/26/12.
<b>TURTELTAUB, RHEA P UCLA</b>		
<b>VICE CHANCELLOR – EXTERNAL AFFAIRS</b>		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>VIVIANO, PAUL UCSD</b>		
<b>ASSOCIATE VICE CHANCELLOR – HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER</b>		
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.
Housing Allowance	\$6,000	Per policy, temporary housing allowance of \$6,000 for a period of 90 days to facilitate relocation.
<b>VLAHOV, DAVID UCSF</b>		
<b>DEAN – SCHOOL OF NURSING</b>		
Health Sciences Compensation Plan	\$60,000	Per policy, eligible to participate in Health Sciences Compensation Plan as approved by the Regents on 11/18/10.
Executive Disability		Per policy, eligible; he has not yet met five-year vesting requirement in SMG to receive benefit.

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Compensation Element

Amount Staff Comments

<b>WARD, CATHY RODGERS UCLA</b>		
<b>ASSOCIATE DIRECTOR, DEPARTMENT OF NURSING, RONALD REAGAN UCLA MEDICAL CENTER</b>		
Incentive	\$35,201	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan, with a target award of 12 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
<b>WASHINGTON, A. EUGENE UCLA</b>		
<b>VICE CHANCELLOR – HEALTH SCIENCES AND DEAN – DAVID GEFLEN SCHOOL OF MEDICINE</b>		
Health Sciences Compensation Plan	\$185,000	Per policy, eligible to participate in Health Sciences Compensation Plan as approved by the Regents in January 2010.
Relocation Allowance	\$25,750	Per policy, a relocation allowance of 25 percent (\$128,750) of base salary payable over three years. The data reflects the last installment, paid in 2012.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>WATKINS, PAUL H. UCLA</b>		
<b>SENIOR ASSOCIATE DIRECTOR, OPERATIONS – CLINICAL AND SUPPORT SERVICES, UCLA HOSPITAL SYSTEM</b>		
Clinical Enterprise Management Recognition Program	\$68,820	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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.
<b>WAUGH, SCOTT L UCLA</b>		
<b>EXECUTIVE VICE CHANCELLOR AND PROVOST</b>		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
<b>WEDDING, RANDOLPH E UCOP</b>		
<b>SENIOR MANAGING DIRECTOR – FIXED INCOME INVESTMENTS</b>		



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Amount Staff Comments

Treasurer's AIP Plan	\$397,622	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$438,467 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>WILLIAMS, KIM P LBNL</b>		
<b>CHIEF FINANCIAL OFFICER</b>		
Stipend	\$7,500	Per policy, administrative stipend for additional duties prior to and unrelated to CFO appointment (Project Leader of Financial Systems Modification Project). Stipend ended upon appointment as CFO.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>WILTON, JOHN UCB</b>		
<b>VICE CHANCELLOR – ADMINISTRATION and FINANCE</b>		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Other Benefit	\$1,700	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
<b>WINNER, CYNTHIA A. UCI</b>		
<b>CHIEF ADMINISTRATOR – CLINICAL SERVICES</b>		
Incentive	\$27,790	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 One-Time Payment	\$4,563	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>WINTERSON, JULIA ANN UCOP</b>		
<b>INVESTMENT OFFICER – PRIVATE EQUITY</b>		
Treasurer's AIP Plan	\$123,847	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$126,722 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

<b>WONG, ANNIE M UCD</b>		
<b>DIRECTOR – HEALTH SYSTEM CONTRACTS</b>		
Annual Base	\$215,076	No change to base salary for 2012 calendar year.
Clinical Enterprise Management Recognition Program	\$51,027	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2012: 23.73 percent (\$51,026.78).
Other Cash Payment	\$15,752	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>WOON, PETER UCI</b>		
<b>CONTROLLER – FINANCIAL ADMINISTRATION, MEDICAL CENTER</b>		
Incentive	\$28,541	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. 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 One-Time Payment	\$12,302	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>WU DRAGUN, DIANA UCB</b>		
<b>DEAN – UNIVERSITY EXTENSION</b>		
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
<b>YAMAMOTO, KEITH UCSF</b>		
<b>PROFESSOR/EXEC VICE DEAN-SCH OF MED/VC-RESEARCH</b>		
Annual Base	\$378,000	The Vice Chancellor – Research appointment is a SMG appointment without salary. Employee remains in the academic program with no change to academic base salary. Without salary appointment was approved by Chair of the Compensation Committee Varner (3/17/11) and President Yudof (3/15/11). While the SMG appointment is without salary, due to the academic appointment not being reported in the annual academic reporting process, it is being included this year in SMG reporting.
Stipend	\$18,900	The Vice Chancellor – Research appointment is a SMG appointment without salary. Employee remains in the academic program with no change to academic base salary. Ongoing five percent administrative stipend in recognition of VC-Research responsibilities.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2012**

Compensation Element

Amount Staff Comments

Senior Management Supplement		Ineligible due to academic appointment and without salary SMG appointment.
Executive Life		Ineligible due to academic appointment and without salary SMG appointment.
Executive Disability		Ineligible due to academic appointment and without salary SMG appointment.
Other One-Time Payment	\$1,000	Honorarium, under academic personnel policy.
<b>YAO, MIN UCSD</b>		
<b>ASSISTANT VICE CHANCELLOR – ADMINISTRATIVE COMPUTING and TELECOMMUNICATIONS</b>		
Recognition Award	\$3,900	Performance-based award for FY 2011-12 under the Staff Appreciation and Recognition (STAR) Plan.
Relocation Allowance	\$24,000	A relocation allowance of 25 percent (\$60,000) of base salary to move from Miramar, FL to San Diego, CA approved by former Chancellor Fox in December 2010. Distribution is 30 percent of \$60,000 in year 1, 40 percent in year 2, 20 percent in year 3, 10 percent in year 4.
<b>YEE, ALICE L UCOP</b>		
<b>SENIOR PORTFOLIO MANAGER</b>		
Treasurer's AIP Plan	\$176,990	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$173,343 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.
<b>YELICK, KATHERINE A LBNL</b>		
<b>ASSOCIATE LABORATORY DIRECTOR</b>		
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.
<b>YUDOF, MARK GEORGE UCOP</b>		
<b>PRESIDENT OF THE UNIVERSITY</b>		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
University Housing		Leased housing at a cost of \$11,800 per month effective 8/1/2011 through 7/31/13. Leased housing is necessary because of significant repairs and renovations required at Blake house.

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Compensation Element

Amount Staff Comments

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		Per policy, accrual of sabbatical credits as a member of tenured faculty.
House Maintenance (tel, util, etc.)	\$599	Reflects the imputed income for the President's use of University owned equipment and utilities for personal purposes.
<b>ZALBA, DIANE J UCLA</b>		
<b>DIRECTOR – PHARMACEUTICAL SERVICES</b>		
Incentive	\$31,658	Data reflected in the report is the actual award amount for 2011-12 as approved by the Administrative Oversight Committee on 9/19/12. Per policy, eligible to participate in the clinically-aligned incentive plan with a target award of 12 percent 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	\$6	Data reflects payment for paid time off amount in excess of accumulation limits.
<b>ZHANG, XIAOCHUAN UCOP</b>		
<b>DIRECTOR – HEAD OF CREDIT RESEARCH – FIXED INCOME INVESTMENTS</b>		
Annual Base	\$213,460	Per policy, a promotional appointment of and compensation for Xiaochuan (Sharon) Zhang as the Director – Head of Credit Research, Fixed Income Investments with a 15 percent increase in base salary (\$27,789), resulting in an annual base salary of \$213,460. This position is classified in the MSP personnel program. The action was approved by President Yudof on 2/22/12.
Stipend	\$1,547	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 stipend reflected on the report is for December 1, 2011 to December 31, 2011, which was paid on January 2012. The stipend ended on December 31, 2011.
Treasurer's AIP Plan	\$129,781	On 8/30/2012, the Administrative Oversight Committee approved the incentive payout award of \$147,370 for FY 2011-12. 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, plus interest based on the Short-Term Investment Pool (STIP) rate of return). The data reflected in the report is the actual incentive award received for 2012, which may not match the approved incentive award for the current plan year.