

ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2013: 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 certain highly compensated non-SMG employees who met the report criteria. The report is posted on UC websites (including <http://compensation.universityofcalifornia.edu/reports.html>) to ensure public access to the information. The report adheres to a broad definition of compensation adopted by the Board of Regents.

Specifically, this report provides compensation information for calendar year 2013 for the following employees who were active employees as of December 31, 2013: (1) all incumbents in the SMG personnel program, regardless of their total cash compensation; (2) all incumbents serving in an SMG position in any 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 cash compensation exceeds the current Indexed Compensation Level, (ICL); and (5) incumbents in "Other Specified Employees" (OSE) positions, such as athletic directors and coaches, whose total cash compensation exceeds the ICL. The current ICL is \$295,000 per year.

OBSERVATIONS

- **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 \$11.7 billion.
- **UC health sciences personnel and coaches remain the highest paid employees:** As in previous years, athletic coaches and medical center senior administrators – who are included in this report – are among the top earning employees at UC in 2013. They are paid from non-State funds. Top UC earners also include world-renowned faculty physicians paid predominantly from their clinical practice income. These academic appointees are not included in this report; however, they are included in the University's Annual Wage Report.
- **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 seen their take-home pay decrease as their contributions to health and pension plans increased.

In 2013, UC implemented a salary program for policy-covered (non-union represented) staff; however, the program excluded the following employees:

- Level One SMGs (the President of the University, all Chancellors, medical center Chief Executive Officers, and SMGs who report directly to the President and/or the Regents)
- Athletic coaches and other athletic personnel whose salaries are covered by multi-year contracts
- Level Two SMGs whose proposed base salary fell at or above the 75th percentile of their Market Reference Zone (MRZ)

The lack of salary increases over a multi-year period poses talent retention issues 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:** UC Chancellors have not received salary increases in seven years. According to the 2011 University President and Chancellor Compensation Survey conducted by Mercer Human Resources (HR) Consulting, the median salary of UC Chancellors lags the Full Comparison Group – the 26 public and private institutions designated by CPEC (California Postsecondary Education Commission) as the University's comparator group – median by 29 percent and the AAU public institutions median by 10 percent. In addition, median total cash compensation for UC Chancellors similarly lags the Full Comparison Group median by 35 percent, AAU public institutions by 19 percent, Institutions with Medical Centers by 34 percent and Private Institutions by 47 percent.

In 2013, UC Chancellors' average salaries were below the 50th percentile of the Market Reference Zone (MRZ) for base salary by 24.3 percent and by 39.7 percent with respect to the 50th percentile of the market composite for target cash compensation. An MRZ is a unique range of base salary that the University has established for each functional position in the Senior Management Group. The MRZ displays the 25th, 50th, 60th, 75th and 90th percentile base salary in the defined competitive market for each functional position. MRZs are intended to reflect the dynamic labor market in which the University competes for talent. The MRZs enable the University to systematically administer and manage the salaries of SMG members in a manner that is consistent with relevant external market comparator groups, fosters appropriate internal consistency, and facilitates budget control.

In addition, according to the UK Times 2014, the salaries of UC Chancellors fall in the bottom third as compared to other AAU institutions when a reputational ranking is incorporated into the calculation. Many institutions, particularly the privates, offer other forms of cash compensation that UC does not offer, which further exacerbates the disparity.

- **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 accomplish key priorities, such as improving patient care and safety, enhancing operational efficiency and maintaining sound financial management.
- Office of the Chief Investment Officer: Consistent with industry standards, the Office of the Chief Investment Officer (CIO) – formerly known as the Treasurer’s Office – has an annual incentive compensation plan that motivates and rewards employees responsible for maximizing long-term total investment returns while assuming appropriate levels of risk and promoting teamwork.
- Athletic Directors, Coaches and Other Athletic Positions: For athletic directors, coaches and other incumbents in athletic positions included in this report, incentive compensation is funded by athletic department revenue or other non-State revenue sources, including revenue generated from television and radio contracts, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. The incentive compensation for athletic directors, coaches and other athletic positions is typically tied to the attainment of specific goals, such as winning a national championship, and is paid only if those goals are met. As teams improve their winning records, national attention brings outside employment opportunities, which may require adjusting compensation terms to retain successful coaches. When hiring a new coach or retaining an existing coach, the market demand for their services necessarily plays a role in determining the compensation offered by the University. The compensation offered to UC coaches is also aligned with that of other coaches in the PAC-12 with comparable win/loss records.
- **No State funds used for incentives**: State funds were not used to fund incentive award payments for clinical and health sciences personnel, CIO personnel, or 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 241 employees included in this report, 89 received incentive or recognition award pay, which collectively totaled approximately \$7.9 million, or approximately .07 percent of UC’s \$11.7 billion annual payroll. Of this \$7.9 million, \$3.9 million, or 49 percent, consisted of payments from the medical enterprise’s Clinical Enterprise Management Recognition Plan (CEMRP) and other

clinical incentive plans. \$3.2 million, or 41 percent of the total incentive and recognition pay, consisted of payments under the CIO Annual Incentive Plan (AIP). Incentive awards for athletic directors, coaches, and incumbents in other athletic positions totaled approximately \$827,000, or 10 percent of the total. Recognition award program payments of approximately \$6,000 made up the remainder.

REPORT FORMAT AND CONTENT

The report includes compensation information for 241 University employees who were employed in a position that met the reportable population criteria on December 31, 2013. The report does not include employees who separated from the University prior to December 31, 2013.

The report consists of two sections: (1) a list of the employees and the compensation elements for each employee that make up their total cash compensation 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, 2013, 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 incentive plans, CEMRP and CEMRP2 ; (c) incentive awards from the CIO's 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 from the Health Sciences Compensation Plan (HSCP), per policy, from qualified outside activities such as clinical services, research and other professional activities. Because an employee's outside activities fluctuate from year to year, the HSCP payments will fluctuate accordingly. UC policy stipulates that the funds distributed from the HSCP not be derived from State sources.

Actual Stipend Received: This column reports the actual stipend total the employee received 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 the 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 amounts received by the employee in the following categories for the calendar year: base salary, incentive or recognition awards, health sciences compensation, stipend, auto allowance, other cash compensation/payments, and actual housing/relocation/recruitment allowances. The total cash compensation may not correspond with the employee's W-2 earnings because there are elements included in W-2 earnings that are not included in the University's definition of total cash compensation, such as imputed income.

Senior Management Benefits: A "Y" in this column indicates that the employee 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 of the University 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 received pay pursuant to 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 unless it has been approved as an exception to policy.

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 of the University reviewed the contents of the report.

(Attachments)



Annual Report On Executive Compensation for Calendar Year 2013

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
A PAUL ALIVISATOS*	LABORATORY DIRECTOR	LBNL	\$439,152	\$439,878				\$8,916			\$448,794	Y	N	N		N		\$1,330,000
JEFFREY A BLAIR*	LABORATORY COUNSEL	LBNL	\$274,020	\$274,472			\$6,394				\$280,866	Y	N	N	5%	N		
DONALD J DEPAOLO*	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$342,408	\$342,972							\$342,972	Y	N	N		N		
JAY D KEASLING*	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$365,196	\$365,798							\$365,798	Y	N	N		N		
GLENN D. KUBIAK	CHIEF OPERATING OFFICER	LBNL	\$310,008	\$310,008							\$310,008	Y	N	N	5%	N		
EDWARD M RUBIN	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$307,040	\$298,167							\$298,167	N	N	N		N		
HORST D SIMON*	DEPUTY LABORATORY DIRECTOR	LBNL	\$373,152	\$366,515							\$366,515	Y	N	N	5%	N		
TIMOTHY JAMES SYMONS*	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$280,248	\$280,710							\$280,710	Y	N	N	5%	N		
KIM P WILLIAMS*	CHIEF FINANCIAL OFFICER	LBNL	\$253,188	\$253,188							\$253,188	Y	N	N	5%	N		
KATHERINE A YELICK*	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$280,884	\$281,346							\$281,346	Y	N	N		N		
ANNE SAUNDERS BARBOUR*	ATHLETIC DIRECTOR	UCB	\$416,931	\$409,847	\$54,646				\$25,000		\$489,493	N	N	N		N		
GIBOR BASRI*	VICE CHANCELLOR – EQUITY AND INCLUSION	UCB	\$206,000	\$202,500							\$202,500	Y	N	N		N		
FRANKLIN SCOTT BIDDY*	VICE CHANCELLOR – UNIVERSITY RELATIONS	UCB	\$354,112	\$347,880				\$8,916			\$356,796	Y	N	N	5%	N		\$434,100
GEORGE W BRESLAUER*	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCB	\$318,373	\$312,964				\$8,916			\$321,880	Y	N	N		N		
ANDREW T BUH*	DEFENSIVE COORDINATOR – FOOTBALL	UCB	\$175,000	\$157,881					\$298,207		\$456,088	N	N	N		N	\$22,831	
LARRY D CONRAD*	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCB	\$320,000	\$252,000						\$80,000	\$332,000	N	N	N		N	\$39,204	
EDWARD J DENTON*	VICE CHANCELLOR – FACILITIES SERVICES	UCB	\$227,115	\$223,256							\$223,256	Y	N	N	5%	N		
NICHOLAS DIRKS*	CHANCELLOR	UCB	\$486,800	\$243,400				\$4,458			\$247,858	Y	Y	N		N	\$42,293	
DANIEL DYKES*	HEAD COACH – FOOTBALL	UCB	\$250,000	\$246,031				\$5,314	\$2,119,394		\$2,370,739	N	N	N		N	\$23,921	
GRAHAM R FLEMING*	VICE CHANCELLOR – RESEARCH	UCB	\$370,000	\$370,000			\$30,000				\$400,000	Y	N	N		N		\$425,950
TONY L FRANKLIN*	OFFENSIVE COORDINATOR – FOOTBALL	UCB	\$175,000	\$172,222					\$339,111		\$511,333	N	N	N		N	\$11,618	
LINDSAY GOTTLIEB*	HEAD WOMEN'S BASKETBALL COACH	UCB	\$260,000	\$223,333	\$145,000			\$5,400	\$211,667		\$585,400	N	N	N		N		
HARRY LE GRANDE*	VICE CHANCELLOR – STUDENT AFFAIRS	UCB	\$236,410	\$225,588							\$225,588	Y	N	N	5%	N		
THOMAS C LEONARD*	UNIVERSITY LIBRARIAN	UCB	\$201,880	\$198,450							\$198,450	Y	N	N		N		
MICHAEL J. MONTGOMERY*	HEAD COACH – MEN'S BASKETBALL	UCB	\$250,000	\$250,000	\$50,000			\$10,800	\$1,432,576		\$1,743,376	N	N	N		N		
CHRISTOPHER M PATTI*	CHIEF CAMPUS COUNSEL	UCB	\$247,200	\$243,000							\$243,000	Y	N	N	5%	N		
JOHN WILTON*	VICE CHANCELLOR – ADMINISTRATION AND FINANCE	UCB	\$375,000	\$375,000							\$375,000	Y	N	N	5%	N		
DIANA WU DRAGUN*	DEAN – UNIVERSITY EXTENSION	UCB	\$185,915	\$181,423							\$181,423	Y	N	N	5%	N		
JACOB A APPELSMITH*	CHIEF CAMPUS COUNSEL	UCD	\$240,000	\$59,048							\$59,048	Y	N	N	5%	N		
ADELA DE LA TORRE*	VICE CHANCELLOR – STUDENT AFFAIRS	UCD	\$243,078	\$224,055			\$14,302				\$238,357	Y	N	N		N		\$359,300
RALPH J HEXTER*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	\$360,500	\$354,375				\$8,916			\$363,291	Y	N	N		N		\$607,500

*Includes notes in the addendum.

¹⁾Total cash compensation is not intended to reflect W-2 earnings.



Annual Report On Executive Compensation for Calendar Year 2013

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
VINCENT L JOHNSON*	CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER	UCD	\$570,105	\$560,419	\$92,155						\$652,574	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	\$345,050	\$339,188				\$8,916			\$348,104	Y	N	N	5%	N		
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	\$412,000	\$405,000	\$67,718						\$472,718	Y	N	N	5%	N		\$722,800
JOHN A MEYER*	VICE CHANCELLOR – ADMINISTRATIVE AND RESOURCE MANAGEMENT	UCD	\$283,250	\$278,438							\$278,438	Y	N	N	5%	N		
MICHAEL N MINEAR*	CHIEF INFORMATION OFFICER – UC DAVIS HEALTH SYSTEM	UCD	\$319,300	\$313,875	\$56,573						\$370,448	Y	N	N	5%	N		
PRASANT MOHAPATRA*	INTERIM VICE PROVOST – INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	\$220,000	\$172,141			\$3,333		\$7,664		\$183,138	N	N	N		N		
THOMAS S NESBITT*	INTERIM VICE CHANCELLOR – HUMAN HEALTH SCIENCES AND DEAN – SCHOOL OF MEDICINE	UCD	\$302,134	\$252,134	\$91,057	\$200,734	\$5,000				\$548,925	N	N	N		N		
DENNIS F PENDLETON*	DEAN – UNIVERSITY EXTENSION	UCD	\$187,769	\$174,006							\$174,006	Y	N	N	5%	N		
ANN MADDEN RICE*	CHIEF EXECUTIVE OFFICER – UC DAVIS MEDICAL CENTER	UCD	\$800,000	\$800,000	\$159,034			\$8,916			\$967,950	Y	N	N	5%	N		
CAROL A ROBINSON*	CHIEF PATIENT CARE SERVICES OFFICER	UCD	\$298,389	\$276,716	\$49,876						\$326,592	Y	N	N	5%	N		
ALLAN D SIEFKIN*	CHIEF MEDICAL OFFICER	UCD	\$352,260	\$346,275	\$62,413						\$408,688	Y	N	N	5%	N		
MACKENZIE SMITH*	UNIVERSITY LIBRARIAN	UCD	\$231,750	\$227,813							\$227,813	Y	N	N	5%	N		
TERRY A BELMONT*	CHIEF EXECUTIVE OFFICER	UCI	\$690,000	\$674,762	\$138,000			\$8,916			\$821,678	Y	N	N	5%	N		
WENDELL C BRASE*	VICE CHANCELLOR – ADMINISTRATIVE AND BUSINESS SERVICES	UCI	\$254,240	\$249,920							\$249,920	Y	N	N	5%	N		\$300,000
RALPH V CLAYMAN*	DEAN – SCHOOL OF MEDICINE	UCI	\$401,700	\$394,875		\$100,000					\$494,875	Y	N	N		N		
MARGARET T CONK*	CHIEF STRATEGY OFFICER	UCI	\$313,326	\$282,219	\$44,664						\$326,883	N	N	N		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	\$298,700	\$288,050	\$51,253						\$339,303	Y	N	N	5%	N		
DIANE FIELDS GEOCARIS*	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCI	\$262,650	\$258,188							\$258,188	Y	N	N	5%	N		
HOWARD AARON GILLMAN*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCI	\$356,380	\$162,908				\$4,087		\$86,500	\$253,495	Y	N	N		N	\$9,982	
KAREN A GRIMLEY*	CHIEF NURSING OFFICER	UCI	\$282,220	\$277,425	\$42,000						\$319,425	Y	N	N	5%	N		
JOHN C. HEMMINGER*	VICE CHANCELLOR – RESEARCH	UCI	\$309,000	\$303,750							\$303,750	Y	N	N		N		
ALICE ISSAI*	CHIEF OPERATING OFFICER	UCI	\$383,469	\$371,570	\$63,955						\$435,525	Y	N	N	5%	N		
MEREDITH MICHAELS JED*	VICE CHANCELLOR – PLANNING AND BUDGET	UCI	\$254,693	\$250,366							\$250,366	Y	N	N	5%	N		
GREGORY R LEET*	VICE CHANCELLOR – UNIVERSITY ADVANCEMENT	UCI	\$329,600	\$324,001							\$324,001	Y	N	N	5%	N		\$498,600

*Includes notes in the addendum.

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JIMMY MATHEW MURRY*	CHIEF INFORMATION OFFICER	UCI	\$310,442	\$305,167	\$55,257						\$360,424	Y	N	N	5%	N		
THOMAS A. PARHAM*	VICE CHANCELLOR – STUDENT AFFAIRS	UCI	\$221,450	\$217,688							\$217,688	Y	N	N	5%	N		
LORELEI A. TANJI*	UNIVERSITY LIBRARIAN	UCI	\$206,000	\$202,500							\$202,500	Y	N	N	5%	N		
STEPHEN TODD ALFORD*	HEAD COACH, MEN'S BASKETBALL, INTERCOLLEGIATE ATHLETICS	UCLA	\$300,000	\$200,000	\$10,000				\$2,407,306		\$2,617,306	N	N	N		N	\$36,611	
MARTHA ARVIN*	CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES	UCLA	\$244,902	\$243,963	\$52,689		\$30,000			\$6,123	\$332,775	Y	N	N	5%	N		
GENE D. BLOCK*	CHANCELLOR	UCLA	\$416,000	\$416,000				\$8,916			\$424,916	Y	Y	N		N		
CORI RASHEL CLOSE*	HEAD COACH, WOMEN'S BASKETBALL	UCLA	\$250,000	\$250,000	\$40,000			\$519	\$147,014		\$437,533	N	N	N		N		
HEIDI M. CROOKS*	SENIOR ASSOCIATE DIRECTOR – OPERATIONS AND PATIENT CARE SERVICES, CHIEF NURSING OFFICER	UCLA	\$325,000	\$323,752	\$62,292						\$386,044	Y	N	N	5%	N		
RONALD ANTHONY DAVIS*	ASSOCIATE CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$293,531	\$287,826	\$48,448					\$25,212	\$361,486	N	N	N		N		
JAMES S ECONOMOU*	VICE CHANCELLOR – RESEARCH	UCLA	\$268,200	\$263,913							\$263,913	Y	N	N		N		
FARANAK K ELAHI*	CHIEF ADMINISTRATIVE OFFICER, MEDICINE	UCLA	\$267,800	\$257,049	\$39,000						\$296,049	N	N	N		N		
DAVID T FEINBERG*	PRESIDENT, UCLA HEALTH SYSTEM/CHIEF EXECUTIVE OFFICER, UCLA HOSPITAL SYSTEM/ASSOCIATE VICE CHANCELLOR, UCLA HEALTH SCIENCES	UCLA	\$900,000	\$896,563	\$199,203			\$8,916	\$250,000		\$1,354,682	Y	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	\$734,774	\$678,253	\$82,500				\$750,000		\$1,510,753	N	N	N		N		\$850,000
BENJAMIN CLARK HOWLAND*	FORMER HEAD COACH – MEN'S BASKETBALL	UCLA	\$300,000	\$101,138	\$25,000				\$2,165,529		\$2,291,667	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		
ADRIAN WILLIAM KLEMM*	ASSISTANT COACH, FOOTBALL	UCLA	\$250,000	\$250,000	\$25,000				\$62,083		\$337,083	N	N	N		N		
BERNADETTE LODGE-LEMON*	DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM	UCLA	\$255,425	\$244,563	\$35,959				\$15,658		\$296,180	N	N	N		N		
MOHAMMED H MAHDI MAHBOUBA*	CHIEF INFORMATICS OFFICER, MEDICAL INFORMATION TECHNOLOGY SERVICES, UCLA HEALTH SCIENCES	UCLA	\$288,395	\$282,787	\$42,000					\$24,769	\$349,556	N	N	N		N		
NOEL SCOTT MAZZONE*	ASSISTANT COACH, FOOTBALL	UCLA	\$250,000	\$250,000	\$25,000				\$188,750		\$463,750	N	N	N		N		
VIRGINIA A. MCFERRAN*	CHIEF INFORMATION OFFICER – UCLA HEALTH SCIENCES	UCLA	\$354,300	\$347,216	\$65,933						\$413,149	Y	N	N	5%	N		
JANINA MONTERO*	VICE CHANCELLOR – STUDENT AFFAIRS	UCLA	\$243,100	\$237,375							\$237,375	Y	N	N	5%	N		\$639,200

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JAMES LAWRENCE MORA*	HEAD COACH, FOOTBALL	UCLA	\$300,000	\$300,000	\$200,000				\$1,856,504		\$2,356,504	N	N	N		N		
SANTIAGO MUNOZ III*	EXECUTIVE DIRECTOR, STRATEGY AND BUSINESS DEVELOPMENT, UCLA HEALTH SYSTEM	UCLA	\$330,000	\$318,992	\$59,878				\$3,212		\$382,082	N	N	N		N		
JOHN SHANNON O'KELLEY*	CHIEF OPERATING OFFICER, UCLA HEALTH SYSTEM	UCLA	\$532,600	\$521,924	\$91,346						\$613,270	Y	N	N	5%	N		
STEVEN A. OLSEN	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCLA	\$316,842	\$316,842							\$316,842	Y	N	N	5%	N		\$709,400
JACK J POWAZEK*	ADMINISTRATIVE VICE CHANCELLOR	UCLA	\$291,800	\$284,790							\$284,790	Y	N	N	5%	N		
KEVIN S. REED*	VICE CHANCELLOR – LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL	UCLA	\$272,900	\$268,583							\$268,583	Y	N	N	5%	N		
J THOMAS ROSENTHAL*	CHIEF MEDICAL OFFICER, UCLA HEALTH SYSTEM	UCLA	\$475,000	\$450,849	\$82,705						\$533,554	Y	N	N		N		
JUDITH ROTHMAN*	ASSOCIATE VICE CHANCELLOR – MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN – SCHOOL OF MEDICINE	UCLA	\$275,500	\$266,100	\$51,273						\$317,373	Y	N	N	5%	N		\$966,650
MICHAEL JEROME SAUK*	CHIEF OF APPLICATIONS, MEDICAL IT SERVICES	UCLA	\$285,000	\$268,276	\$39,451					\$17,196	\$324,923	N	N	N		N		
JOHN JOSEPH SAVAGE*	HEAD COACH – BASEBALL	UCLA	\$300,000	\$282,500	\$95,000				\$273,769		\$651,269	N	N	N		N		
WAYNE DAVID SMUTZ*	DEAN – CONTINUING EDUCATION AND UCLA EXTENSION	UCLA	\$300,000	\$39,130						\$30,000	\$69,130	Y	N	N	5%	N	\$8,849	\$1,012,500
LOUIS GEORGE SPANOS*	FORMER ASSISTANT COACH, FOOTBALL	UCLA	\$250,000	\$250,000	\$25,000				\$310,000		\$585,000	N	N	N		N		
MARK A SPEARE*	SENIOR ASSOCIATE DIRECTOR – MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES	UCLA	\$333,715	\$318,241	\$62,099				\$11,516		\$391,856	N	N	N		N		
PAUL A STATON*	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$463,500	\$453,966	\$86,251						\$540,217	Y	N	N	5%	N		
VIRGINIA STEEL*	UNIVERSITY LIBRARIAN	UCLA	\$244,600	\$93,054						\$24,460	\$117,514	Y	N	N	5%	N	\$30,194	\$1,330,000
RHEA P TURTELTAUB*	VICE CHANCELLOR – EXTERNAL AFFAIRS	UCLA	\$337,900	\$328,295				\$8,916			\$337,211	Y	N	N	5%	N		
JEFFERY WADE ULBRICH*	ASSISTANT COACH, FOOTBALL	UCLA	\$250,000	\$229,583	\$25,000				\$110,417		\$365,000	N	N	N		N		
A. EUGENE WASHINGTON*	VICE CHANCELLOR – HEALTH SCIENCES AND DEAN – DAVID GEFFEN SCHOOL OF MEDICINE	UCLA	\$530,500	\$521,458		\$185,000					\$706,458	Y	N	N		N		
PAUL H. WATKINS*	CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA – UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	\$325,000	\$328,899	\$65,406						\$394,305	Y	N	N	5%	N		
SCOTT L WAUGH*	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	\$377,000	\$370,583				\$8,916			\$379,499	Y	N	N	5%	N		
ERIC LAMONE YARBER*	ASSISTANT COACH, FOOTBALL	UCLA	\$250,000	\$229,167	\$25,000				\$103,500		\$357,667	N	N	N		N		
DONALD ALLISON BARCLAY*	UNIVERSITY LIBRARIAN	UCM	\$144,200	\$141,750							\$141,750	N	N	N		N		
DANIEL MARTIN FEITELBERG*	VICE CHANCELLOR – PLANNING AND BUDGET	UCM	\$262,650	\$258,188						\$15,938	\$274,126	Y	N	N	5%	N		

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KYLE DEAN HOFFMAN*	VICE CHANCELLOR – DEVELOPMENT AND ALUMNI RELATIONS	UCM	\$225,261	\$221,434				\$8,916			\$230,350	Y	N	N	5%	N	\$136	
JANE FIORI LAWRENCE*	VICE CHANCELLOR – STUDENT AFFAIRS	UCM	\$187,254	\$184,073							\$184,073	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		
THOMAS WILLIAM PETERSON*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCM	\$269,692	\$265,110				\$8,916		\$16,365	\$290,391	Y	N	N		N	\$6,709	
SAMUEL JUSTIN TRAINA*	VICE CHANCELLOR – RESEARCH AND ECONOMIC DEVELOPMENT	UCM	\$236,900	\$216,542			\$3,167				\$219,709	Y	N	N		N		\$276,000
BARBARA H ALLEN-DIAZ*	VICE PRESIDENT – AGRICULTURAL AND NATURAL RESOURCES	UCOP	\$288,400	\$283,500							\$283,500	Y	N	N		N		
SATISH ANANTHASWAMY*	SENIOR PORTFOLIO MANAGER	UCOP	\$261,687	\$257,241	\$190,683						\$447,924	N	N	N		N		
THOMAS ANDRIOLA*	VICE PRESIDENT AND CHIEF INFORMATION OFFICER	UCOP	\$335,000	\$63,809							\$63,809	Y	N	N	5%	N		
PEGGY MCNAMARA ARRIVAS	ASSOCIATE VICE PRESIDENT – SYSTEMWIDE CONTROLLER	UCOP	\$295,000	\$295,000							\$295,000	Y	N	N	5%	N		
STEVEN VAN WALTER BECKWITH*	VICE PRESIDENT – RESEARCH AND GRADUATE STUDIES	UCOP	\$329,600	\$324,000				\$8,916			\$332,916	Y	N	N		N		\$1,300,000
NATHAN ERIC BROSTROM	EXECUTIVE VICE PRESIDENT – BUSINESS OPERATIONS	UCOP	\$375,000	\$375,000							\$375,000	Y	N	N	5%	N		
PAMELA HOPE BROWN*	VICE PRESIDENT – INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING	UCOP	\$228,700	\$4,538							\$4,538	Y	N	N	5%	N		
BRUCE W. BUTLER*	ASSOCIATE VICE PRESIDENT – CHIEF STRATEGY OFFICER	UCOP	\$220,000	\$182,417	\$14,056					\$16,583	\$213,056	Y	N	N		N		
SUSAN L. CARLSON*	VICE PROVOST – ACADEMIC PERSONNEL	UCOP	\$257,500	\$253,125							\$253,125	Y	N	N		N		
LYNDA HEE CHOI*	MANAGING DIRECTOR – ABSOLUTE RETURN	UCOP	\$278,777	\$274,040	\$240,641						\$514,681	N	N	N		N		\$523,600
WILLIAM JORDAN COAKER JR.*	SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS	UCOP	\$283,250	\$278,438	\$227,501						\$505,939	Y	N	N	5%	N		
TINA W COMBS*	DEPUTY GENERAL COUNSEL – BUSINESS AND LAND USE	UCOP	\$262,650	\$255,663							\$255,663	Y	N	N	5%	N		
WILLIAM MAURICE COOPER*	ASSOCIATE VICE PRESIDENT – CHIEF PROCUREMENT OFFICER	UCOP	\$305,000	\$258,587						\$40,000	\$298,587	Y	N	N		N	\$16,108	
MARY SHANNA CROUGHAN*	EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE	UCOP	\$186,430	\$183,008							\$183,008	Y	N	N	5%	N		
MICHELE ELISE CUCULLU*	DIRECTOR – PRIVATE EQUITY INVESTMENTS	UCOP	\$219,860	\$156,574	\$139,882						\$296,456	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 VICE PRESIDENT – ACADEMIC AFFAIRS	UCOP	\$350,000	\$350,000							\$350,000	Y	N	N		N		
STEVEN ARNOLD DROWN*	DEPUTY GENERAL COUNSEL – EDUCATIONAL AFFAIRS, CAMPUS SERVICES, AND PUBLIC ACCOUNTABILITY AND GOVERNANCE	UCOP	\$262,650	\$168,360							\$168,360	Y	N	N	5%	N		

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DWAINE BRIAN DUCKETT*	VICE PRESIDENT – HUMAN RESOURCES	UCOP	\$309,000	\$303,750				\$8,916			\$312,666	Y	N	N	5%	N		\$989,100
JOHN G. FALLE*	ASSOCIATE VICE PRESIDENT – FEDERAL GOVERNMENT RELATIONS	UCOP	\$278,100	\$273,375							\$273,375	Y	N	N	5%	N		
EDMOND FONG*	DIRECTOR – ABSOLUTE RETURNS GROUP	UCOP	\$219,862	\$216,126	\$166,797					\$7,142	\$390,065	N	N	N		N		
WILLIAM E. FROST*	ASSOCIATE VICE PRESIDENT – ACADEMIC PROGRAMS AND STRATEGIC INITIATIVES	UCOP	\$214,200	\$211,750							\$211,750	N	N	N		N		
GLORIA BROWNING GIL*	MANAGING DIRECTOR – REAL ESTATE	UCOP	\$288,390	\$283,490	\$162,334						\$445,824	N	N	N		N		\$726,200
ANITA P. GURSAHANI*	ASSOCIATE VICE PRESIDENT – LABORATORY OPERATIONS	UCOP	\$288,400	\$271,500							\$271,500	Y	N	N	5%	N		
STEPHEN JAMES HANDEL	ASSOCIATE VICE PRESIDENT, UNDERGRADUATE ADMISSIONS	UCOP	\$200,000	\$57,575							\$57,575	N	N	N		N		
BRIAN JOSEPH JOHNSON*	DIRECTOR, REAL ASSETS, OFFICE OF THE TREASURER	UCOP	\$219,860	\$216,124	\$153,478						\$369,602	N	N	N		N		
STEVE JUAREZ*	ASSOCIATE VICE PRESIDENT AND DIRECTOR, STATE GOVERNMENT RELATIONS	UCOP	\$252,770	\$239,488				\$8,916			\$248,404	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	\$254,925	\$250,594							\$250,594	Y	N	N	5%	N		
PATRICK JAMES LENZ*	VICE PRESIDENT – BUDGET AND CAPITAL RESOURCES	UCOP	\$309,000	\$303,750				\$8,916			\$312,666	Y	N	N	5%	N		
AILEEN LIU*	INVESTMENT OFFICER	UCOP	\$191,241	\$187,992	\$122,156						\$310,148	N	N	N		N		
GLENN LAWRENCE MARA	VICE PRESIDENT – LABORATORY MANAGEMENT	UCOP	\$367,000	\$367,000				\$8,916			\$375,916	Y	N	N	5%	N		
DAVID B. MCCALLEN*	ASSOCIATE VICE PRESIDENT – LABORATORY PROGRAMS	UCOP	\$300,000	\$261,955							\$261,955	Y	N	N	5%	N		
ALISON MARGARET MUDDITT*	DIRECTOR – UNIVERSITY OF CALIFORNIA PRESS	UCOP	\$269,100	\$254,981						\$30,613	\$285,594	Y	N	N	5%	N		
JANET ANN NAPOLITANO*	PRESIDENT OF THE UNIVERSITY	UCOP	\$570,000	\$97,261				\$1,521		\$142,500	\$241,282	Y	Y	N	5%	N	\$20,248	
CATHRYN L NATION*	ASSOCIATE VICE PRESIDENT – HEALTH SCIENCES	UCOP	\$235,000	\$202,262							\$202,262	Y	N	N	5%	N		
RACHEL NOSOWSKY*	DEPUTY GENERAL COUNSEL – HEALTH LAW AND	UCOP	\$267,800	\$252,000			\$13,438				\$265,438	Y	N	N	5%	N		
GEOFFREY A O'NEILL*	ASSISTANT VICE PRESIDENT – INSTITUTIONAL ADVANCEMENT	UCOP	\$183,855	\$180,731							\$180,731	Y	N	N	5%	N		
DEBORA OBLEY*	ASSOCIATE VICE PRESIDENT – BUDGET OPERATIONS	UCOP	\$217,932	\$206,480							\$206,480	Y	N	N	5%	N		
KAREN JENSEN PETRULAKIS*	CHIEF DEPUTY GENERAL COUNSEL AND DEPUTY GENERAL COUNSEL – LITIGATION	UCOP	\$272,000	\$267,000							\$267,000	Y	N	N	5%	N		
TIMOTHY JACOB RECKER*	MANAGING DIRECTOR – PRIVATE EQUITY INVESTMENTS	UCOP	\$278,239	\$273,512	\$241,749						\$515,261	N	N	N		N		

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MICHAEL REESE*	ASSOCIATE VICE PRESIDENT – BUSINESS OPERATIONS	UCOP	\$243,389	\$239,254			\$17,500				\$256,754	Y	N	N	5%	N		
CHARLES F. ROBINSON	GENERAL COUNSEL AND VICE PRESIDENT – 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	\$253,689	\$249,379				\$8,916			\$258,295	Y	N	N	5%	N		\$589,650
DANIEL C. SAMPSON*	ASSISTANT VICE PRESIDENT – FINANCIAL SERVICES AND CONTROLS	UCOP	\$241,556	\$237,451							\$237,451	Y	N	N	5%	N		
DAVID W. SCHROEDER*	SENIOR PORTFOLIO MANAGER	UCOP	\$277,709	\$272,990	\$232,396						\$505,386	N	N	N		N		
MELVIN L. STANTON*	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	\$316,004	\$310,635	\$335,725						\$646,360	Y	N	N	5%	N		
STEVEN L. STERMAN*	SENIOR PORTFOLIO MANAGER, CREDIT SECTOR	UCOP	\$277,709	\$272,990	\$65,646					\$25,839	\$364,475	N	N	N		N		
JOHN DAVID STOBO*	SENIOR VICE PRESIDENT – HEALTH SCIENCES AND SERVICES	UCOP	\$580,000	\$580,000	\$115,988			\$8,916			\$704,904	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		
MARY LYNN TIERNEY*	ASSOCIATE VICE PRESIDENT – COMMUNICATIONS	UCOP	\$246,170	\$241,988							\$241,988	Y	N	N	5%	N		
TU M. TRAN*	ASSOCIATE VICE PRESIDENT – BUSINESS OPERATIONS	UCOP	\$203,700	\$203,700							\$203,700	N	N	N		N		
WILLIAM TINSLEY TUCKER*	EXECUTIVE DIRECTOR – INNOVATION ALLIANCES AND SERVICES	UCOP	\$195,494	\$192,173							\$192,173	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		
RANDOLPH E. WEDDING*	SENIOR MANAGING DIRECTOR – FIXED INCOME INVESTMENTS	UCOP	\$374,500	\$374,500	\$423,517						\$798,017	Y	N	N	5%	N		
JULIA ANN WINTERSON*	INVESTMENT OFFICER – PRIVATE EQUITY	UCOP	\$219,860	\$206,862	\$146,286						\$353,148	N	N	N		N		
ALLISON M. WOODALL*	DEPUTY GENERAL COUNSEL – LABOR, EMPLOYMENT AND BENEFITS	UCOP	\$245,000	\$225,537							\$225,537	Y	N	N	5%	N		
DEBORAH WYLIE*	ASSOCIATE VICE PRESIDENT – CAPITAL RESOURCES MANAGEMENT	UCOP	\$197,820	\$187,425							\$187,425	Y	N	N	5%	N		
ALICE L. YEE*	SENIOR PORTFOLIO MANAGER	UCOP	\$208,826	\$205,278	\$175,512						\$380,790	N	N	N		N		
XIAOCHUAN ZHANG*	DIRECTOR – HEAD OF CREDIT RESEARCH – FIXED INCOME INVESTMENTS	UCOP	\$219,864	\$216,128	\$138,514						\$354,642	N	N	N		N		
DAVID ERIK BERGQUIST*	INTERIM CHIEF CAMPUS COUNSEL	UCR	\$221,450	\$197,271			\$23,333				\$220,604	N	N	N		N		
SHARON A. DUFFY*	DEAN – UNIVERSITY EXTENSION	UCR	\$206,000	\$193,167							\$193,167	Y	N	N		N		
PETER A. HAYASHIDA*	VICE CHANCELLOR – UNIVERSITY ADVANCEMENT	UCR	\$286,200	\$273,833				\$8,916			\$282,749	Y	N	N	5%	N		\$409,500
STEVEN L. MANDEVILLE-GAMBLE*	UNIVERSITY LIBRARIAN	UCR	\$206,000	\$152,500							\$152,500	Y	N	N	5%	N	\$20,752	

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GLENN RICHARD OLDS*	VICE CHANCELLOR – HEALTH AFFAIRS AND DEAN – SCHOOL OF MEDICINE	UCR	\$540,750	\$531,563	\$100,000						\$631,563	Y	N	N		N		
MICHAEL J. PAZZANI*	VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT	UCR	\$297,670	\$292,612						\$36,125	\$328,737	Y	N	N		N	\$3,498	\$660,000
DALLAS L. RABENSTEIN*	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCR	\$314,150	\$308,813							\$308,813	Y	N	N		N		
CHARLES J ROWLEY*	INTERIM VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES	UCR	\$244,213	\$233,030			\$7,033				\$240,063	N	N	N		N		
JAMES W. SANDOVAL*	VICE CHANCELLOR – STUDENT AFFAIRS	UCR	\$228,791	\$217,771							\$217,771	Y	N	N	5%	N		
KIM ARTHUR WILCOX*	CHANCELLOR	UCR	\$354,000	\$101,908				\$2,398			\$104,306	Y	Y	N		N	\$14,597	
GLENN E LUCAS*	EXECUTIVE VICE CHANCELLOR	UCSB	\$302,099	\$290,828				\$8,916			\$299,744	Y	N	N		N		
CARDELLA DENISE STEPHENS	UNIVERSITY LIBRARIAN	UCSB	\$206,000	\$202,500							\$202,500	Y	N	N	5%	N		
MICHAEL S WITHERELL	VICE CHANCELLOR FOR RESEARCH	UCSB	\$276,555	\$264,456							\$264,456	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	\$220,317	\$210,507							\$210,507	Y	N	N	5%	N		
GEORGE R BLUMENTHAL*	CHANCELLOR	UCSC	\$310,000	\$310,000				\$8,916			\$318,916	Y	Y	N		N		
SCOTT A BRANDT*	VICE CHANCELLOR – RESEARCH	UCSC	\$290,000	\$165,692			\$4,696		\$7,050		\$177,438	Y	N	N		N		
M ELIZABETH COWELL*	INTERIM UNIVERSITY LIBRARIAN	UCSC	\$175,100	\$136,076	\$580		\$3,011				\$139,667	N	N	N		N		
MARGARET L DELANEY*	VICE CHANCELLOR – PLANNING AND BUDGET	UCSC	\$210,274	\$206,702							\$206,702	Y	N	N		N		
MARY M DOYLE*	VICE CHANCELLOR – INFORMATION TECHNOLOGY	UCSC	\$220,420	\$216,675							\$216,675	Y	N	N	5%	N		\$945,000
ALISON GALLOWAY*	CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	\$272,950	\$268,312							\$268,312	Y	N	N		N		
SARAH CHRISTINA LATHAM*	VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	\$226,600	\$222,750							\$222,750	Y	N	N	5%	N	\$1,446	\$662,350
LYNDA ROGERS*	DEAN – UNIVERSITY EXTENSION	UCSC	\$169,950	\$167,063							\$167,063	Y	N	N	5%	N		
CAROLE ROSEMARIE ROSSI*	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSC	\$221,450	\$217,687							\$217,687	Y	N	N	5%	N		\$685,000
JEFFREY JAY SHILLING*	VICE CHANCELLOR – UNIVERSITY RELATIONS, INTERIM	UCSC	\$227,046	\$206,722	\$4,000						\$210,722	N	N	N		N		
EDWARD BABAKANIAN*	CHIEF INFORMATION OFFICER – UCSD HEALTH SCIENCES	UCSD	\$332,900	\$320,339	\$41,701						\$362,040	Y	N	N	5%	N		
MARGARITA M BAGGETT*	CHIEF CLINICAL AND SUPPORT SERVICES OFFICER	UCSD	\$343,917	\$332,201	\$38,420		\$5,040		\$500		\$376,161	Y	N	N	5%	N		
DAVID ALLEN BRENNER*	VICE CHANCELLOR – HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE	UCSD	\$536,630	\$527,513		\$220,000					\$747,513	Y	N	N		N		\$2,660,000
SANDRA A BROWN*	VICE CHANCELLOR – RESEARCH	UCSD	\$298,700	\$293,625							\$293,625	Y	N	N		N		

*Includes notes in the addendum.

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Annual Report On Executive Compensation for Calendar Year 2013

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
JOHN DUNCAN CAMPBELL*	MEDICAL GROUP EXECUTIVE DIRECTOR	UCSD	\$257,500	\$252,485	\$35,843				\$500		\$288,828	Y	N	N	5%	N		
LORI R DONALDSON*	CHIEF FINANCIAL OFFICER – UCSD MEDICAL CENTER	UCSD	\$329,600	\$323,197	\$42,688						\$365,885	Y	N	N	5%	N		
RONALDO G. ESPIRITU*	ASSOCIATE VICE CHANCELLOR FOR HEALTH SCIENCES – BUSINESS AND FISCAL AFFAIRS	UCSD	\$275,731	\$271,046	\$34,333						\$305,379	N	N	N		N		
LINDA S GREENE*	VICE CHANCELLOR EQUITY, DIVERSITY AND INCLUSION	UCSD	\$257,500	\$231,385						\$15,000	\$246,385	Y	N	N	5%	N	\$67,292	
ALAN CRAIG HOUSTON*	INTERIM VICE CHANCELLOR STUDENT AFFAIRS	UCSD	\$185,000	\$161,783			\$3,000				\$164,783	N	N	N		N		
PRADEEP K KHOSLA*	CHANCELLOR	UCSD	\$411,084	\$411,084				\$8,916		\$25,693	\$445,693	Y	Y	N		N		
MARGARET S LEINEN*	VICE CHANCELLOR MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	\$310,000	\$51,667						\$19,375	\$71,042	Y	N	N		N	\$3,879	
GARY CLIFFORD MATTHEWS*	VICE CHANCELLOR – RESOURCE MANAGEMENT AND PLANNING	UCSD	\$283,250	\$278,437							\$278,437	Y	N	N	5%	N		
DANIEL W PARK*	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	\$257,500	\$253,125					\$3,200		\$256,325	Y	N	N	5%	N		
STEVEN RELYEA*	VICE CHANCELLOR – EXTERNAL AND BUSINESS AFFAIRS	UCSD	\$303,850	\$298,687				\$8,916			\$307,603	Y	N	N	5%	N		
BRIAN E. SCHOTTLAENDER*	UNIVERSITY LIBRARIAN	UCSD	\$258,736	\$252,340							\$252,340	Y	N	N	5%	N		\$351,000
ANGELA LYNN SCIOSCIA*	CHIEF MEDICAL OFFICER	UCSD	\$413,030	\$395,096	\$50,815						\$445,911	Y	N	N	5%	N		
SURESH SUBRAMANI*	EXECUTIVE VICE CHANCELLOR – ACADEMIC AFFAIRS	UCSD	\$360,500	\$354,375				\$8,916			\$363,291	Y	N	N		N		
PAUL VIVIANO*	ASSOCIATE VICE CHANCELLOR – HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER	UCSD	\$720,000	\$716,564	\$105,667			\$8,916			\$831,147	Y	N	N	5%	N		
MARY LINDENSTEIN WALSHOK*	ASSOCIATE VICE CHANCELLOR – EXTENDED STUDIES AND PUBLIC SERVICE, DEAN – UNIVERSITY EXTENSION	UCSD	\$188,400	\$176,358							\$176,358	Y	N	N	5%	N		
JOSHUA S ADLER*	CHIEF MEDICAL OFFICER, MEDICAL CENTER	UCSF	\$391,400	\$369,652	\$71,852						\$441,504	Y	N	N	5%	N		
SHEILA E ANTRUM*	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER	UCSF	\$319,000	\$317,782	\$56,729						\$374,511	Y	N	N	5%	N		
JENNIFER P. ARNETT*	ASSOCIATE VICE CHANCELLOR – UNIVERSITY DEVELOPMENT	UCSF	\$335,000	\$304,375	\$1,070					\$6,729	\$312,174	N	N	N		N		
KATHLEEN A BALESTRERI*	EXECUTIVE DIRECTOR – PATIENT SERVICES, MEDICAL CENTER	UCSF	\$250,290	\$245,281	\$50,625				\$14,384		\$310,290	N	N	N		N		

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Annual Report On Executive Compensation for Calendar Year 2013

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/Payments/Received	Actual Housing Relocation/Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
JOSEPH BENGFORT*	ASSOCIATE VICE CHANCELLOR/CHIEF INFORMATION OFFICER	UCSF	\$390,885	\$350,296	\$68,750						\$419,046	N	N	N		N		
JEFFREY A BLUESTONE*	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	\$396,859	\$390,116		\$52,300		\$8,916			\$451,332	Y	N	N		N		\$750,000
ELIZABETH A BOYD*	ASSOCIATE VICE CHANCELLOR/CHIEF ETHICS AND COMPLIANCE OFFICER	UCSF	\$236,900	\$232,875							\$232,875	Y	N	N	5%	N		
KAREN A BUTTER SUSAN D DESMOND-HELLMANN*	UNIVERSITY LIBRARIAN AND ASSISTANT VICE CHANCELLOR	UCSF	\$255,131	\$250,796							\$250,796	Y	N	N	5%	N		
	CHANCELLOR	UCSF	\$450,000	\$450,000				\$8,916			\$458,916	Y	Y	N		N		
REECE I FAWLEY*	EXECUTIVE DIRECTOR – HEALTH PLAN STRATEGY AND TRANSPLANTATION, MEDICAL CENTER	UCSF	\$305,601	\$299,487	\$58,697						\$358,184	N	N	N		N		
JOHN B FORD*	VICE CHANCELLOR – UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS	UCSF	\$395,400	\$395,400				\$8,916			\$404,316	Y	N	N	5%	N	\$35,209	
JOHN P HARRIS*	DIRECTOR – STRATEGIC DEVELOPMENT	UCSF	\$250,000	\$295,279	\$52,877						\$348,156	N	N	N	5%	N		
SAMUEL HAWGOOD*	DEAN – SCHOOL OF MEDICINE/VICE CHANCELLOR – MEDICAL AFFAIRS	UCSF	\$463,500	\$455,625		\$195,475					\$651,100	Y	N	N		N		
MICHAEL A HINDERY*	VICE DEAN – ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE	UCSF	\$345,050	\$339,188	\$70,350						\$409,538	Y	N	N	5%	N		
PAMELA LOU HUDSON*	EXECUTIVE DIRECTOR – CLINICAL INFORMATION SYSTEMS, MEDICAL CENTER	UCSF	\$339,900	\$333,105	\$65,450						\$398,555	N	N	N		N		
KENNETH M JONES*	CHIEF OPERATING OFFICER, MEDICAL CENTER	UCSF	\$564,028	\$552,741	\$99,846						\$652,587	Y	N	N	5%	N		
MARK R LARET*	CHIEF EXECUTIVE OFFICER, MEDICAL CENTER	UCSF	\$935,000	\$931,424	\$211,933			\$8,916	\$300,000		\$1,452,273	Y	N	N	5%	N		
CYNTHIA G LIMA*	EXECUTIVE DIRECTOR – MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER	UCSF	\$292,520	\$286,675	\$59,167						\$345,842	N	N	N		N		
TIMOTHY M MAHANEY*	EXECUTIVE DIRECTOR – FACILITIES AND SUPPORT SERVICES, MEDICAL CENTER	UCSF	\$292,520	\$286,675	\$55,688						\$342,363	N	N	N		N		
DAVID R. MORGAN*	EXECUTIVE DIRECTOR – AMBULATORY CARE SERVICES, MEDICAL CENTER	UCSF	\$291,902	\$286,063	\$52,807				\$7,837		\$346,707	N	N	N		N		
J RENEE NAVARRO*	VICE CHANCELLOR – DIVERSITY AND OUTREACH	UCSF	\$270,000	\$270,000			\$11,250				\$281,250	Y	N	N	5%	N		
DAVID ODATO*	ASSOCIATE VICE CHANCELLOR – HUMAN RESOURCES/CHIEF ADMINISTRATIVE OFFICER – MEDICAL CENTER	UCSF	\$345,050	\$338,099	\$65,102				\$14,558		\$417,759	N	N	N		N		

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Annual Report On Executive Compensation for Calendar Year 2013

Name	Working Title	Loc	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Compensation Plan Received	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Housing Relocation/ Recruitment Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	University Provided Housing	Severance Benefits	Sr Mgmt Supplemental Benefit	Additional Post-Retirement Benefits	Reimburse Moving Costs	University-Provided Home Mortgage
JOHN E PLOTTS	SENIOR VICE CHANCELLOR – FINANCE AND ADMINISTRATION	UCSF	\$350,000	\$350,000							\$350,000	Y	N	N	5%	N		
GRETA SCHNETZLER*	CHIEF CAMPUS COUNSEL	UCSF	\$252,350	\$227,229							\$227,229	Y	N	N	5%	N		
KIMBERLY SCURR*	EXECUTIVE DIRECTOR – UCSF BENIOFF CHILDREN'S HOSPITAL	UCSF	\$252,356	\$247,306	\$53,767		\$37,216		\$12,569		\$350,858	N	N	N		N		
BARRIE E STRICKLAND*	CHIEF FINANCIAL OFFICER, MEDICAL CENTER	UCSF	\$463,500	\$454,234	\$90,600						\$544,834	Y	N	N	5%	N		
DANIEL WANDRES*	CHIEF PHARMACY OFFICER, MEDICAL CENTER	UCSF	\$296,486	\$288,912	\$31,919					\$24,115	\$344,946	N	N	N		N		
ELIZABETH WATKINS*	DEAN – GRADUATE DIVISION/VICE CHANCELLOR – STUDENT ACADEMIC AFFAIRS	UCSF	\$250,000	\$217,000							\$217,000	N	N	N		N		
KEITH YAMAMOTO*	PROFESSOR/EXECUTIVE VICE DEAN – SCHOOL OF MEDICINE/VICE CHANCELLOR – RESEARCH	UCSF	\$378,000	\$378,000			\$18,900				\$396,900	N	N	N		N		

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Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
ADLER, JOSHUA S. UCSF		
CHIEF MEDICAL OFFICER, MEDICAL CENTER		
Annual Base Salary as of Dec 31	\$391,400	Effective 5/28/13, Mr. Adler received an 8.6 percent equity increase, increasing his base salary from \$350,000 to \$380,000. Effective 7/7/13, Mr. Adler received a 3 percent across-the-board salary increase, consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. Mr. Adler's base salary increased from \$380,000 to \$391,400.
Clinical Enterprise Management Recognition Program	\$71,852	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
ALFORD, STEPHEN TODD UCLA		
HEAD COACH, MEN'S BASKETBALL, INTERCOLLEGIATE ATHLETICS		
Annual Base Salary as of Dec 31	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$28,358	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$1,533,333	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Temporary Housing	\$5,294	Per policy, reimbursement for the costs of temporary lodging and meals for 30 days.
Other One-Time Payment	\$845,615	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$1,302	Reflects taxable benefit reported on W-2 form for UCLA sporting events tickets.
Other Benefit	\$14,302	Per contract, data reflects the imputed income for the courtesy vehicles.
Other Benefit	\$92	Athletic Event --Hoops Gala
Moving Expenses - Family's Move	\$1,312	Airfares -- trips for family to relocate from New Mexico to Los Angeles.
Moving Expenses - Moving Services	\$30,005	Moving company charges -- from New Mexico to Los Angeles.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
ALIVISATOS, A PAUL LBNL		
LABORATORY DIRECTOR		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Senior Management Supplemental Benefit Program		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. 2013 Administrative Fund net allocation: \$35,232.14.
Annual Base Salary Received	\$439,878	Actual compensation received includes \$726 retroactive pay due to 10/01/12 across the board increase given in 2013.
ALLEN-DIAZ, BARBARA H. UCOP		
VICE PRESIDENT – AGRICULTURAL AND NATURAL RESOURCES		
Annual Base Salary as of Dec 31	\$288,400	Effective 7/1/13, Ms. Allen-Diaz received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
ANANTHASWAMY, SATISH UCOP		
SENIOR PORTFOLIO MANAGER		
Annual Base Salary as of Dec 31	\$261,687	Effective 7/1/13, Mr. Ananthaswamy received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$190,683	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$222,942 (85 percent of base salary) for FY 2012-13. Mr. Ananthaswamy's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
ANDRIOLA, THOMAS UCOP		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
VICE PRESIDENT AND CHIEF INFORMATION OFFICER		
Annual Base Salary as of Dec 31	\$335,000	Per policy, appointment of and compensation for Thomas Andriola as Chief Information Officer and Vice President-Information Technology Services with an annual base salary of \$335,000. This action was approved by the Regents effective 9/16/13.
UC Home Loan Program		Per policy, Mr. Andriola is eligible to participate in the UC Home Loan Program, but is not participating at this time.
ANTRUM, SHEILA E. UCSF		
CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$56,729	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
APPELSMITH, JACOB A. UCD		
CHIEF CAMPUS COUNSEL		
Annual Base Salary as of Dec 31	\$240,000	Per policy, an annual base salary of \$240,000 effective 9/3/13; approved by President Yudof on 7/29/13.
Senior Management Supplemental Benefit Program		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 9/3/13.
Senior Manager Life Insurance		Per policy, eligible.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$59,048	The annual base salary received reflects actual earnings from date of hire, 9/3/13, to 11/30/13.
ARNETT, JENNIFER P. UCSF		
ASSOCIATE VICE CHANCELLOR – UNIVERSITY DEVELOPMENT		
Annual Base Salary as of Dec 31	\$335,000	On 06/05/13, Chancellor Desmond-Hellmann approved a 3 percent salary increase as part of the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. In addition, an equity

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
		increase based on local equity focal point review process was approved for Ms. Arnett. Ms. Arnett's total salary increase in 2013 was approximately 18.1 percent.
Recognition Award	\$1,070	Campus-wide Staff Achievement and Recognition Program (STAR). Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$6,729	Per policy, a relocation allowance of \$42,500, which is payable over a four-year period. The amount reflects the last relocation payment that was paid out in 2013.
ARVIN, MARTHA UCLA		
CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES		
Stipend	\$30,000	Administrative stipend for filling the role of Systemwide Health Sciences Privacy Liaison for Office of Ethics, Compliance and Auditor Services (ECAS) in addition to incumbent's regular responsibilities.
Clinical Enterprise Management Recognition Program	\$52,689	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year service requirement in SMG to receive benefits.
Relocation Allowance	\$6,123	Relocation allowance of 25 percent (\$61,225) payable over four years. Data reflects the last relocation installment that was paid in 2013.
BABAKANIAN, EDWARD UCSD		
CHIEF INFORMATION OFFICER – UCSD HEALTH SCIENCES		
Annual Base Salary as of Dec 31	\$332,900	A salary adjustment of 6.5 percent was approved by President Yudof on 07/29/13 as a market-based equity and retention increase, effective 7/1/13. The salary adjustment also included the 3 percent salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Clinical Enterprise Management Recognition Program	\$41,701	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 09/30/13. 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.

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Compensation Element	Amount	Staff Comments
BAGGETT, MARGARITA M. UCSD		
CHIEF CLINICAL AND SUPPORT SERVICES OFFICER		
Annual Base Salary as of Dec 31	\$343,917	Appointment of and compensation for Chief Clinical and Support Services Officer, effective 01/01/2013. Effective 6/23/13, Ms. Baggett received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Stipend	\$5,040	Stipend for filling the role of Acting Health System Chief Operating Officer and Patient Care Services Officer for the period of 10/1/12 through 12/31/12. December stipend was paid in January 2013, and is not included in the total reported.
Clinical Enterprise Management Recognition Program	\$38,420	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 09/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target rate of 15 percent and maximum potential payout of 25 percent. Actual award amount is based on performance against pre-established goals.
BALESTRERI, KATHLEEN A. UCSF		
EXECUTIVE DIRECTOR – PATIENT SERVICES, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$50,625	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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	\$14,384	Data reflects payment for paid time off in excess of accumulation limits.
BARBOUR, ANNE SAUNDERS UCB		
ATHLETIC DIRECTOR		
Annual Base Salary as of Dec 31	\$416,931	Increase to new annual base salary effective 7/1/13 per approved contract.
Other Cash Payment	\$25,000	Approved as part of contract. Payment for Director's participation on radio show; non-base building compensation.
Other Benefit	\$2,505	Reflects taxable benefit reported on W-2 form for tickets to UC Berkeley athletic events.
Other Benefit	\$2,073	Country club membership approved as part of negotiated contract; taxable benefit reported on W-2 form.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Other Benefit	\$3,802	Courtesy vehicle approved as part of negotiated contract; taxable benefit reported on W-2 form.
Coach – Incentive	\$54,646	Discretionary incentive bonus based on key performance indicators per negotiated contract.
BARCLAY, DONALD ALLISON UCM		
UNIVERSITY LIBRARIAN		
Annual Base Salary Received	\$141,750	Effective 7/1/13, Mr. Barclay received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
BASRI, GIBOR UCB		
VICE CHANCELLOR – EQUITY AND INCLUSION		
Other Benefit	\$343	Reflects taxable benefit reported on W-2 form for 2013 football season tickets.
Annual Base Salary Received	\$202,500	Approved 3 percent increase to base salary effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
BECKWITH, STEVEN VAN WALTER UCOP		
VICE PRESIDENT – RESEARCH AND GRADUATE STUDIES		
Annual Base Salary as of Dec 31	\$329,600	Effective 7/1/13, Mr. Beckwith received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		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.
BELMONT, TERRY A. UCI		
CHIEF EXECUTIVE OFFICER		
Clinical Enterprise Management Recognition Program	\$138,000	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
BENGFORT, JOSEPH UCSF		
ASSOCIATE VICE CHANCELLOR/CHIEF INFORMATION OFFICER		
Annual Base Salary as of Dec 31	\$390,885	Promotion of Joseph Bengfort from Executive Director – Information Systems (Medical Center) into new position of Associate Vice Chancellor/Chief Information Officer over both the campus and Medical Center. Two positions were merged to create this position: Vice Chancellor-IT/CIO and Executive Director-Information Systems, reflecting a merger of campus and Medical Center IT activities. Mr. Bengfort also received a 15 percent increase in salary as part of his promotion.
Clinical Enterprise Management Recognition Program	\$68,750	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
BERGQUIST, DAVID ERIK UCR		
INTERIM CHIEF CAMPUS COUNSEL		
Annual Base Salary as of Dec 31	\$221,450	Effective 7/1/13, Mr. Bergquist received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Stipend	\$23,333	A \$35,000 annualized stipend effective 11/1/12 through 6/30/13. As of 7/1/13, base salary included the stipend amount. The stipend was approved by President Yudof on 11/29/12.
BIDDY, FRANKLIN SCOTT UCB		
VICE CHANCELLOR – UNIVERSITY RELATIONS		
Other Benefit	\$35	Reflects taxable benefit reported on W-2 form for tickets to UC Berkeley athletic events. Tickets (2) used by David Blinder, Associate Vice Chancellor-University Relations.
Annual Base Salary Received	\$347,880	Approved 9.3 percent retention salary adjustment effective 2/1/13. Effective 7/1/13, Mr. Biddy received a 0.6 percent increase to base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
BLAIR, JEFFREY A. LBNL		
LABORATORY COUNSEL		
Stipend	\$6,394	A 7 percent stipend, currently \$19,181.40 annualized, for assuming additional duties of Technology Transfer Department Head while nationwide search is conducted to fill vacancy created by the retirement of the prior incumbent. Stipend approved by President Yudof on 8/23/13.
Annual Base Salary Received	\$274,472	Actual compensation received includes \$452 retroactive pay due to 10/01/12 across the board increase processed in 2013.
BLOCK, GENE D. UCLA		
CHANCELLOR		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance.
Mortgage Origination Program Loan		Eligibility for a MOP loan to buy a home after stepping down as Chancellor, if he assumes 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 Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
BLUMENTHAL, GEORGE R. UCSC		
CHANCELLOR		
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Executive Salary Continuation for Disability		Per policy, eligible and vested (2012).
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BOYD, ELIZABETH A. UCSF		
ASSOCIATE VICE CHANCELLOR/CHIEF ETHICS AND COMPLIANCE OFFICER		
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
BRANDT, SCOTT A. UCSC		
VICE CHANCELLOR – RESEARCH		
Annual Base Salary as of Dec 31	\$290,000	Per policy, annual base salary of \$290,000, effective 12/05/13 for the Vice Chancellor - Research role. During the period of 7/1/13 through 12/4/13, Mr. Brandt served as the Interim Vice Chancellor - Research with an annual base salary of \$220,000. From 1/01/13 to 6/30/13, Mr. Brandt was in a faculty role.
Stipend	\$4,696	Academic Stipend received prior to Interim Vice Chancellor - Research and Vice Chancellor - Research appointments.
Other Cash Payment	\$7,050	Summer Compensation Research Pay received prior to Interim Vice Chancellor - Research and Vice Chancellor - Research appointments.
Executive Salary Continuation for 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.
BRASE, WENDELL C UCI		
VICE CHANCELLOR – ADMINISTRATIVE AND BUSINESS SERVICES		
Executive Salary Continuation for Disability		Per policy, eligible; he has met the five-year vesting requirement in SMG and is eligible to receive benefit.
BRENNER, DAVID ALLEN UCSD		
VICE CHANCELLOR – HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE		
Annual Base Salary as of Dec 31	\$536,630	Effective 7/1/13, Mr. Brenner received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Health Sciences Compensation Plan	\$220,000	Per policy, eligible to participate in Health Sciences Compensation Plan.
BRESLAUER, GEORGE W. UCB		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base Salary Received	\$312,964	Effective 7/1/13, Mr. Breslauer received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
BROWN, PAMELA HOPE UCOP		
VICE PRESIDENT – INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING		
Annual Base Salary as of Dec 31	\$228,700	Per policy, appointment of and compensation for Pamela Brown as Vice President - Institutional Research and Academic Planning with an annual base salary of \$228,700. This action was approved by the President effective 11/25/13.
BROWN, SANDRA A. UCSD		
VICE CHANCELLOR – RESEARCH		
Annual Base Salary as of Dec 31	\$298,700	Effective 7/1/13, Ms. Brown received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
BUH, ANDREW T. UCB		
DEFENSIVE COORDINATOR – FOOTBALL		
Other Cash Payment	\$293,207	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual payout for 2013.
Other One-Time Payment	\$5,000	One-time signing bonus per negotiated contract.
Other Benefit	\$206	Complimentary discounted tickets to UC Berkeley athletic events.

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Compensation Element	Amount	Staff Comments
Moving Expenses - Other-Excl from Total Cash Comp	\$4,032	Moving expenses - temporary housing costs. Included on W-2 as taxable moving expense.
Moving Expenses - Shipment of Household Goods	\$18,799	Moving expenses paid directly to vendor.
Annual Base Salary Received	\$157,881	Appointment effective 1/7/13. Actual payout for 2013.
BUTLER, BRUCE W. UCOP		
ASSOCIATE VICE PRESIDENT – CHIEF STRATEGY OFFICER		
Annual Base Salary as of Dec 31	\$220,000	Per policy, appointment of and compensation for Bruce Butler as Associate Vice President - Chief Strategy Officer with an annual base salary of \$220,000. This action was approved by the President effective 8/1/13. Prior to this SMG-level appointment, Mr. Butler was in an MSP position as the Executive Director – Health Care Financing and Operations. The appointment did not result in any changes to his base salary.
Clinical Enterprise Management Recognition Program	\$14,056	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
Relocation Allowance	\$16,583	Per policy, a relocation allowance of 23 percent of annual base salary (\$50,000) to offset the difference in cost of living between Colorado and California. The relocation allowance will be paid in annual installments over three years as follows: 40 percent (\$20,000) on 3/1/13, in year 1; 35 percent (\$17,500) on 3/1/14, in year 2; and 25 percent (\$12,500) on 3/1/15, in year 3. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Due to an administrative error, Mr. Butler received a total payment of \$16,583 rather than \$20,000.
CAMPBELL, JOHN DUNCAN UCSD		
MEDICAL GROUP EXECUTIVE DIRECTOR		
Annual Base Salary as of Dec 31	\$257,500	Effective 6/23/13, Mr. Campbell received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Clinical Enterprise Management Recognition Program	\$35,843	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 09/30/13. 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 Salary Continuation for 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 2013

Compensation Element	Amount	Staff Comments
CARLSON, SUSAN L. UCOP		
VICE PROVOST – ACADEMIC PERSONNEL		
Annual Base Salary as of Dec 31	\$257,500	Effective 7/1/13, Vice Provost Carlson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		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.
CHOI, LYNDA HEE UCOP		
MANAGING DIRECTOR – ABSOLUTE RETURN		
Annual Base Salary as of Dec 31	\$278,777	Effective 7/1/13, Ms. Choi received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$240,641	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$237,502 (85 percent of base salary) for FY 2012-13. Ms. Choi's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
CLAYMAN, RALPH V. UCI		
DEAN – SCHOOL OF MEDICINE		
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Health Sciences Compensation Plan	\$100,000	Health Sciences Compensation Plan (HSCP) fixed amount of \$100,000 approved by the Regents in connection with his appointment as dean.
Executive Salary Continuation for 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.
CLOSE, CORI RASHEL UCLA		
HEAD COACH, WOMEN'S BASKETBALL		

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Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$122,921	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$3,093	Payout based on annual participation in summer camps approved as part of negotiated contract.
Other Benefit	\$4,176	Reflects taxable benefit reported on W-2 form for UCLA Sporting Event Tickets.
Coach Auto Allowance	\$519	Per contract, a monthly car allowance of \$450 until a vehicle becomes available. Approved by the Chancellor 10/16/13.
Coach – Incentive	\$40,000	Annual performance-based payout as part of negotiated coach's contract.
COAKER, WILLIAM JORDAN JR. UCOP		
SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS		
Annual Base Salary as of Dec 31	\$283,250	Effective 7/1/13, Mr. Coaker received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$227,501	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$217,317 (77 percent of base salary) for FY 2012-13. Mr. Coaker's target and maximum award opportunities (as a percent of base salary) are 60 percent and 120 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
COMBS, TINA W. UCOP		
DEPUTY GENERAL COUNSEL – BUSINESS AND LAND USE		
Annual Base Salary as of Dec 31	\$262,650	Per policy, a 7.1 percent market-based salary adjustment was approved by the President effective 3/1/13. Ms. Combs also received an additional 3 percent increase to base salary, effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
CONK, MARGARET T. UCI		
CHIEF STRATEGY OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$44,664	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
Standard Benefits		Position removed from Senior Management Group (SMG) Personnel Program and transferred to Manager and Senior Professional (MSP) Personnel Program, effective 7/1/13.
CONRAD, LARRY D. UCB		
ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER		
Relocation Allowance	\$80,000	Relocation allowance of 25 percent of base salary paid as a lump sum, subject to a repayment schedule if separation from UC in the first four years of employment.
Moving Expenses - Other-Excl from Total Cash Comp	\$9,562	Moving expenses - temporary housing and travel costs. Taxable moving expenses of \$7,483.73 included in W-2.
Moving Expenses - Shipment of Household Goods	\$26,658	Moving expenses paid directly to vendor.
COOPER, WILLIAM MAURICE UCOP		
ASSOCIATE VICE PRESIDENT – CHIEF PROCUREMENT OFFICER		
Annual Base Salary as of Dec 31	\$305,000	Per policy, appointment of and compensation for William Cooper as the Associate Vice President - Chief Procurement Officer with an annual base salary of \$305,000. The position of Associate Vice President - Chief Procurement Officer is a newly created position within the level two Senior Management Group and was approved by the Regents on 1/23/13.
Relocation Allowance	\$40,000	Per policy, a relocation allowance of 16.4 percent of base salary (\$50,000) to be paid in annual installments over three years as follows: The first installment of \$40,000 was paid 2/1/13; the second installment of \$5,000 will be paid on 2/1/14; and the third installment of \$5,000 will be paid on 2/1/15. Any unpaid relocation allowance installments will be forfeited at the time of separation.
COWELL, M. ELIZABETH UCSC		
INTERIM UNIVERSITY LIBRARIAN		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$175,100	Per policy, appointment of Elizabeth M. Cowell as Interim University Librarian, effective 7/15/13 with an annual base salary of \$170,000. On 10/14/13, the President approved a 3 percent across the board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14 for a resulting base salary of \$175,100, effective 7/1/13.
Stipend	\$3,011	Stipend received while in MSP position prior to being appointed Interim University Librarian.
Recognition Award	\$580	Star Award received 5/31/13 while in MSP position prior to interim appointment.
CROOKS, HEIDI M. UCLA		
SENIOR ASSOCIATE DIRECTOR – OPERATIONS AND PATIENT CARE SERVICES, CHIEF NURSING OFFICER		
Clinical Enterprise Management Recognition Program	\$62,292	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
CROUGHAN, MARY SHANNA UCOP		
EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE		
Annual Base Salary as of Dec 31	\$186,430	Effective 7/1/13, Ms. Croughan received a salary increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
CUCULLU, MICHELE ELISE UCOP		
DIRECTOR – PRIVATE EQUITY INVESTMENTS		
Annual Base Salary as of Dec 31	\$219,860	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. This position is classified in the MSP personnel program. The action was effective on 6/11/12 retroactively approved by the Regents on 7/29/13. In addition, Ms. Cucullu received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.

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Compensation Element	Amount	Staff Comments
Chief Investment Officer Annual Incentive Plan	\$139,882	On 8/30/13, the Administrative Oversight Committee approved the incentive payout award of \$133,320 (61 percent of base salary) for FY 2012-13. Ms. Cucullu's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
DAVIS, RONALD ANTHONY UCLA		
ASSOCIATE CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base Salary as of Dec 31	\$293,531	Effective 6/23/13, Mr. Davis received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Clinical Enterprise Management Recognition Program	\$48,448	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 20 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$25,212	Relocation allowance of 25 percent (\$71,250) payable over a period of four years. Data reflects second year installment payment that was received in 2013.
DE LA TORRE, ADELA UCD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base Salary as of Dec 31	\$243,078	Ms. de la Torre was appointed to the career position of Vice Chancellor-Student Affairs effective 8/1/13, ending her appointment as the Interim Vice Chancellor – Student Affairs effective 7/31/13. This action was approved by President Yudof on 8/27/13. Per policy, an annual base salary of \$243,078 effective 8/1/13, which includes the 3 percent increase consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14.
Stipend	\$14,302	A 10 percent administrative stipend approved on 07/30/12 by the Regents; duration set for one year. Stipend ended effective 7/31/13 with the appointment of Ms. de la Torre as the new Vice Chancellor-Student Affairs.
Senior Management Supplemental Benefit Program		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 2013

Compensation Element	Amount	Staff Comments
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. Will be vested effective 8/1/18.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$224,055	Annual Base Salary Received reflects earnings received while Interim Vice Chancellor-Student Affairs 12/1/12-7/31/13 (\$143,029) and earnings received as newly appointed career Vice Chancellor-Student Affairs 8/1/13-11/30/13 (\$81,026).
DELANEY, MARGARET L. UCSC		
VICE CHANCELLOR – PLANNING AND BUDGET		
Annual Base Salary as of Dec 31	\$210,274	Effective 7/1/13, Ms. Delaney received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
DENTON, EDWARD J UCB		
VICE CHANCELLOR – FACILITIES SERVICES		
Other Benefit	\$137	Reflects taxable benefit reported on W-2 form for tickets to UC Berkeley athletic events.
Annual Base Salary as of Dec 31	\$223,256	Effective 7/1/13, Mr. Denton received a salary increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
DEPAOLO, DONALD J LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base Salary as of Dec 31	\$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 Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Salary Continuation for 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.

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Compensation Element	Amount	Staff Comments
Annual Base Salary Received	\$342,972	Actual compensation received includes \$564 retroactive pay due to 10/01/12 across-the-board increase processed in 2013.
DESMOND-HELLMANN, SUSAN D. UCSF		
CHANCELLOR		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916 as approved by the Regents on 5/7/09.
Executive Salary Continuation for 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. Approved by the Regents on 5/7/09.
DIRKS, NICHOLAS UCB		
CHANCELLOR		
Executive Auto Allowance	\$4,458	Per policy, annual auto allowance payments total \$8,916; auto allowance payments received in 2013 total \$4,458 (six monthly payments of \$743).
Executive Salary Continuation for 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.
Other Benefit		Accelerated eligibility schedule for University's insured retiree health-care plans.
Administrative Fund		Per policy, eligibility for future participation in the UC Home Loan Program.
Moving Expenses - Other-Excl from Total Cash Comp	\$535	Moving expenses - airfare and transportation costs.
Moving Expenses - Shipment of Household Goods	\$41,758	Moving expenses paid directly to vendor.
DONALDSON, LORI R. UCSD		
CHIEF FINANCIAL OFFICER – UCSD MEDICAL CENTER		
Annual Base Salary as of Dec 31	\$329,600	Effective 6/23/13, Ms. Donaldson received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Clinical Enterprise Management Recognition Program	\$42,688	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
		performance against pre-established goals.
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
DORR, AIMEE UCOP		
PROVOST AND EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS		
Senior Management Supplemental Benefit Program		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.
DOYLE, MARY M. UCSC		
VICE CHANCELLOR – INFORMATION TECHNOLOGY		
Annual Base Salary as of Dec 31	\$220,420	Effective 7/1/13, Ms. Doyle received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Salary Continuation for Disability		Per policy, eligible and vested (2013).
DRAKE, MICHAEL V. UCI		
CHANCELLOR		
Senior Management Supplemental Benefit Program		Chancellor Drake is a member of tenured faculty. An exception was granted by the Regents to allow Chancellor Drake to participate in the Senior Management Supplemental Benefit Program when the program transferred from the Senior Management Severance Pay Plan (SMSPP).
Executive Salary Continuation for Disability		Per policy, eligible and vested.
University Housing		Per policy and in connection with his appointment as Chancellor, eligible for housing in the Tierney University House.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DROWN, STEVEN ARNOLD UCOP		
DEPUTY GENERAL COUNSEL – EDUCATIONAL AFFAIRS, CAMPUS SERVICES, AND PUBLIC ACCOUNTABILITY AND GOVERNANCE		

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Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$262,650	Per policy, appointment of and compensation for Steven Drown as Deputy General Counsel - Educational Affairs and Campus Services was approved by the President effective 4/8/13. An additional 3 percent increase in base salary was effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
DUCKETT, DWAIN BRIAN UCOP		
VICE PRESIDENT – HUMAN RESOURCES		
Annual Base Salary as of Dec 31	\$309,000	Effective 7/1/13, Mr. Duckett received a salary increase of 3 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
DUFFY, SHARON A. UCR		
DEAN – UNIVERSITY EXTENSION		
Annual Base Salary as of Dec 31	\$206,000	Career appointment as Dean – University Extension (effective 7/1/13) with an annual base salary of \$200,000 approved by the President, followed by a 3 percent salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		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.
DYKES, DANIEL UCB		
HEAD COACH – FOOTBALL		
Other Cash Payment	\$1,525,394	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual payout for 2013.
Other One-Time Payment	\$594,000	One-time signing bonus per negotiated contract.
Other Benefit	\$2,023	Complimentary discounted tickets to UC Berkeley athletic events.
Moving Expenses - Other-Excl from Total Cash Comp	\$2,728	Moving expenses - temporary housing costs. Included on W-2 as taxable moving expense.
Moving Expenses - Shipment of Household Goods	\$21,193	Moving expenses paid directly to vendor.
Coach Auto Allowance	\$5,314	Stipend in lieu of courtesy vehicle. Partial year payout (\$450 per month).
Annual Base Salary Received	\$246,031	Appointment effective 12/7/12. Actual payout for 2013.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
ECONOMOU, JAMES S. UCLA		
VICE CHANCELLOR – RESEARCH		
Annual Base Salary as of Dec 31	\$268,200	Incumbent holds 70 percent SMG appointment (Annual base of \$309,000) with 30 percent faculty appointment (Annual base of \$173,000). Annual base includes salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
ELAHI, FARANAK K. UCLA		
CHIEF ADMINISTRATIVE OFFICER, MEDICINE		
Annual Base Salary as of Dec 31	\$267,800	Salary adjustment of 4.3 percent effective 7/1/13 as part two of the phased approach to address equity for Ms. Elahi, approved by the Chancellor 7/26/13. Per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, an across-the-board salary increase of 3 percent, effective 7/1/13.
Incentive	\$39,000	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
ESPIRITU, RONALDO G. UCSD		
ASSOCIATE VICE CHANCELLOR FOR HEALTH SCIENCES – BUSINESS AND FISCAL AFFAIRS		
Annual Base Salary as of Dec 31	\$275,731	Effective 7/1/13, Mr. Espiritu received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Incentive	\$34,333	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 09/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target rate of 10 percent and a maximum potential payout of 15 percent. Actual award amount is based on performance against pre-established goals.
FALLE, JOHN G. UCOP		
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$278,100	Effective 7/1/13, Mr. Falle received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
FAWLEY, REECE I. UCSF		
EXECUTIVE DIRECTOR – HEALTH PLAN STRATEGY AND TRANSPLANTATION, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$58,697	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
FEINBERG, DAVID T. UCLA		
PRESIDENT, UCLA HEALTH SYSTEM/CHIEF EXECUTIVE OFFICER, UCLA HOSPITAL SYSTEM/ASSOCIATE VICE CHANCELLOR, UCLA HEALTH SCIENCES		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance.
Clinical Enterprise Management Recognition Program	\$199,203	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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	\$250,000	Annual non-base-building retention bonus to be paid on June 30 of each fiscal year. Approved by Regents in September 2010.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of the tenured faculty.
FEITELBERG, DANIEL MARTIN UCM		
VICE CHANCELLOR – PLANNING AND BUDGET		
Annual Base Salary as of Dec 31	\$262,650	Per policy, an annual base salary of \$255,000 as the Vice Chancellor – Planning and Budget, effective 6/1/13 approved by the Regents on 6/14/13. Prior to this appointment, Mr. Feitelberg was the Interim Vice Chancellor – Planning and Budget, effective 12/1/12. Mr. Feitelberg’s annual base salary in the interim role was also \$255,000. Effective 7/1/13, Mr. Feitelberg received a 3 percent salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$15,938	As an exception to policy a relocation allowance of \$63,750 (25 percent of his proposed base salary) to assist with the purchase of his home in Merced. This allowance will be payable in annual installments of 25 percent per year over four years of employment. The relocation allowance will also help offset the additional, unreimbursed costs that Mr. Feitelberg will incur in retaining his home in South San Francisco (to continue his children's education) prior to moving his family to Merced. This constituted an exception because he was not technically a new hire as he was working as the Acting Vice Chancellor – Budget and Planning. Because he only held an interim appointment, he did not relocate to Merced. This exception was approved by the Regents on 6/14/13.
FLEMING, GRAHAM R. UCB		
VICE CHANCELLOR – RESEARCH		
Stipend	\$30,000	Administrative stipend of \$30,000 to reflect temporary expanded responsibilities with LBNL's second campus initiative, approved by the Regents on 8/27/12. The stipend is effective for two years consistent with LBNL's policy on stipends.
Executive Salary Continuation for 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.
FONG, EDMOND UCOP		
DIRECTOR – ABSOLUTE RETURNS GROUP		
Annual Base Salary as of Dec 31	\$219,862	Effective 7/1/13, Mr. Fong received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$166,797	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$184,908 (84 percent of base salary) for FY 2012-13. Mr. Fong's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$7,142	This is the 4th 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.
FORD, JOHN B. UCSF		
VICE CHANCELLOR – UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916 as approved by President Yudof (8/16/12) and Chair Ruiz, Committee on Compensation (8/16/12).
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Storage of Household Goods-short-term	\$35,209	Moving expense/storage reimbursement approved by the Regents on 8/16/12 as part of new hire package (date of hire was 9/17/12). Moving/storage ended in 2013.
FRANKLIN, TONY L. UCB		
OFFENSIVE COORDINATOR – FOOTBALL		
Other Cash Payment	\$241,111	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Data reflects actual payout for 2013.
Other Cash Payment	\$72,000	Retention plan payout per negotiated contract.
Other One-Time Payment	\$26,000	One-time signing bonus per negotiated contract.
Other Benefit	\$720	Complimentary discounted tickets to UC Berkeley athletic events.
Moving Expenses - Shipment of Household Goods	\$11,618	Moving expenses paid directly to vendor.
Annual Base Salary Received	\$172,222	Appointment effective 12/7/12. Data reflects actual payout for 2013.
FRIELING, MORRIS J. UCI		
CHIEF FINANCIAL OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$51,253	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
FROST, WILLIAM E. UCOP		
ASSOCIATE VICE PRESIDENT – ACADEMIC PROGRAMS AND STRATEGIC INITIATIVES		
Annual Base Salary as of Dec 31	\$214,200	Term appointment of and compensation for William W. Frost as Interim Associate Vice President - Academic Programs and Strategic Initiatives, Agriculture and Natural Resources with a base salary of \$214,200 was approved by the President effective 8/1/13.
Senior Management Supplemental Benefit Program		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.
GALLOWAY, ALISON UCSC		
CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base Salary as of Dec 31	\$272,950	Effective 7/1/13, Ms. Galloway received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
Executive Salary Continuation for 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.
GEOCARIS, DIANE FIELDS UCI		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Executive Salary Continuation for Disability		Per policy, eligible and vested.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
GIL, GLORIA BROWNING UCOP		
MANAGING DIRECTOR – REAL ESTATE		
Annual Base Salary as of Dec 31	\$288,390	Effective 7/1/13, Ms. Gil received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$162,334	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$150,498 (52 percent of base salary) for FY 2012-13. Ms. Gil's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
GILLMAN, HOWARD AARON UCI		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base Salary as of Dec 31	\$356,380	Appointed Provost and Executive Chancellor effective 6/17/13 at an annual salary of \$346,000. Effective 7/1/13, a 3 percent increase resulting in annual salary of \$356,380 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Auto Allowance	\$4,087	Per policy, as approved by the President, and in connection with appointment as Provost and Executive Vice Chancellor, eligible to receive \$8,916 per year in executive auto allowance. In 2013, only \$4,829.50 was actually paid to employee.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$86,500	Per policy, a 25 percent relocation allowance was provided in the first year of employment with repayment terms.
Temporary Housing	\$8,274	Per policy, temporary housing provided during relocation period.
Moving Expenses - Moving Services	\$1,708	Per policy, moving expenses provided to relocate professional office and household.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
GOLDBERG, CAROLE EUDICE UCLA		
VICE CHANCELLOR – ACADEMIC PERSONNEL		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year service requirement in SMG to receive benefits.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
GOTTLIEB, LINDSAY UCB		
HEAD WOMEN'S BASKETBALL COACH		
Annual Base Salary as of Dec 31	\$260,000	Annualized base salary as of December 2013. Per contract, increase to new annual base salary effective 8/1/13.
Other Cash Payment	\$211,667	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 \$225,000 effective 8/1/13.
Other Benefit	\$1,556	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Coach Auto Allowance	\$5,400	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
Coach - Incentive	\$20,000	Discretionary bonus based on key performance indicators per negotiated contract.
Coach - Incentive	\$125,000	Performance based compensation for team and/or coach accomplishments per negotiated contract.
GREENE, LINDA S. UCSD		
VICE CHANCELLOR - EQUITY, DIVERSITY AND INCLUSION		
Annual Base Salary as of Dec 31	\$257,500	Appointment of Linda Greene as Vice Chancellor – Equity, Diversity and Inclusion with an annual base salary of \$250,000, 01/02/13. Effective 7/1/13, Ms. Greene received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$15,000	Relocation allowance of \$60,000 (24 percent of base salary) to be paid in equal installments over a four-year period. Approved by the Regents on 09/13/12. Data reflects first annual installment payment.
Temporary Housing	\$11,700	Housing allowance not to exceed \$13,500 for a period of 90 days approved by the Regents on 09/13/12.
Moving Expenses - Other-Excl from Total Cash Comp	\$1,920	\$549 for travel from Madison, WI to San Diego, CA from 12/12/12 through 12/20/12 for airfare and rental car. Also, \$1,371 for return trip to Madison, WI from 06/09/13 through 06/17/13 to prepare for movers. Move approved by Regents on 09/13/12.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Moving Expenses - Other-Incl in Total Cash Comp	\$9,379	This amount reflects taxable moving expenses.
Moving Expenses - Shipment of Household Goods	\$44,293	\$44,216 for moving household goods and personal effects including automobile and bicycle shipped in 12/2012 and household in 06/2013 from Madison, WI to San Diego, CA. Also \$76.83 to reassemble bicycle and purchase of storage bags and containers for the move. Move approved by the Regents on 09/13/12.
GRIMLEY, KAREN A. UCI		
CHIEF NURSING OFFICER		
Clinical Enterprise Management Recognition Program	\$42,000	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
GUERRERO, DANIEL GENE UCLA		
DIRECTOR – INTERCOLLEGIATE ATHLETICS		
Annual Base Salary as of Dec 31	\$734,774	Base salary per negotiated contract, as approved by President Yudof on 4/2/13.
Incentive	\$82,500	Supplemental Compensation Opportunities based on performance-related goals set in employment contract.
Other Cash Payment	\$750,000	Retention bonus payout, approved as part of negotiated contract.
Other Benefit	\$13,491	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$28,010	Per approved contract, data reflects the imputed income for the courtesy vehicle.
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.
GURSAHANI, ANITA P. UCOP		
ASSOCIATE VICE PRESIDENT – LABORATORY OPERATIONS		
Annual Base Salary as of Dec 31	\$288,400	Per policy, appointment of and compensation for Anita Gursahani as Associate Vice President - Laboratory Operations was approved by President Yudof effective 6/1/13. An additional 3 percent increase in base salary was effective 7/1/13 consistent with the Policy-Covered (Non-Represented)

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
		Staff Salary Plan for fiscal year 2013-14.
HARRIS, JOHN P. UCSF		
DIRECTOR – STRATEGIC DEVELOPMENT		
Annual Base Salary as of Dec 31	\$250,000	SMG salary through 12/21/13: \$316,950 annually. Effective 12/22/13, transferred out of SMG and into MSP appointment with an annual base salary of \$250,000 (at 60 percent time).
Clinical Enterprise Management Recognition Program	\$52,877	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
Annual Base Salary Received	\$295,279	12/22/13: Transferred out of SMG and into MSP appointment.
HAWGOOD, SAMUEL UCSF		
DEAN – SCHOOL OF MEDICINE/VICE CHANCELLOR – MEDICAL AFFAIRS		
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 Salary Continuation for 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.
HAYASHIDA, PETER A. UCR		
VICE CHANCELLOR – UNIVERSITY ADVANCEMENT		
Annual Base Salary as of Dec 31	\$286,200	Per policy, an 8 percent market-based salary adjustment, inclusive of the 3 percent general increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, effective 7/1/13.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Mortgage Origination Program Loan	\$409,500	Approved by the Regents in August 2009.
HEMMINGER, JOHN C. UCI		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
VICE CHANCELLOR – RESEARCH		
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Salary Continuation for 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.
HEXTER, RALPH J. UCD		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base Salary as of Dec 31	\$360,500	Effective 7/1/13, Mr. Hexter received a salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14. The increase was approved by President Yudof on 7/19/13. Mr. Hexter’s annual base salary increased from \$350,000 to \$360,500.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. Will be vested effective 1/1/16.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
HINDERY, MICHAEL A. UCSF		
VICE DEAN – ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE		
Clinical Enterprise Management Recognition Program	\$70,350	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
HOFFMAN, KYLE DEAN UCM		
VICE CHANCELLOR – DEVELOPMENT AND ALUMNI RELATIONS		

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Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$225,261	Effective 7/1/13, a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. Mr. Hoffman's salary increased from \$218,700 to \$225,261.
Executive Auto Allowance	\$8,916	Per policy, an annual auto allowance of \$8,916.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Initial Househunting	\$136	Per policy, two house-hunting trips for the candidate and his spouse, subject to the limitations under policy. \$136.20 reimbursement payment was not paid until 2/14/13 due to clerical error.
HOUSTON, ALAN CRAIG UCSD		
INTERIM VICE CHANCELLOR – STUDENT AFFAIRS		
Annual Base Salary as of Dec 31	\$185,000	Appointment as Interim Vice Chancellor - Student Affairs effective 07/01/13 through 06/30/14 or until appointment of a new Vice Chancellor - Student Affairs.
Administrative Stipend	\$3,000	Per policy, a monthly stipend of \$500 for assuming the responsibility of the Chair of the Council of Provosts, effective 1/1/13 through 6/30/13. Mr. Houston's stipend ended upon his term appointment as the Interim Vice Chancellor - Student Affairs.
Senior Management Supplemental Benefit Program		Due to interim appointment, not eligible to participate in the Senior Management Supplement Benefit Program.
HOWLAND, BENJAMIN CLARK UCLA		
FORMER HEAD COACH – MEN'S BASKETBALL		
Annual Base Salary as of Dec 31	\$300,000	Employee separated prior to the certification process. Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$633,333	Talent fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$198,863	Base salary received but not part of UCRP Covered Compensation.
Other One-Time Payment	\$1,333,333	Severance Pay.
Other Benefit	\$11,501	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$9,721	Per contract, data reflects the imputed income for two courtesy vehicles, approved by the Regents in July 2006.
Other Benefit	\$2,190	Per contract, spousal travel consistent with Athletics Department practice.

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Compensation Element	Amount	Staff Comments
Coach - Incentive	\$25,000	Annual performance-based payout as part of negotiated coach's contract.
HUDSON, PAMELA LOU UCSF		
EXECUTIVE DIRECTOR – CLINICAL INFORMATION SYSTEMS, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$65,450	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
ISSAI, ALICE UCI		
CHIEF OPERATING OFFICER		
Clinical Enterprise Management Recognition Program	\$63,955	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
JED, MEREDITH MICHAELS UCI		
VICE CHANCELLOR – PLANNING AND BUDGET		
Executive Salary Continuation for Disability		Per policy, eligible and vested.
JOHNSON, BRIAN JOSEPH UCOP		
DIRECTOR – REAL ASSETS, OFFICE OF THE TREASURER		
Annual Base Salary as of Dec 31	\$219,860	Effective 7/1/13, Mr. Johnson received a 3 percent cross-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. Mr. Johnson's salary increased from \$213,456 to \$219,860.

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Compensation Element	Amount	Staff Comments
Chief Investment Officer Annual Incentive Plan	\$153,478	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$185,276 (84 percent of base salary) for FY 2012-13. Mr. Johnson's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
JOHNSON, VINCENT L. UCD		
CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER		
Annual Base Salary as of Dec 31	\$570,105	Effective 7/1/13, Mr. Johnson received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, which was approved by President Yudof on 7/19/13. Mr. Johnson's annual base salary increased from \$553,500 to \$570,105.
Senior Management Supplemental Benefit Program		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 10/24/08.
Clinical Enterprise Management Recognition Program	\$92,155	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan, 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 2013; 16.65 percent (\$92,155). Award percent based on annual salary as of 6/30/13.
Executive Salary Continuation for Disability		Per policy, eligible and vested as of 10/24/13.
JONES, KENNETH M. UCSF		
CHIEF OPERATING OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$99,846	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
JUAREZ, STEVE UCOP		
ASSOCIATE VICE PRESIDENT AND DIRECTOR - STATE GOVERNMENT RELATIONS		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$252,770	Per policy, an 8.0 percent market-based salary adjustment was approved by the President effective 7/1/13, and an additional 1.9 percent increase in base salary was effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. (The total salary increase was 9.9 percent effective 7/1/13).
Executive Salary Continuation for Disability		Per policy, eligible and vested.
KATEHI-TSEREGOUNIS, LINDA UCD		
CHANCELLOR		
Annual Base Salary as of Dec 31	\$400,000	No changes to base salary for 2013 calendar year.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. Will be vested effective 8/17/14.
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.
KEASLING, JAY D. LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Salary Continuation for 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.
Other - Exclude from Total Cash Compensation	\$840	Established in 2011, LBNL's Back Up Care Program through Bright Horizons provides back-up care via a network of child-care centers or in-home providers, charging a co-pay that is less than the market rate for these services. LBNL subsidizes the difference between the co-pay and the market rate; the difference (in this case \$840) is a taxable benefit.
Annual Base Salary Received	\$365,798	Actual compensation received includes \$602 retroactive pay due to 10/01/12 across the board increase processed in 2013.
KEISTER, SHAUN B. UCD		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
VICE CHANCELLOR – DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base Salary as of Dec 31	\$345,050	Effective 7/1/13, Mr. Keister received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14, which was approved by President Yudof on 7/19/13. Mr. Keister’s annual base salary increased from \$335,000 to \$345,050.
Senior Management Supplemental Benefit Program		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 9/6/11.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. Will be vested effective 9/6/16.
KHOSLA, PRADEEP K. UCSD		
CHANCELLOR		
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, a house is being rented off campus pending renovation of the University House.
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 05/16/12.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
KIM, SANDRA H. UCOP		
EXECUTIVE DIRECTOR – EXTERNAL FINANCE		
Annual Base Salary as of Dec 31	\$254,925	Effective 7/1/13, Ms. Kim received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
KLEMM, ADRIAN WILLIAM UCLA		
ASSISTANT COACH, FOOTBALL		
Annual Base Salary as of Dec 31	\$250,000	Base salary approved as part of negotiated contract.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Other Cash Payment	\$52,083	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$1,302	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$11,748	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
Coach - Incentive	\$25,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
LARET, MARK R. UCSF		
CHIEF EXECUTIVE OFFICER, MEDICAL CENTER		
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916 as approved by the Regents on 3/27/06.
Clinical Enterprise Management Recognition Program	\$211,933	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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	\$300,000	Reflects the retention incentive payment made to Mr. Laret on 9/18/13 as approved by the Regents on 7/14/11 as an exception to policy. This payment represents the third 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.
LATHAM, SARAH CHRISTINA UCSC		
VICE CHANCELLOR – BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base Salary as of Dec 31	\$226,600	Effective 7/1/13, Ms. Latham received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
Moving Expenses - Other-Excl from Total Cash Comp	\$1,446	Moving reimbursement for house sale close/removal service.
LAWRENCE, JANE FIORI UCM		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
VICE CHANCELLOR – STUDENT AFFAIRS		
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.
Annual Base Salary Received	\$184,073	Effective 7/1/13, Ms. Lawrence received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
LE GRANDE, HARRY UCB		
VICE CHANCELLOR – STUDENT AFFAIRS		
Other Benefit	\$34	Reflects taxable benefit reported on W-2 form for tickets to UC Berkeley athletic events.
Annual Base Salary Received	\$225,588	Approved 9.3 percent market adjustment effective 6/1/13. Approved 0.6 percent base salary increase effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
LEET, GREGORY R. UCI		
VICE CHANCELLOR – UNIVERSITY ADVANCEMENT		
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
LEINEN, MARGARET S. UCSD		
VICE CHANCELLOR – MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY		
Annual Base Salary as of Dec 31	\$310,000	Per policy, appointment of Margaret Leinen as Vice Chancellor – Marine Sciences, Dean of School of Marine Sciences, and Director of Scripps Institution of Oceanography with an annual base salary of \$310,000, effective 10/01/13.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Relocation Allowance	\$19,375	Per policy, a relocation allowance of 25 percent of her proposed base salary (\$77,500) to be paid in four equal annual installments of \$19,375 beginning 11/1/13. If Ms. Leinen separates from the University, any unpaid installments will be forfeited at the time of separation. Data reflects first annual installment relocation payment. Approved by the Regents on 07/29/13.
Moving Expenses - Other-Excl from Total Cash Comp	\$1,392	Travel expenses to drive personal vehicle from Vero Beach, FL to San Diego, CA.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Moving Expenses - Shipment of Household Goods	\$2,487	Move household goods and personal effects from Vero Beach, FL to San Diego, CA.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
LELAND, DOROTHY JANE UCM		
CHANCELLOR		
Annual Base Salary as of Dec 31	\$310,000	No changes to base salary for calendar year 2013.
University Housing		Per policy, a University-provided house on campus while serving as Chancellor.
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. 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 third installment payment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits a member of tenured faculty.
Administrative Fund		Administrative Fund will be established. Adjustments may occur annually as allowed by policy.
LENZ, PATRICK JAMES UCOP		
VICE PRESIDENT – BUDGET AND CAPITAL RESOURCES		
Annual Base Salary as of Dec 31	\$309,000	A 3 percent increase in base salary effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
LEONARD, THOMAS C. UCB		
UNIVERSITY LIBRARIAN		
Annual Base Salary as of Dec 31	\$198,450	Approved 3 percent base salary increase effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
LEWIN, HARRIS A. UCD		
VICE CHANCELLOR – RESEARCH		
Annual Base Salary as of Dec 31	\$370,000	No change to base salary for 2013 calendar year.
Senior Management Supplemental Benefit Program		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 2013

Compensation Element	Amount	Staff Comments
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. Will be vested effective 3/30/16.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
LIMA, CYNTHIA G. UCSF		
EXECUTIVE DIRECTOR – MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$59,167	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
LIU, AILEEN UCOP		
INVESTMENT OFFICER		
Annual Base Salary as of Dec 31	\$191,241	A 3 percent increase in base salary effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$122,156	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$125,096 (65 percent of base salary) for FY 2012-13. Ms. Liu's target and maximum award opportunities (as a percent of base salary) are 35 percent and 70 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
LODGE-LEMON, BERNADETTE UCLA		
DIRECTOR – REVENUE CYCLE, UCLA HOSPITAL SYSTEM		
Annual Base Salary as of Dec 31	\$255,425	A market-based salary adjustment of 6 percent, effective 5/11/13, was approved by the Chancellor on 4/9/13. Per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, Ms. Lodge-Lemon received an across-the-board salary increase of 3 percent, effective 6/23/13 (bi-weekly).

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Incentive	\$35,959	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), 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	\$15,658	Data reflects payment for paid time off amount in excess of accumulation limits.
LUCAS, GLENN E. UCSB		
EXECUTIVE VICE CHANCELLOR		
Annual Base Salary as of Dec 31	\$302,099	Glenn E. Lucas retired 12/31/13, prior to the certification process, so no certification or questionnaire was completed.
MAHANEY, TIMOTHY M. UCSF		
EXECUTIVE DIRECTOR – FACILITIES AND SUPPORT SERVICES, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$55,688	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
MAHBOUBA, MOHAMMED H. MAHDI UCLA		
CHIEF INFORMATICS OFFICER – MEDICAL INFORMATION TECHNOLOGY SERVICES, UCLA HEALTH SCIENCES		
Annual Base Salary as of Dec 31	\$288,395	Effective 6/23/13, Mr. Mahbouba received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Relocation Allowance	\$24,769	Relocation allowance of 25 percent (\$70,000) to be paid over a period of four years. Data reflects amount paid in 2013 (year two).
MANDEVILLE-GAMBLE, STEVEN L. UCR		
UNIVERSITY LIBRARIAN		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$206,000	Per policy, appointment of Steven Mandeville-Gamble as University Librarian with an annual base salary of \$200,000, effective 2/15/13. Effective 7/1/13, a 3 percent salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		Per policy, a monthly contribution to the Senior Management Supplemental Benefit Program.
Temporary Housing	\$4,188	Per policy, temporary housing allowance for up to 90 days, subject to limitations under policy.
Moving Expenses - Initial Househunting	\$1,941	Per policy.
Moving Expenses - Shipment of Household Goods	\$14,333	Per policy, reimbursement of 100 percent of actual and reasonable moving expenses related to moving household goods and personal effects from the former primary residence to the new primary residence, subject to limitations under policy.
Moving Expenses - Storage of Household Goods-short-term	\$290	Per policy.
MATTHEWS, GARY CLIFFORD UCSD		
VICE CHANCELLOR – RESOURCE MANAGEMENT AND PLANNING		
Annual Base Salary as of Dec 31	\$283,250	Effective 7/1/13, Mr. Matthews received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
MAURICE, TIMOTHY R. UCD		
CHIEF FINANCIAL OFFICER		
Annual Base Salary as of Dec 31	\$412,000	Effective 7/1/13, Mr. Maurice received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14, which was approved by President Yudof on 7/19/13. Mr. Maurice's annual base salary increased from \$400,000 to \$412,000.
Clinical Enterprise Management Recognition Program	\$67,718	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan, 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 2013: 16.93 percent (\$67,718). Award percent based on annual salary as of 6/30/13.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. Will be vested effective 3/28/16.
MAZZONE, NOEL SCOTT UCLA		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
ASSISTANT COACH, FOOTBALL		
Annual Base Salary as of Dec 31	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$143,750	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other One-Time Payment	\$35,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$2,605	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$14,748	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
Coach - Incentive	\$25,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
MCCALLEN, DAVID B. UCOP		
ASSOCIATE VICE PRESIDENT– LABORATORY PROGRAMS		
Annual Base Salary as of Dec 31	\$300,000	Per policy, a one-year term appointment of and compensation for David McCallen as Associate Vice President - Laboratory Programs was approved by the President effective 1/14/13 through 1/13/14.
MCFERRAN, VIRGINIA A. UCLA		
CHIEF INFORMATION OFFICER – UCLA HEALTH SCIENCES		
Annual Base Salary as of Dec 31	\$354,300	Effective 6/23/13, Ms. McFerran received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Clinical Enterprise Management Recognition Program	\$65,933	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year service requirement in SMG to receive benefits.
MEYER, JOHN A. UCD		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
VICE CHANCELLOR – ADMINISTRATIVE AND RESOURCE MANAGEMENT		
Annual Base Salary as of Dec 31	\$283,250	Effective 7/1/13, Mr. Meyer received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14, which was approved by President Yudof on 7/19/13. Mr. Meyer’s annual base salary increased from \$275,000 to \$283,250.
Executive Salary Continuation for Disability		Per policy, eligible and vested as of 7/17/05.
MINEAR, MICHAEL N. UCD		
CHIEF INFORMATION OFFICER – UC DAVIS HEALTH SYSTEM		
Annual Base Salary as of Dec 31	\$319,300	Effective 7/1/13, Mr. Minear received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14, which was approved by President Yudof on 7/19/13. Mr. Minear’s annual base salary increased from \$310,000 to \$319,300.
Clinical Enterprise Management Recognition Program	\$56,573	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan, 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 2013: 18.25 percent (\$56,573). Award percent based on annual salary as of 6/30/13.
Executive Salary Continuation for Disability		Per policy, eligible and vested as of 11/1/12.
MOHAPATRA, PRASANT UCD		
INTERIM VICE PROVOST – INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Annual Base Salary as of Dec 31	\$220,000	Due to the resignation of the previous incumbent, Peter Siegel, effective 6/30/13, Mr. Mohapatra was appointed to the position of Interim Vice Provost - Information and Educational Technology and Chief Information Officer for the period of 7/1/13 through 6/30/14, or until the appointment of a new Chief Information Officer. This action was approved on 7/29/13 by President Yudof.
Stipend	\$3,333	Stipend received in 2013 while in academic position prior to interim SMG appointment.
Senior Management Supplemental Benefit Program		Not eligible for Senior Management Supplemental Benefit Program due to interim appointment.
Other Cash Payment	\$7,664	Additional Summer Compensation. Salary paid for title code 1982 (Business/Economics/Engineering Researcher Academic Year 1/9th Payment.)
Executive Life		Not eligible for Executive Life due to interim appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Executive Salary Continuation for Disability		Not eligible for Executive Salary Continuation for Disability due to interim appointment.
Accrual of Sabbatical Credits		Per policy, continued accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$172,141	The annual base salary received reflects base salary received while in academic position 12/1/12-6/30/13 (\$80,474) and base salary received from interim SMG position from 7/1/13 to 11/30/13 (\$91,667).
MONTERO, JANINA UCLA		
VICE CHANCELLOR – STUDENT AFFAIRS		
Annual Base Salary as of Dec 31	\$243,100	Per policy, a market-based salary equity adjustment of 3.3 percent for a resulting base salary of \$236,000, effective 2/15/13. Per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, Ms. Montero also received an across-the-board salary increase of 3 percent, effective 7/1/13.
MONTGOMERY, MICHAEL J. UCB		
HEAD COACH – MEN'S BASKETBALL		
Other Cash Payment	\$1,182,576	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual payout for 2013 was \$1,182,575.86.
Other Cash Payment	\$250,000	Retention plan payout per negotiated contract.
Other Benefit	\$3,655	Reflects taxable benefit reported on W-2 form for tickets to UC Berkeley athletic events.
Other Benefit	\$8,222	Country club membership approved as part of negotiated contract; taxable benefit reported on W-2 form.
Coach Auto Allowance	\$10,800	Payment in lieu of courtesy vehicle approved as part of negotiated contract.
Coach - Incentive	\$50,000	Performance based compensation for team and/or coach accomplishments per negotiated contract.
MORA, JAMES LAWRENCE UCLA		
HEAD COACH, FOOTBALL		
Annual Base Salary as of Dec 31	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$1,856,504	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$7,741	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.

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Compensation Element	Amount	Staff Comments
Other Benefit	\$6,114	Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for all regular season games.
Other Benefit	\$37,884	Per approved contract, data reflects the imputed income for two courtesy vehicles.
Other Benefit	\$1,885	Per contract, spousal travel consistent with Athletics Department practice.
Coach - Incentive	\$200,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
MORGAN, DAVID R. UCSF		
EXECUTIVE DIRECTOR – AMBULATORY CARE SERVICES, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$52,807	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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	\$7,837	Data reflects payment for paid time off amount in excess of accumulation limits.
MUDDITT, ALISON MARGARET UCOP		
DIRECTOR – UNIVERSITY OF CALIFORNIA PRESS		
Annual Base Salary as of Dec 31	\$269,100	Per policy, a 9.9 percent pre-emptive retention salary adjustment was approved by the President effective 7/1/13.
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.
MUNOZ, SANTIAGO III UCLA		
EXECUTIVE DIRECTOR – STRATEGY AND BUSINESS DEVELOPMENT, UCLA HEALTH SYSTEM		
Annual Base Salary as of Dec 31	\$330,000	Effective 6/23/13, Mr. Munoz received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. In addition, Mr. Munoz also received a salary adjustment of 2.6 percent for retention purposes, which was effective 7/1/13. Both increases were approved by the Chancellor on 7/26/13.

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$59,878	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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	\$3,212	Data reflects payment for paid time off amount in excess of accumulation limits.
MURRY, JIMMY MATHEW UCI		
CHIEF INFORMATION OFFICER		
Clinical Enterprise Management Recognition Program	\$55,257	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
NAPOLITANO, JANET ANN UCOP		
PRESIDENT OF THE UNIVERSITY		
Annual Base Salary as of Dec 31	\$570,000	Per policy, appointment of and compensation for Janet Napolitano as President of the University of California with an annual base salary of \$570,000 was approved by the Regents effective 9/30/13.
Executive Auto Allowance	\$1,521	Per policy, an annual automobile allowance of \$8,916. Data reflects actual amount received in 2013.
University Housing		One-year leased housing at a cost of \$9,950 per month, effective 9/1/13 through 8/31/15. Leased housing is necessary because of significant repairs and renovations required at Blake house.
Relocation Allowance	\$142,500	Per policy, a relocation allowance of \$142,500 (25 percent of annual base salary), which is intended to offset any additional personal, unreimbursed expenses associated with accepting the University's offer and relocating at the request of the University. It will be paid as a single lump sum, subject to a repayment schedule if Ms. Napolitano separates from the University in the first four years of her employment.

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Compensation Element	Amount	Staff Comments
House Maintenance (tel, util, etc.)	\$6,308	Residential maintenance expenses include: \$1,453.01 to Pacific Gas and Electric, \$3,050.00 for cleaning service, \$515.40 for plant service, \$1,523.73 for phone and internet service (includes one-time installation cost).
Other - Exclude from Total Cash Compensation	\$1,202	Imputed income for use of staff time spent for personal purpose 9/30/13 through 10/31/13.
NATION, CATHRYN L UCOP		
ASSOCIATE VICE PRESIDENT – HEALTH SCIENCES		
Annual Base Salary as of Dec 31	\$235,000	Effective 7/1/13, Ms. Nation received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. In addition, Ms. Nation received a 14.1 percent market-based salary adjustment approved by the President effective 12/1/13.
NAVARRO, J. RENEE UCSF		
VICE CHANCELLOR – DIVERSITY AND OUTREACH		
Stipend	\$11,250	A 10 percent stipend for Interim Vice Provost – Academic Affairs temporary appointment, effective 7/1/13 through 6/30/14, approved by the Regents on 7/29/13. The Vice Provost-Academic Affairs retired on 6/27/13. The stipend ended on 1/31/14 with the appointment of the permanent Vice Provost-Academic Affairs.
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
NESBITT, THOMAS S. UCD		
INTERIM VICE CHANCELLOR – HUMAN HEALTH SCIENCES AND DEAN – SCHOOL OF MEDICINE		
Annual Base Salary as of Dec 31	\$302,134	Due to previous incumbent Claire Pomeroy's resignation effective 6/1/13, Dr. Nesbitt was appointed to the position of Interim Vice Chancellor-Human Health Sciences and Dean-School of Medicine for the period of 6/3/13 through 6/1/14, or until the appointment of a new Vice Chancellor and Dean-School of Medicine. This action was approved on 4/17/13 by President Yudof. The annual base salary reflects the full-time rate; actual earnings from the interim SMG position from 6/3/13 to 11/30/13 equal \$150,334. Effective 7/1/13, Dr. Nesbitt received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14, which was approved by President Yudof on 7/19/13. Dr. Nesbitt's annual salary increased from \$293,334 to \$302,134.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Stipend	\$5,000	Prior to Dr. Nesbitt's interim SMG appointment, he received a stipend to recognize the additional administrative responsibilities required while serving in the Associate Dean role. The Associate Dean role is an academic position.
Incentive	\$91,057	Dr. Nesbitt's Dean's Leadership Incentive Program (DLIP) "Z" payment was eliminated effective 6/2/13 due to his appointment as Interim Vice Chancellor and Dean-School of Medicine effective 6/3/13. He received a pro-rated award of \$91,057 for 7/1/12-6/2/13 for the 2012-2013 Dean's Leadership Incentive Program.
Senior Management Supplemental Benefit Program		Not eligible for Senior Management Supplement due to interim appointment.
Health Sciences Compensation Plan	\$200,734	Due to interim SMG appointment approved by President Yudof on 4/17/13, Health Sciences Compensation Plan ("Y" Payment) increased from \$156,400 to \$245,068 effective 6/3/13.
Executive Life Insurance		Not eligible for Executive Life Insurance due to interim appointment.
Executive Salary Continuation for Disability		Not eligible for Executive Salary Continuation for Disability due to interim appointment.
Accrual of Sabbatical Credits		Per policy, continued accrual of sabbatical credits as a member of tenured faculty.
Other - Exclude from Total Cash Compensation	\$1,234	Imputed income; MedComp Insurance for Dr. Nesbitt as a School of Medicine faculty member for 2013.
Annual Base Salary Received	\$252,134	The annual base salary received reflects salary received from academic position (\$101,800) and salary received from interim SMG position (\$150,334).
NOSOWSKY, RACHEL UCOP		
DEPUTY GENERAL COUNSEL – HEALTH LAW AND MEDICAL CENTER SERVICES		
Annual Base Salary as of Dec 31	\$267,800	Per policy, appointment of and compensation for Rachel Nosowsky as Deputy General Counsel - Health Law and Medical Center Services with an annual base salary of \$260,000 was approved by the President effective 3/1/13. Effective 7/1/13, Ms. Nosowsky received an additional across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Stipend	\$13,438	Ms. Nosowsky's stipend was supposed to end on 2/28/13. This did not occur and Ms. Nosowsky was overpaid by \$5,375.00. Ms. Nosowsky has since reimbursed the University for the overpayment. The stipend was provided to Ms. Nosowsky to recognize the additional responsibilities she assumed as the Interim Deputy General Counsel – Health Law and Medical Center Services from 7/20/12 through 2/28/13.
O'KELLEY, JOHN SHANNON UCLA		
CHIEF OPERATING OFFICER – UCLA HEALTH SYSTEM		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$532,600	Effective 6/23/13, Mr. O’Kelley received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Clinical Enterprise Management Recognition Program	\$91,346	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
O’NEILL, GEOFFREY A. UCOP		
ASSISTANT VICE PRESIDENT – INSTITUTIONAL ADVANCEMENT		
Annual Base Salary as of Dec 31	\$183,855	Effective 7/1/13, Mr. O’Neill received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
OBLEY, DEBORA UCOP		
ASSOCIATE VICE PRESIDENT – BUDGET OPERATIONS		
Annual Base Salary as of Dec 31	\$217,932	Per policy, a 9.9 percent market-based salary adjustment was approved by the President effective 7/1/13.
ODATO, DAVID UCSF		
ASSOCIATE VICE CHANCELLOR – HUMAN RESOURCES/CHIEF ADMINISTRATIVE OFFICER – MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$65,102	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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	\$14,558	Data reflects payment for paid time off amount in excess of accumulation limits.
OLDS, GLENN RICHARD UCR		
VICE CHANCELLOR – HEALTH AFFAIRS AND DEAN – SCHOOL OF MEDICINE		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$540,750	Effective 7/1/13, Mr. Old's received an across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Incentive	\$100,000	Eligible for annual performance-based incentive compensation of up to \$100,000 annually. Payments of \$25,000 each were made in January, April, July and September 2013 for a total of \$100,000. Interim Regents item approved October 2009.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive the benefit.
PARHAM, THOMAS A. UCI		
VICE CHANCELLOR – STUDENT AFFAIRS		
Executive Salary Continuation for 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		
Annual Base Salary as of Dec 31	\$257,500	Effective 7/1/13, Mr. Park received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Other Cash Payment	\$3,200	Payment as University Extension instructor.
PATTI, CHRISTOPHER M. UCB		
CHIEF CAMPUS COUNSEL		
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary as of Dec 31	\$243,000	Effective 7/1/13, Mr. Patti received an across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
PAZZANI, MICHAEL J. UCR		
VICE CHANCELLOR – RESEARCH AND ECONOMIC DEVELOPMENT		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$297,670	Effective 7/1/13, Mr. Pazzani received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Mortgage Origination Program Loan	\$660,000	Per policy, eligible to participate in the UC Mortgage Origination Program as approved by the Regents in May 2012.
Relocation Allowance	\$36,125	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 (by 6/30/14). In 2013, Mr. Pazzani received \$36,125.04.
Moving Expenses - Moving Services	\$3,498	Per policy, 100 percent reimbursement of actual and reasonable moving expenses provided. Received a total of \$3,497.87 in 2013.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
PENDLETON, DENNIS F. UCD		
DEAN – UNIVERSITY EXTENSION		
Annual Base Salary as of Dec 31	\$187,769	Effective 7/1/13, Mr. Pendleton received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. Mr. Pendleton's annual base salary increased from \$166,500 to \$171,495. Effective 8/1/13, Mr. Pendleton received a 9.5 percent market-based salary adjustment. The market-based salary adjustment was approved by President Yudof on 8/26/13. Annual base salary increased from \$171,495 to \$187,769.
Senior Management Supplemental Benefit Program		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 01/01/01.
Executive Salary Continuation for Disability		Per policy, eligible and vested as of 01/01/06.
PETERSON, THOMAS WILLIAM UCM		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base Salary as of Dec 31	\$269,692	Effective 7/1/13, Mr. Peterson received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Salary Continuation for 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 2013

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$16,365	Relocation allowance of 25 percent (\$65,459) of annual base salary to be paid in four equal annual installments. First installment paid February 2013. 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.
Temporary Housing	\$240	Reimbursement of two nights of temporary lodging.
Moving Expenses - Other-Excl from Total Cash Comp	\$697	Reimbursement for Moving Staffers from Virginia to Merced.
Moving Expenses - Other-Incl in Total Cash Comp	\$613	Reimbursement of car rental while primary vehicle was in transit to Merced from out of state.
Moving Expenses - Shipment of Household Goods	\$5,159	Reimbursement of actual shipping charges for household goods and vehicle.
PETRULAKIS, KAREN JENSEN UCOP		
CHIEF DEPUTY GENERAL COUNSEL/DEPUTY GENERAL COUNSEL – LITIGATION		
Annual Base Salary as of Dec 31	\$272,000	Per policy, appointment of and compensation for Karen Petrulakis as Chief Deputy General Counsel with an annual base salary of \$272,000 was approved by the President effective 5/1/13.
POWAZEK, JACK J. UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
Annual Base Salary as of Dec 31	\$291,800	Per policy, a market-based salary equity adjustment of 7.5 percent for a resulting base salary of \$285,000, effective 1/28/13, to align his salary more closely with the 60th percentile of the Market Reference Zone. In addition, per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, Mr. Powazek received an across-the-board salary increase of 2.4 percent, effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
RABENSTEIN, DALLAS L. UCR		
EXECUTIVE VICE CHANCELLOR AND PROVOST		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$314,150	Effective 7/1/13, Mr. Rabenstein received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		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 a member of tenured faculty.
RECKER, TIMOTHY JACOB UCOP		
MANAGING DIRECTOR – PRIVATE EQUITY INVESTMENTS		
Annual Base Salary as of Dec 31	\$278,239	Effective 7/1/13, Mr. Recker received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$241,749	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$237,043 (85 percent of base salary) for FY 2012-13. Mr. Recker's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
REED, KEVIN S. UCLA		
VICE CHANCELLOR – LEGAL AFFAIRS AND ASSOCIATE GENERAL COUNSEL		
Annual Base Salary as of Dec 31	\$272,900	Effective 7/1/13, Mr. Reed received an across-the-board salary increase of 2.8 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
REESE, MICHAEL UCOP		
ASSOCIATE VICE PRESIDENT – BUSINESS OPERATIONS		
Annual Base Salary as of Dec 31	\$243,389	Effective 7/1/13, Mr. Reese received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Stipend	\$17,500	Per policy, an administrative stipend of \$35,000 (14.8 percent of current base salary). The stipend is effective 6/1/13 through 5/31/14, or until the appointment of a new Vice Chancellor – Administration, Merced campus, whichever occurs first.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
RELYEA, STEVEN UCSD		
VICE CHANCELLOR – EXTERNAL AND BUSINESS AFFAIRS		
Annual Base Salary as of Dec 31	\$303,850	Effective 7/1/13, Mr. Relyea received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
RICE, ANN MADDEN UCD		
CHIEF EXECUTIVE OFFICER – UC DAVIS MEDICAL CENTER		
Annual Base Salary as of Dec 31	\$800,000	No change to base salary for 2013 calendar year.
Clinical Enterprise Management Recognition Program	\$159,034	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 2013: 19.88 percent (\$159,034).
Executive Salary Continuation for Disability		Per policy, eligible and vested as of 10/1/06.
ROBINSON, CAROL A. UCD		
CHIEF PATIENT CARE SERVICES OFFICER		
Annual Base Salary as of Dec 31	\$298,389	Effective 7/1/13, Ms. Robinson received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14, which was approved by President Yudof on 7/19/13. Ms. Robinson's annual base salary increased from \$273,300 to \$281,499. In addition, Ms. Robinson received a 6 percent market-based salary adjustment, effective 12/1/13, approved by President Napolitano on 12/19/13. Ms. Robinson's annual base salary increased from \$281,499 to \$298,389.
Senior Management Supplemental Benefit Program		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 7/1/96.
Clinical Enterprise Management Recognition Program	\$49,876	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 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 2013: 18.25 percent (\$49,876). Award percent was based on annual salary as of 6/30/13.
Executive Salary Continuation for Disability		Per policy, eligible and vested as of 7/1/01.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
ROGERS, LYNDA UCSC		
DEAN – UNIVERSITY EXTENSION		
Annual Base Salary as of Dec 31	\$169,950	Effective 7/1/13, Ms. Roger received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
ROSENTHAL, J. THOMAS UCLA		
CHIEF MEDICAL OFFICER, UCLA HEALTH SYSTEM		
Annual Base Salary as of Dec 31	\$475,000	Per policy, a market-based salary equity adjustment of 7.4 percent for resulting base salary of \$463,400, effective 6/8/13, to align his salary more closely with the 60th percentile of the Market Reference Zone. Per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, Mr. Rosenthal also received an across-the-board salary increase of 2.5 percent, effective 6/23/13 (bi-weekly) consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Clinical Enterprise Management Recognition Program	\$82,705	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
ROSSI, CAROLE ROSEMARIE UCSC		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Annual Base Salary as of Dec 31	\$221,450	Effective 7/1/13, Ms. Rossi received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Life Insurance		Opted out of Executive Life Insurance on 8/8/08.
Executive Salary Continuation for Disability		Per policy, eligible and vested (2013).
ROTHMAN, JUDITH UCLA		
ASSOCIATE VICE CHANCELLOR – MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN – SCHOOL OF MEDICINE		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$275,500	Per policy, a market-based salary equity adjustment of 9.5 percent for a resulting base salary of \$267,500, effective 2/14/13, to align her salary more closely with the 60th percentile of the Market Reference Zone. Per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, Ms. Rothman also received an across-the-board salary increase of 3 percent, effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Clinical Enterprise Management Recognition Program	\$51,273	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
ROWLEY, CHARLES J. UCR		
INTERIM VICE CHANCELLOR – BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base Salary as of Dec 31	\$244,213	Effective 7/1/13, Mr. Rowley received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Stipend	\$7,033	Per policy, a 9.8 percent stipend for assuming the duties of Acting Vice Chancellor – Finance and Business Operations as approved by the President in June 2012.
SAKAKI, JUDY KAORU UCOP		
VICE PRESIDENT – STUDENT AFFAIRS		
Annual Base Salary as of Dec 31	\$253,689	Effective 7/1/13, Ms. Sakaki received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
SAMPSON, DANIEL C. UCOP		
ASSISTANT VICE PRESIDENT – FINANCIAL SERVICES AND CONTROLS		
Annual Base Salary as of Dec 31	\$241,556	Effective 7/1/13, Mr. Sampson received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
SANDOVAL, JAMES W. UCR		
VICE CHANCELLOR – STUDENT AFFAIRS		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$228,791	Per policy, a 9 percent market-based salary adjustment, inclusive of the 3 percent across-the-board salary increase consistent with the Policy- Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, effective 7/1/13.
SAUK, MICHAEL JEROME UCLA		
CHIEF OF APPLICATIONS, MEDICAL IT SERVICES		
Annual Base Salary as of Dec 31	\$285,000	Per policy, an equity increase of 5.2 percent in recognition of expanded responsibilities, effective 10/1/13, approved by the Chancellor 9/23/13. Per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, Mr. Sauk also received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, effective 6/23/13 (bi-weekly).
Incentive	\$39,451	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), 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.
Relocation Allowance	\$17,196	Relocation allowance at 25 percent of base salary (\$65,750) to be paid monthly over four years, approved by the President in June 2011. Data reflects amount received in 2013 (year three).
SAVAGE, JOHN JOSEPH UCLA		
HEAD COACH – BASEBALL		
Annual Base Salary as of Dec 31	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$48,769	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Other Cash Payment	\$125,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract. Approved by the Regents 7/29/13.
Other One-Time Payment	\$100,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$9,315	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
Other Benefit	\$12,263	Per contract, spousal travel consistent with Athletics Department practice.
Coach - Incentive	\$95,000	Incentive payments for baseball team winning the NCAA championship and for Mr. Savage winning "Coach of the Year."

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
SCHNETZLER, GRETA UCSF		
CHIEF CAMPUS COUNSEL		
Annual Base Salary as of Dec 31	\$252,350	Per policy, appointment of Greta Schnetzler Chief Campus Counsel with an annual base salary of \$245,000, effective 6/10/13, approved by the President on 3/28/13. The former Chief Campus Counsel retired on 6/27/13. Effective 7/1/13, Ms. Schnetzler received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
SCHOTTLAENDER, BRIAN E. UCSD		
UNIVERSITY LIBRARIAN		
Annual Base Salary as of Dec 31	\$258,736	A preemptive salary adjustment of 5 percent was approved by President Yudof in January 2013, increasing Mr. Schottlaender's salary from \$239,200 to \$251,200. Effective 7/1/13, Mr. Schottlaender also received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
SCHROEDER, DAVID W. UCOP		
SENIOR PORTFOLIO MANAGER		
Annual Base Salary as of Dec 31	\$277,709	Effective 7/1/13, Mr. Schroeder received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$232,396	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$229,865 (83 percent of base salary) for FY 2012-13. Mr. Schroeder's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
SCIOSCIA, ANGELA LYNN UCSD		
CHIEF MEDICAL OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$413,030	A market-based salary adjustment of 7 percent was approved by President Yudof on 04/23/13, increasing Ms. Scioscia's base salary from \$374,800 to \$401,000. Effective 7/1/13, Ms. Scioscia also received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Clinical Enterprise Management Recognition Program	\$50,815	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
SCURR, KIMBERLY UCSF		
EXECUTIVE DIRECTOR – UCSF BENIOFF CHILDREN'S HOSPITAL		
Stipend	\$37,216	A 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 6/30/15. The stipend was approved by the Chancellor on 2/15/12 and endorsed by the UCSF Compensation Committee on 2/13/12, with an extension approval by the Chancellor (1/15/13) endorsed by the UCSF Compensation Committee (1/14/13). From 4/1/11-1/31/12, stipend was 10 percent for these responsibilities (non-final plan stage).
Clinical Enterprise Management Recognition Program	\$53,767	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$12,569	Data reflects payment for paid time off amount in excess of accumulation limits.
SHILLING, JEFFREY JAY UCSC		
INTERIM VICE CHANCELLOR – UNIVERSITY RELATIONS		
Annual Base Salary as of Dec 31	\$227,046	Per policy, appointment and compensation of Jeffrey Shilling as Interim Vice Chancellor – University Relations, with an annual base salary of \$227,046, effective 10/01/13.
Recognition Award	\$4,000	STAR Award received on 4/30/13 while in MSP position, prior to interim appointment.
SIEFKIN, ALLAN D. UCD		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
CHIEF MEDICAL OFFICER		
Annual Base Salary as of Dec 31	\$352,260	Effective 7/1/13, Mr. Siefkin received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14, which was approved by President Yudof on 7/19/13. Mr. Siefkin's annual base salary increased from \$342,000 to \$352,260.
Senior Management Supplemental Benefit Program		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 10/01/08.
Clinical Enterprise Management Recognition Program	\$62,413	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 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 2013: 18.25 percent (\$62,413). Award percent based on annual salary as of 6/30/13.
Executive Salary Continuation for Disability		Per policy, eligible and vested as of 3/8/13.
SIMON, HORST D. LBNL		
DEPUTY LABORATORY DIRECTOR		
Annual Base Salary Received	\$366,515	Actual compensation received includes \$562 retroactive pay due to 10/01/12 across-the-board increase processed in 2013.
SMITH, MACKENZIE UCD		
UNIVERSITY LIBRARIAN		
Annual Base Salary as of Dec 31	\$231,750	Effective 7/1/13, Mr. Smith received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2013-14, which was approved by President Yudof on 7/19/13. Mr. Smith's annual base salary increased from \$225,000 to \$231,750.
Senior Management Supplemental Benefit Program		Per policy, monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 6/1/12.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. Will be vested as of 6/1/17.
SMUTZ, WAYNE DAVID UCLA		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
DEAN – CONTINUING EDUCATION AND UCLA EXTENSION		
Annual Base Salary as of Dec 31	\$300,000	Per policy, appointment and compensation of Wayne Smutz with an annual base salary of \$300,000 as approved by the Regents on 7/29/13.
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
Relocation Allowance	\$30,000	Relocation allowance of 25 percent (\$75,000) payable over four years as follows: \$30,000 (40 percent) in year one, \$22,500 (30 percent) in year two, \$15,000 (20 percent) in year three, and \$7,500 (10 percent) in year four. Data reflects first installment paid in 2013.
Temporary Housing	\$3,500	Per policy, a temporary housing allowance of \$3,500 per month up to a period of 60 days for a total not to exceed \$7,000.
Other One-Time Reimbursement	\$161	Lodging reimbursement: RV campgrounds fees for six days.
Other One-Time Reimbursement	\$28	Utilities Connection Reimbursement: Per SMG Moving Reimbursement Policy, the University will reimburse expenses for connecting and disconnecting utilities but not for associated refunded deposits.
Moving Expenses - Initial Househunting	\$830	Per policy, two house-hunting trips for Mr. Smutz and his spouse, subject to limitation under the policy.
Moving Expenses - Family's Move	\$3,898	RV rental to move the family and two elderly rescue dogs.
Moving Expenses - Other-Excl from Total Cash Comp	\$621	Relocation mileage reimbursement from Lemont, PA to Los Angeles, CA.
SPANOS, LOUIS GEORGE UCLA		
FORMER ASSISTANT COACH, FOOTBALL		
Annual Base Salary as of Dec 31	\$250,000	Employee separated prior to the certification process. Base salary approved as part of negotiated contract.
Other Cash Payment	\$300,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$1,302	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$1,064	Per contract, spousal travel consistent with Athletics Department practice.
Coach - Incentive	\$25,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
SPEARE, MARK A. UCLA		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
SENIOR ASSOCIATE DIRECTOR – MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES		
Annual Base Salary as of Dec 31	\$333,715	Market-based salary adjustment of 8.9 percent approved by the Chancellor effective 4/13/13. Mr. Speare’s also received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, effective 6/23/13 (bi-weekly), approved by the President.
Clinical Enterprise Management Recognition Program	\$62,099	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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	\$11,516	Data reflects payment for paid time off amount in excess of accumulation limits.
STANTON, MELVIN L. UCOP		
ASSOCIATE CHIEF INVESTMENT OFFICER		
Annual Base Salary as of Dec 31	\$316,004	Effective 7/1/13, Mr. Stanton received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$335,725	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$331,344 (105 percent of base salary) for FY 2012-13. Mr. Stanton's target and maximum award opportunities (as a percent of base salary) are 60 percent and 120 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
STATON, PAUL A UCLA		
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base Salary as of Dec 31	\$463,500	Effective 6/23/13, Mr. Staton received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$86,251	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
STEEL, VIRGINIA UCLA		
UNIVERSITY LIBRARIAN		
Annual Base Salary as of Dec 31	\$244,600	Per policy, appointment as University Librarian effective 7/15/13 as approved by the President.
Executive Salary Continuation for Disability		Per policy, eligible and vested based on SMG service since 2005.
Relocation Allowance	\$24,460	Relocation allowance of 25 percent (\$61,150) payable over four years. Data reflects first installment paid in 2013.
Temporary Housing	\$7,000	Per policy, to offset temporary-housing expenses for up to 60 days in amount not to exceed \$7,000. Approved by the President on 4/17/13.
Moving Expenses - Family's Move	\$165	Relocation mileage reimbursement from Santa Cruz to Los Angeles.
Moving Expenses - Shipment of Household Goods	\$86	Shipment of household goods from Santa Cruz to Los Angeles.
Moving Expenses - Moving Services	\$22,943	Moving company charges-from Santa Cruz to Los Angeles.
STERMAN, STEVEN L. UCOP		
SENIOR PORTFOLIO MANAGER, CREDIT SECTOR		
Annual Base Salary as of Dec 31	\$277,709	Effective 7/1/13, Mr. Sterman received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$65,646	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$131,291 (47 percent of base salary) for FY 2012-13. Mr. Sterman's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$25,839	A relocation allowance of 25 percent (\$67,405) 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. Sterman were to leave within the four-year period. Data reflects the second year relocation installment payment.
STOBO, JOHN DAVID UCOP		
SENIOR VICE PRESIDENT – HEALTH SCIENCES AND SERVICES		
Clinical Enterprise Management Recognition Program	\$115,988	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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.
STRICKLAND, BARRIE E UCSF		
CHIEF FINANCIAL OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$90,600	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
SUBRAMANI, SURESH UCSD		
EXECUTIVE VICE CHANCELLOR – ACADEMIC AFFAIRS		
Annual Base Salary as of Dec 31	\$360,500	Effective 7/1/13, Mr. Subramani received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Salary Continuation for 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 2013

Compensation Element	Amount	Staff Comments
SYMONS, TIMOTHY JAMES LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Executive Salary Continuation for Disability		Per policy, eligible he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$280,710	Actual compensation received includes \$462 retroactive pay due to 10/01/12 across the board increase processed in 2013.
TANJI, LORELEI A. UCI		
UNIVERSITY LIBRARIAN		
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
TIERNEY, MARY LYNN UCOP		
ASSOCIATE VICE PRESIDENT – COMMUNICATIONS		
Annual Base Salary as of Dec 31	\$246,170	Effective 7/1/13, Ms. Tierney received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
TRAINA, SAMUEL JUSTIN UCM		
VICE CHANCELLOR – RESEARCH AND ECONOMIC DEVELOPMENT		
Annual Base Salary as of Dec 31	\$236,900	Employee status changed from a term appointment as Vice Chancellor - Research and Graduate Division to career appointment as Vice Chancellor - Research and Economic Development with an increased salary of \$230,000 annually. Action approved by Presidential item 7/2/13. Mr. Traina also received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, effective 7/1/13.
Administrative Stipend	\$3,167	Administrative stipend of 18.8 percent (based on 2012 annual salary of \$202,000 serving in Term Appointment as Vice Chancellor – Research and Dean of Graduate Division) while serving in the additional role of Acting Provost and Executive Vice Chancellor, monthly stipend of \$3,167. Final monthly stipend was paid in 2013 reporting year.
Executive Salary Continuation for Disability		Per policy, eligible and vested (July 2011).
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 2013

Compensation Element	Amount	Staff Comments
TRAN, TU M. UCOP		
ASSOCIATE VICE PRESIDENT – BUSINESS OPERATIONS		
Annual Base Salary as of Dec 31	\$203,700	Per policy, appointment of and compensation for Tu Tran as the Associate Vice President - Business Operations, Division of Agriculture and Natural Resources, as an SMG appointment with an annual base salary of \$209,811 was approved by the President effective 12/15/13. Mr. Tran was originally appointed as Assistant Vice President – Business Operations, ANR, as an MSP appointment in November 2012.
TUCKER, WILLIAM TINSLEY UCOP		
EXECUTIVE DIRECTOR – INNOVATION ALLIANCES AND SERVICES		
Annual Base Salary as of Dec 31	\$195,494	Effective 7/1/13, Mr. Tucker received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
TURTELTAUB, RHEA P UCLA		
VICE CHANCELLOR – EXTERNAL AFFAIRS		
Annual Base Salary as of Dec 31	\$337,900	Per policy, a market-based salary equity adjustment of 9.7 percent for a resulting base salary of \$329,000, effective 1/28/13, to align her salary more closely with the 60 th percentile of the Market Reference Zone (\$338,000). Per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, Ms. Turteltaub also received an across-the-board salary increase of 2.7 percent, effective 7/1/13.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance.
ULBRICH,JEFFERY WADE UCLA		
ASSISTANT COACH, FOOTBALL		
Annual Base Salary as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$10,417	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Other One-Time Payment	\$90,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$12,756	Per contract, data reflects the imputed income for the courtesy vehicle.
Other Benefit	\$1,420	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$1,302	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Coach - Incentive	\$25,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
VIVIANO, PAUL UCSD		
ASSOCIATE VICE CHANCELLOR – HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER		
Clinical Enterprise Management Recognition Program	\$105,667	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
WALSHOK, MARY LINDENSTEIN UCSD		
ASSOCIATE VICE CHANCELLOR – EXTENDED STUDIES AND PUBLIC SERVICE, DEAN – UNIVERSITY EXTENSION		
Annual Base Salary as of Dec 31	\$188,400	Effective 7/1/13, Ms. Walshok received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. In addition, Ms. Walshok received a market-based salary equity adjustment of 7.8 percent on 8/29/13.
WANDRES, DANIEL UCSF		
CHIEF PHARMACY OFFICER, MEDICAL CENTER		
Annual Base Salary as of Dec 31	\$296,486	Effective 7/1/13, Mr. Wandres received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. In addition, Chancellor approved equity based on local focal equity review process. In 2013, Mr. Wandres received a total increase of approximately 4 percent.
Incentive	\$31,919	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Program 2 (CEMRP2), with a target award of 10 percent of base salary and a maximum potential award of 15 percent of base salary. Actual award amount is based on performance against pre-established goals.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$24,115	Year 1 of 4: Relocation allowance. Declining percentage: year 1 (40 percent); year 2 (30 percent); year 3 (20 percent); year 4 (10 percent). Per policy, 25 percent of annual base salary--total: \$71,250 (over 4 years). Approved, under delegated authority, by Chancellor (3/8/12); endorsed by UCSF Compensation Committee (3/7/12). \$24,115.42 reflects actual amount paid out in 2013.
WASHINGTON, A. EUGENE UCLA		
VICE CHANCELLOR – HEALTH SCIENCES AND DEAN – DAVID GEFLEN SCHOOL OF MEDICINE		
Annual Base Salary as of Dec 31	\$530,500	Effective 7/1/13, Mr. Washington received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Health Sciences Compensation Plan	\$185,000	Per policy, eligible to participate in Health Sciences Compensation Plan as approved by the Regents in January 2010.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WATKINS, ELIZABETH UCSF		
DEAN – GRADUATE DIVISION/VICE CHANCELLOR – STUDENT ACADEMIC AFFAIRS		
Annual Base Salary as of Dec 31	\$250,000	The Vice Chancellor-Student Academic Affairs appointment is an SMG appointment without salary effective 8/1/13; retains academic Dean-Graduate Division appointment. 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.
Executive Life Insurance		Ineligible due to academic appointment and without salary SMG appointment.
Executive Salary Continuation for Disability		Ineligible due to academic appointment and without salary SMG appointment.
Annual Base Salary Received	\$217,000	Effective 7/1/13, Ms. Watkins received an across-the-board salary increase of 2 percent, increasing her salary from \$200,000 to \$204,000. Effective 8/1/13, to recognize Vice Chancellor-Student Academic Affairs role, a 22.5 percent equity increase was implemented under local authority, raising salary from \$204,000 to \$250,000.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WATKINS, PAUL H. UCLA		
CHIEF ADMINISTRATIVE OFFICER – SANTA MONICA – UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Annual Base Salary as of Dec 31	\$325,000	Interim appointment effective 1/1/13 thru 6/27/13, with a base salary of \$341,250. Career appointment effective 6/28/13, with annual base salary of \$325,000. Both actions were approved by the President on 1/9/13.
Clinical Enterprise Management Recognition Program	\$65,406	Data reflected in the report is the actual award amount for 2012-13 as approved by the Administrative Oversight Committee on 9/30/13. 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 Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
WAUGH, SCOTT L. UCLA		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base Salary as of Dec 31	\$377,000	Effective 7/1/13, Mr. Waugh received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
WEDDING, RANDOLPH E UCOP		
SENIOR MANAGING DIRECTOR – FIXED INCOME INVESTMENTS		
Chief Investment Officer Annual Incentive Plan	\$423,517	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$438,165 (117 percent of base salary) for FY 2012-13. Mr. Wedding's target and maximum award opportunities (as a percent of base salary) are 60 percent and 120 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
WILCOX, KIM ARTHUR UCR		
CHANCELLOR		
Senior Management Supplemental Benefit Program		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 2013

Compensation Element	Amount	Staff Comments
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, 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.
Other Benefit	\$1,387	Approved by the Regents 8/8/13, business-related travel visits to the campus prior to the official start date.
Moving Expenses - Shipment of Household Goods	\$14,597	Per policy and approved by the Regents on 8/8/13.
WILLIAMS, KIM P. LBNL		
CHIEF FINANCIAL OFFICER		
Executive Salary Continuation for Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
WILTON, JOHN UCB		
VICE CHANCELLOR – ADMINISTRATION AND FINANCE		
Executive Salary Continuation for Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Other Benefit	\$789	Reflects taxable benefit reported on W-2 form for tickets to UC Berkeley athletic events.
WINTERSON, JULIA ANN UCOP		
INVESTMENT OFFICER – PRIVATE EQUITY		
Annual Base Salary as of Dec 31	\$219,860	Per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, Ms. Winterson received an across-the-board salary increase of 3 percent.
Chief Investment Officer Annual Incentive Plan	\$146,286	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$173,355 (79 percent of base salary) for FY 2012-13. Ms. Winterson's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
WOODALL, ALLISON M. UCOP		
DEPUTY GENERAL COUNSEL – LABOR, EMPLOYMENT AND BENEFITS		
Annual Base Salary as of Dec 31	\$245,000	Per policy, appointment of and compensation for Allison Woodall as Deputy General Counsel - Labor, Employment and Benefits with an annual base salary of \$245,000 was approved by the President, effective 8/1/13.
WU DRAGUN, DIANA UCB		
DEAN – UNIVERSITY EXTENSION		
Annual Base Salary Received	\$181,423	Per policy, a 9.73 percent market adjustment effective 1/1/13. In addition, Ms. Wu received an across-the-board salary increase of 3 percent, effective 7/1/13 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
WYLIE, DEBORAH UCOP		
ASSOCIATE VICE PRESIDENT – CAPITAL RESOURCES MANAGEMENT		
Annual Base Salary as of Dec 31	\$197,820	Per policy, a 9.9 percent market-based salary adjustment was approved by the President effective 7/1/13.
YAMAMOTO, KEITH UCSF		
PROFESSOR/EXECUTIVE VICE DEAN – SCHOOL OF MEDICINE/VICE CHANCELLOR – RESEARCH		
Annual Base Salary as of Dec 31	\$378,000	The Vice Chancellor – Research appointment is an SMG appointment without salary. Employee remains in the academic personnel program with no change to academic base salary. The 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 personnel program with no change to academic base salary. Ongoing five percent administrative stipend in recognition of Vice Chancellor – Research responsibilities.
Senior Management Supplemental Benefit Program		Ineligible due to academic appointment and without salary SMG appointment.
Executive Life Insurance		Ineligible due to academic appointment and without salary SMG appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Executive Salary Continuation for Disability		Ineligible due to academic appointment and without salary SMG appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
YARBER, ERIC LAMONE UCLA		
ASSISTANT COACH, FOOTBALL		
Annual Base Salary as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$62,500	Talent Fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$31,000	Retention bonus payout, approved as part of negotiated contract.
Other Cash Payment	\$10,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$460	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$1,302	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$3,852	Per contract, data reflects the imputed income for the courtesy vehicle.
Coach - Incentive	\$25,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
YEE, ALICE L. UCOP		
SENIOR PORTFOLIO MANAGER		
Annual Base Salary as of Dec 31	\$208,826	Per the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14, Ms. Yee received an across-the-board salary increase of 3 percent effective 7/1/13.
Chief Investment Officer Annual Incentive Plan	\$175,512	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$175,627 (84 percent of base salary) for FY 2012-13. Ms. Yee's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.
YELICK, KATHERINE A. LBNL		
ASSOCIATE LABORATORY DIRECTOR		

Addendum to Annual Report on Executive Compensation for Calendar Year 2013

Compensation Element	Amount	Staff Comments
Senior Management Supplemental Benefit Program		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Salary Continuation for 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.
ZHANG, XIAOCHUAN UCOP		
DIRECTOR – HEAD OF CREDIT RESEARCH – FIXED INCOME INVESTMENTS		
Annual Base Salary as of Dec 31	\$219,864	Effective 7/1/13, Ms. Zhang received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14.
Chief Investment Officer Annual Incentive Plan	\$138,514	On 8/26/13, the Administrative Oversight Committee approved the incentive payout award of \$154,671 (70 percent of base salary) for FY 2012-13. Ms. Zhang's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent, respectively. 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 2013, which may not match the approved incentive award for the current plan year.