

ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2014: INCUMBENTS IN CERTAIN SENIOR MANAGEMENT POSITIONS

EXECUTIVE SUMMARY

The University of California is committed to transparency and accountability in reporting on the compensation of its employees. As part of this commitment, this report provides detailed information on compensation paid to the University's highest level administrators, the Senior Management Group (SMG) and officers of the University, regardless of compensation amount. This report also includes certain highly compensated non-SMG employees who met the report criteria. The report is posted on UC's compensation website (<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 2014 for the following employees who were active employees as of December 31, 2014: (1) all incumbents in the SMG personnel program and incumbents in an acting or interim SMG role, regardless of their total cash compensation (2) all officers of the University, regardless of their total cash compensation (3) 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 (4) incumbents in "Other Specified Employees" (OSE) positions, such as athletic directors and coaches, whose total cash compensation exceeds the ICL. The current ICL is \$301,000 per year.

OBSERVATIONS

- **Executive compensation remains a small percentage of payroll:** Compensation for incumbents in senior management positions included in this report represents less than 1 percent of UC's total payroll of \$12.6 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 – were among the top-earning employees at UC in 2014. 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 Annual Report on Employee Compensation. This report is also posted on UC's compensation website (<http://compensation.universityofcalifornia.edu/reports.html>)
- **A lack of annual merit or cost-of-living increases has impacted competitiveness:** For many years, budgetary challenges have meant that UC employees have not received regular salary increases. Before 2014, Level One Senior Management Group members (President of the University, all Chancellors, medical center Chief Executive Officers, and SMGs who report directly to the President and/or the Board of Regents) had not had general salary increases in seven years, from 2007 to 2014. Over this period, wages within the general labor

market increased by 18.7 percent. The lack of general salary increases over this multi-year period has had an impact on the University's competitive position for talent. The lack of a regular salary program for SMG members at UC has made it difficult to recruit and retain people for senior leadership positions.

In 2011, after several years without merit increases for non-represented staff – 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)

In 2014, UC implemented another salary program for policy-covered (non-union represented) staff. This time the program excluded athletic coaches and other athletic personnel whose salaries are covered by multi-year contracts and student employees. SMGs were included in the program. They received modest salary increases averaging 3 percent, as did those in the Management and Senior Professional (MSP) categories whose total cash compensation exceeded the ICL. The President of the University was eligible to participate, but chose not to.

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:** In 2014, UC Chancellors' average salaries were 22 percent below the 50th percentile of the Market Reference Zone (MRZ). An MRZ is a unique range of market competitors' salary data 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 salaries of most UC Chancellors fall in the bottom third as compared to other American Association of Universities (AAU) institutions. According to the *Chronicle of Higher Education Executive Compensation Report*, seven UC Chancellors earn less than the median

pay of \$428,000 for the nation's public AAU universities. Many institutions, particularly private ones, offer much higher cash compensation and additional forms of compensation that UC does not offer, which further exacerbates the disparity.

In the past 24 months, three chancellors have left UC to accept positions that offered significantly higher compensation.

- **Incentive compensation is used to motivate excellent performance in support of University priorities:** Like many public institutions nationwide, UC uses incentive compensation plans to encourage and reward sustained individual and group performance in support of key University objectives in the following areas:
 - **Medical Centers:** Incentive compensation plans for UC medical centers include employees at all levels – from clerical and custodial staff to senior leadership – and reward individual as well as group efforts that accomplish key priorities, such as improving patient care and safety, enhancing operational efficiency and maintaining sound financial management.
 - **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 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:** By policy, only non-SMG staff were eligible to receive 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 271 employees included in this report, 107 received incentive or recognition award pay, which collectively totaled approximately \$8.3 million, or approximately 0.07 percent of UC's \$12.6 billion annual payroll. Of this \$8.3 million, \$4.9 million, or 59 percent, consisted of payments from the medical enterprise's Clinical Enterprise Management Recognition Plan (CEMRP) and other clinical incentive plans. Approximately \$2.7 million, or 32.5 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 \$667,000, or 8 percent of the total. Recognition award program payments of approximately \$4,000 made up the remainder.

REPORT FORMAT AND CONTENT

The report includes compensation information for 271 University employees who were employed in a position that met the reportable population criteria on December 31, 2014. The report does not include employees who separated from the University prior to December 31, 2014.

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

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

Annualized Base Salary as of December 31: This column reports the annualized base salary rate for the employee and includes any changes to the employee's base salary as of December 31, 2014 such as market, equity, merit, and other salary adjustments.

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

Actual Bonuses/Incentives Received: This column reports the total incentive awards and/or recognition awards received by the employee during the calendar year. Such compensation falls into one of the following categories: (a) incentive and/or recognition award compensation received by coaches (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 Amount Received from the Health Sciences Compensation Plan: This column reports the total compensation received by the employee during the calendar year from the Health Sciences Compensation Plan (HSCP), per policy, from qualified outside activities such as clinical services, research and other professional activities. Because an employee's activities fluctuate from year to year, the HSCP payments will fluctuate accordingly. UC policy stipulates that the funds distributed from the HSCP not be derived from State sources.

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

Actual Auto Allowance Paid: This column represents the actual auto allowance the employee received during the calendar year.

Other Cash Compensation/Payments Received: This column reports the total of any other compensation or payments that the employee received from the University during the calendar year.

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

Total Cash Compensation: This column reports the sum of the actual amounts received by the employee in the following categories during the calendar year: base salary, incentive or recognition awards, health sciences compensation, stipend, auto allowance, other cash compensation/payments, and actual temporary housing/relocation 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 during 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.

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 eligible salary that the University contributed on the employee's behalf to the Senior Management Supplemental Benefit Program during 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 during 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 2014

Name	Working Title	Loc	MRZ/ Salary Range	MRZ/ Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	Univer- sity Pro- vided Housing	Sever- ance Benefits	Sr Mgmt Supple- mental Benefit	Addi- tional Post- Retire- ment Benefits	Reim- burse Moving Costs	University- Provided Home Mortgage
A PAUL ALIVISATOS*	LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$451,008	\$448,357				\$8,916			\$457,273	Y	N	N		N		\$1,330,000
JEFFREY A BLAIR*	LABORATORY COUNSEL	LBNL	MRZ	Below the 60th Percentile	\$296,340	\$288,009			\$13,492				\$301,501	Y	N	N	5%	N		
DONALD J DEPAOLO*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Above the 90th Percentile	\$363,252	\$353,586							\$353,586	Y	N	N		N		
JAY D KEASLING*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Above the 90th Percentile	\$387,432	\$376,909							\$376,909	Y	N	N		N		
GLENN D. KUBIAK*	CHIEF OPERATING OFFICER	LBNL	MRZ	Below the 60th Percentile	\$332,076	\$321,371							\$321,371	Y	N	N	5%	N		
RAMAMOORTHY RAMESH*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 90th Percentile	\$349,992	\$86,172					\$92,679		\$178,851	Y	N	N		N	\$25,653	
EDWARD M RUBIN*	SCIENTIFIC DIVISION DIRECTOR	LBNL	Salary Range	Below the 75th Percentile	\$315,540	\$309,010							\$309,010	N	N	N		N		
HORST D SIMON*	DEPUTY LABORATORY DIRECTOR	LBNL	MRZ	Below the 90th Percentile	\$403,800	\$390,466							\$390,466	Y	N	N	5%	N		\$1,057,750
TIMOTHY JAMES SYMONS*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$295,860	\$288,097							\$288,097	Y	N	N	5%	N		
KIM P WILLIAMS*	CHIEF FINANCIAL OFFICER	LBNL	MRZ	Below the 75th Percentile	\$273,972	\$266,255							\$266,255	Y	N	N	5%	N		
KATHERINE A YELICK*	ASSOCIATE LABORATORY DIRECTOR	LBNL	MRZ	Below the 75th Percentile	\$309,876	\$297,530							\$297,530	Y	N	N		N		
XIANG ZHANG*	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	Salary Range	Below the 60th Percentile	\$299,400	\$254,350			\$22,455		\$65,491		\$342,296	N	N	N		N		
GIBOR BASRI*	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	MRZ	Below the 50th Percentile	\$212,180	\$208,575							\$208,575	Y	N	N		N		
FRANKLIN SCOTT BIDDY*	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCB	MRZ	Below the 50th Percentile	\$383,160	\$373,669				\$8,916			\$382,585	Y	N	N	5%	N		\$434,100
LARRY D CONRAD*	ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER	UCB	Salary Range	Above the 90th Percentile	\$329,600	\$324,000							\$324,000	N	N	N		N		
NICHOLAS DIRKS*	CHANCELLOR	UCB	MRZ	Below the 50th Percentile	\$501,404	\$492,885				\$8,916		\$30,425	\$532,226	Y	Y	N		N	\$2,171	
DIANA WU DRAGUN*	DEAN - UNIVERSITY EXTENSION	UCB	MRZ	Below the 25th Percentile	\$210,120	\$203,536							\$203,536	Y	N	N	5%	N		
DANIEL DYKES*	HEAD COACH - FOOTBALL	UCB	Salary Range	No independent survey data available	\$250,000	\$250,000				\$5,400	\$1,550,000		\$1,805,400	N	N	N		N		
GRAHAM R FLEMING*	VICE CHANCELLOR - RESEARCH	UCB	MRZ	Below the 75th Percentile	\$381,100	\$374,625			\$30,000				\$404,625	Y	N	N		N		\$425,950
TONY L FRANKLIN*	OFFENSIVE COORDINATOR - FOOTBALL	UCB	Salary Range	No independent survey data available	\$175,000	\$175,000					\$412,000		\$587,000	N	N	N		N		
LINDSAY GOTTLIEB*	HEAD WOMEN'S BASKETBALL COACH	UCB	Salary Range	No independent survey data available	\$285,000	\$272,500	\$100,000			\$5,400	\$225,000		\$602,900	N	N	N		N		
HARRY LE GRANDE	VICE CHANCELLOR - STUDENT AFFAIRS	UCB	MRZ	Below the 50th Percentile	\$243,502	\$239,365							\$239,365	Y	N	N	5%	N		
ARTHUR A KAUFMAN*	DEFENSIVE COORDINATOR - FOOTBALL	UCB	Salary Range	No independent survey data available	\$225,000	\$194,021	\$20,000				\$280,253		\$494,274	N	N	N		N		

*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 2014

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CATHERINE P KOSHLAND*	VC-UNDERGRADUATE EDUCATION	UCB	MRZ	Below the 75th Percentile	\$265,000	\$233,983							\$233,983	Y	N	N		N		
ROBERT JOSEPH LALANNE	VICE CHANCELLOR - REAL ESTATE	UCB	Salary Range	Below the 60th Percentile	\$249,000	\$221,033							\$221,033	N	N	N		N		
THOMAS C LEONARD*	UNIVERSITY LIBRARIAN	UCB	MRZ	Below the 50th Percentile	\$207,936	\$204,403							\$204,403	Y	N	N		N		
CUONZO LAMAR MARTIN*	HEAD MEN'S BASKETBALL COACH	UCB	Salary Range	No independent survey data available	\$250,000	\$157,198				\$3,375	\$1,027,808		\$1,188,381	N	N	N		N		
CHRISTOPHER M PATTI*	CHIEF CAMPUS COUNSEL	UCB	MRZ	Below the 60th Percentile	\$254,616	\$250,290							\$250,290	Y	N	N	5%	N		
CLAUDE STEELE*	EXECUTIVE VICE CHANCELLOR & PROVOST	UCB	MRZ	Below the 75th Percentile	\$463,500	\$307,410				\$5,979	\$22,500	\$112,500	\$448,389	Y	N	N		N	\$10,282	\$1,330,000
JOHN WILTON*	VICE CHANCELLOR - ADMINISTRATION & FINANCE	UCB	MRZ	Below the 90th Percentile	\$386,250	\$379,688							\$379,688	Y	N	N	5%	N		
JACOB A APPELSMITH*	CHIEF CAMPUS COUNSEL	UCD	MRZ	Below the 50th Percentile	\$247,200	\$243,000							\$243,000	Y	N	N	5%	N		
MICHAEL W BOYD*	DIRECTOR - FACILITIES	UCD	Salary Range	Below the 90th Percentile	\$258,239	\$254,565	\$44,152				\$7,835		\$306,552	N	N	N		N		
ANN D FRANKEL*	DIRECTOR - PATIENT ACCOUNTS ADMINISTRATION	UCD	Salary Range	Below the 90th Percentile	\$251,551	\$247,508	\$41,597				\$13,229		\$302,334	N	N	N		N		
JULIE ANN FREISCHLAG*	VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND DEAN-SCHOOL OF MEDICINE	UCD	MRZ	Below the 25th Percentile	\$506,304	\$400,824		\$154,751			\$25,315	\$126,576	\$707,466	Y	N	N		N	\$39,431	
RALPH J HEXTER*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	MRZ	Below the 50th Percentile	\$374,920	\$366,508				\$8,916			\$375,424	Y	N	N		N		\$607,500
VINCENT L JOHNSON*	CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER	UCD	MRZ	Below the 75th Percentile	\$590,059	\$578,419	\$93,127						\$671,546	Y	N	N	5%	N		\$671,650
LINDA KATEHI-TSEREGOUNIS*	CHANCELLOR	UCD	MRZ	Below the 50th Percentile	\$412,000	\$405,000				\$8,916			\$413,916	Y	Y	N		N		
SHAUN B. KEISTER*	VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS	UCD	MRZ	Below the 50th Percentile	\$362,303	\$352,239				\$8,916			\$361,155	Y	N	N	5%	N		
JAMES D KIRK*	CHIEF MEDICAL OFFICER	UCD	MRZ	Below the 50th Percentile	\$425,375	\$362,701		\$56,001			\$2,500		\$421,202	Y	N	N	5%	N		
ADELA DE LA TORRE*	VICE CHANCELLOR - STUDENT AFFAIRS	UCD	MRZ	Below the 50th Percentile	\$252,801	\$247,129							\$247,129	Y	N	N		N		\$359,300
DAVID D LAWLOR*	VICE CHANCELLOR - FINANCE AND RESOURCE MANAGEMENT AND CHIEF FINANCIAL OFFICER	UCD	MRZ	Below the 25th Percentile	\$410,000	\$34,167					\$20,500	\$114,500	\$169,167	Y	N	N	5%	N	\$2,160	
HARRIS A LEWIN*	VICE CHANCELLOR - RESEARCH	UCD	MRZ	Below the 75th Percentile	\$382,950	\$375,396							\$375,396	Y	N	N		N		\$600,000
TIMOTHY R MAURICE*	CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH SYSTEM	UCD	MRZ	Below the 50th Percentile	\$424,360	\$417,150	\$76,199						\$493,349	Y	N	N	5%	N		
PAUL M. MCNEIL*	DEAN - UC DAVIS EXTENSION	UCD	MRZ	Below the 60th Percentile	\$242,000									Y	N	N	5%	N		
MICHAEL N MINEAR*	CHIEF INFORMATION OFFICER - UC DAVIS HEALTH SYSTEM	UCD	MRZ	Below the 50th Percentile	\$328,879	\$323,291	\$59,055				\$6,200		\$388,546	Y	N	N	5%	N		

*Includes notes in the addendum.

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VIJI MURALI*	VICE PROVOST-INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCD	MRZ	Below the 60th Percentile	\$312,500	\$90,526					\$3,906	\$19,531	\$113,963	Y	N	N	5%	N	\$25,647	
ANN MADDEN RICE*	CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER	UCD	MRZ	Below the 50th Percentile	\$824,000	\$810,000	\$149,867			\$8,916			\$968,783	Y	N	N	5%	N		
CAROL A ROBINSON*	CHIEF PATIENT CARE SERVICES OFFICER AND DIRECTOR OF NURSING	UCD	MRZ	Below the 60th Percentile	\$308,833	\$302,741	\$55,247						\$357,988	Y	N	N	5%	N		
MACKENZIE SMITH*	UNIVERSITY LIBRARIAN	UCD	MRZ	Below the 60th Percentile	\$242,179	\$236,095							\$236,095	Y	N	N	5%	N		
TERRY A BELMONT*	CHIEF EXECUTIVE OFFICER	UCI	MRZ	Below the 25th Percentile	\$741,260	\$706,265	\$124,332			\$8,916			\$839,513	Y	N	N	5%	N		
WENDELL C BRASE*	VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES	UCI	MRZ	Below the 50th Percentile	\$309,000	\$280,143							\$280,143	Y	N	N	5%	N		\$300,000
MICHAEL P CLARK*	INTERIM PROVOST AND EXECUTIVE VICE CHANCELLOR	UCI	MRZ	Below the 25th Percentile	\$277,750	\$263,021							\$263,021	N	N	N		N		
MARGARET T CONK*	CHIEF STRATEGY OFFICER	UCI	Salary Range	Below the 75th Percentile	\$340,717	\$328,655	\$48,157						\$376,812	N	N	N		N		
MORRIS J. FRIELING*	CHIEF FINANCIAL OFFICER	UCI	MRZ	Below the 25th Percentile	\$379,040	\$336,850	\$53,091						\$389,941	Y	N	N	5%	N		
DIANE FIELDS GEOCARIS*	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCI	MRZ	Below the 75th Percentile	\$270,530	\$265,933							\$265,933	Y	N	N	5%	N		
HOWARD AARON GILLMAN*	CHANCELLOR	UCI	MRZ	Below the 50th Percentile	\$485,000	\$384,510				\$8,916			\$393,426	Y	Y	N		N	\$1,683	
KAREN A GRIMLEY*	CHIEF NURSING OFFICER	UCI	MRZ	Below the 50th Percentile	\$290,687	\$285,748	\$36,059						\$321,807	Y	N	N	5%	N		
JOHN C. HEMMINGER*	VICE CHANCELLOR - RESEARCH	UCI	MRZ	Below the 50th Percentile	\$318,270	\$312,863							\$312,863	Y	N	N		N		
ALICE ISSAI*	CHIEF OPERATING OFFICER	UCI	MRZ	Below the 25th Percentile	\$428,543	\$404,450	\$59,963						\$464,413	Y	N	N	5%	N		
MEREDITH MICHAELS JED*	VICE CHANCELLOR - PLANNING AND BUDGET	UCI	MRZ	Below the 50th Percentile	\$262,334	\$257,877							\$257,877	Y	N	N	5%	N		
GREGORY R LEET*	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCI	MRZ	Below the 25th Percentile	\$339,488	\$333,720							\$333,720	Y	N	N	5%	N		\$498,600
DOUGLAS G. MERRILL*	CHIEF MEDICAL OFFICER	UCI	MRZ	Below the 75th Percentile	\$460,000	\$133,254					\$40,000	\$10,000	\$183,254	Y	N	N	5%	N	\$32,766	
THOMAS A. PARHAM*	VICE CHANCELLOR - STUDENT AFFAIRS	UCI	MRZ	Below the 50th Percentile	\$247,200	\$233,431							\$233,431	Y	N	N	5%	N		
CHARLES H PODESTA*	CHIEF INFORMATION OFFICER	UCI	MRZ	Below the 75th Percentile	\$375,000	\$92,328					\$50,000	\$20,000	\$162,328	Y	N	N	5%	N	\$9,230	
ROGER F STEINERT*	INTERIM DEAN - SCHOOL OF MEDICINE	UCI	MRZ	Below the 25th Percentile	\$440,000	\$342,946		\$446,950					\$789,896	N	N	N		N		
LORELEI A. TANJI*	UNIVERSITY LIBRARIAN	UCI	MRZ	Below the 50th Percentile	\$221,450	\$213,045							\$213,045	Y	N	N	5%	N		
RUSSELL DEVLIN TURNER*	HEAD MEN'S BASKETBALL COACH	UCI	Salary Range	No independent survey data available	\$310,000	\$271,508	\$62,500						\$334,008	N	N	N		N		

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STEPHEN TODD ALFORD*	HEAD COACH, MEN'S BASKETBALL, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No independent survey data available	\$300,000	\$300,000	\$75,000				\$2,330,000		\$2,705,000	N	N	N		N		
SAL PETER ALOSI*	HEAD FOOTBALL STRENGTH & CONDITIONING COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$241,250	\$20,000				\$102,625		\$363,875	N	N	N		N		
MARTHA ARVIN*	CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES	UCLA	MRZ	Below the 75th Percentile	\$252,251	\$257,007	\$61,715		\$31,604				\$350,326	Y	N	N	5%	N		
RICHARD F AZAR*	EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Below the 90th Percentile	\$254,894	\$251,529	\$43,482				\$14,656		\$309,667	N	N	N		N		
GENE D. BLOCK*	CHANCELLOR	UCLA	MRZ	Below the 50th Percentile	\$428,480	\$421,200				\$8,916			\$430,116	Y	Y	N		N		
JANE ESTHER BOUBELIK*	CHIEF LEGAL COUNSEL, MEDICAL SCIENCES	UCLA	Salary Range	Below the 75th Percentile	\$249,328	\$254,028	\$54,343						\$308,371	N	N	N		N		
KATHRYN A CARRICO*	ASSISTANT VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT	UCLA	Salary Range	Below the 90th Percentile	\$324,450	\$315,357	\$1,800					\$16,407	\$333,564	N	N	N		N	\$765	
CORI RASHEL CLOSE*	HEAD COACH, WOMEN'S BASKETBALL	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$30,000			\$5,400	\$167,074		\$452,474	N	N	N		N		
HEIDI M. CROOKS*	SENIOR ASSOCIATE DIRECTOR - OPERATIONS AND PATIENT CARE SERVICES, CHIEF NURSING OFFICER	UCLA	MRZ	Below the 75th Percentile	\$334,748	\$341,061	\$72,962						\$414,023	Y	N	N	5%	N		
RONALD ANTHONY DAVIS*	INTERIM CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Above the 90th Percentile	\$331,637	\$324,814	\$72,287					\$19,183	\$416,284	N	N	N		N		
JAMES S ECONOMOU*	VICE CHANCELLOR - RESEARCH	UCLA	MRZ	Below the 25th Percentile	\$276,501	\$271,641							\$271,641	Y	N	N		N		
FARANAK K ELAHI*	CHIEF ADMINISTRATIVE OFFICER, MEDICINE	UCLA	Salary Range	Above the 90th Percentile	\$275,834	\$271,148	\$40,170		\$10,344				\$321,662	N	N	N		N		
DAVID T FEINBERG*	PRESIDENT, UCLA HEALTH SYSTEM/CHIEF EXECUTIVE OFFICER, UCLA HOSPITAL SYSTEM/ASSOCIATE VICE CHANCELLOR, UCLA HEALTH SCIENCES	UCLA	MRZ	Below the 60th Percentile	\$927,009	\$944,494	\$233,283			\$9,259	\$250,000		\$1,437,036	Y	N	N		N		
MARGARET G. FOLLETTE*	DIRECTOR, MANAGED CARE CONTRACTING	UCLA	Salary Range	Below the 90th Percentile	\$279,381	\$262,354	\$44,683						\$307,037	N	N	N		N		
JODY J GASPAR*	DIRECTOR--BUSINESS OPERATIONS, UCLA FACULTY PRACTICE GROUP	UCLA	Salary Range	Below the 90th Percentile	\$265,304	\$261,462	\$55,496				\$10,406		\$327,364	N	N	N		N		
CAROLE EUDICE GOLDBERG*	VICE CHANCELLOR - ACADEMIC PERSONNEL	UCLA	MRZ	Below the 90th Percentile	\$293,550	\$288,563							\$288,563	Y	N	N		N		
DANIEL GENE GUERRERO*	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	Salary Range	No independent survey data available	\$771,513	\$759,267	\$102,500						\$861,767	N	N	N		N		\$850,000

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SANTIAGO MUNOZ III*	EXECUTIVE DIRECTOR, STRATEGY & BUSINESS DEVELOPMENT, UCLA HEALTH SYSTEM	UCLA	Salary Range	Below the 90th Percentile	\$339,906	\$346,318	\$74,087				\$5,209		\$425,614	N	N	N		N		
PAMELA J JESTER*	DIRECTOR, CONTINUING EDUCATION OF THE BAR	UCLA	MRZ	Below the 90th Percentile	\$209,090	\$205,538							\$205,538	Y	N	N	5%	N		
ADRIAN WILLIAM KLEMM*	ASSISTANT COACH, FOOTBALL	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$20,000				\$369,667		\$639,667	N	N	N		N		
GWENDOLINE E LAKE*	CONTROLLER, HOSPITAL SYSTEM	UCLA	Salary Range	Below the 90th Percentile	\$256,490	\$261,325	\$37,352				\$12,782		\$311,459	N	N	N		N		
WILLIAM C. LAZARUS*	CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the 90th Percentile	\$288,395	\$293,837	\$31,500						\$325,337	N	N	N		N		
EUGENIE L LISKA*	DIRECTOR, BUDGET, HOSPITAL SYSTEM	UCLA	Salary Range	Below the 90th Percentile	\$256,490	\$261,325	\$37,352				\$13,764		\$312,441	N	N	N		N		
BERNADETTE LODGE-LEMON*	DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM	UCLA	Salary Range	Above the 90th Percentile	\$263,088	\$268,049	\$36,398				\$13,105		\$317,552	N	N	N		N		
MOHAMMED H MAHDI MAHBOUBA*	CHIEF DATA OFFICER, OFFICE OF HEALTH INFORMATICS AND ANALYSIS, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Above the 90th Percentile	\$297,039	\$302,645	\$43,259					\$18,846	\$364,750	N	N	N		N		
JEANNE M MARKLAND*	CHIEF OF STRATEGY & INTEGRATION, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Above the 90th Percentile	\$273,591	\$278,746	\$39,842						\$318,588	N	N	N		N		
DEMETRICE AARON MARTIN	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$244,250	\$20,000				\$123,725		\$387,975	N	N	N		N		
WILLIAM W MARTIN*	HEAD COACH - MEN'S TENNIS	UCLA	Salary Range	No independent survey data available	\$135,000	\$124,275					\$202,244		\$326,519	N	N	N		N		
PATRICIA S. MATOS*	DIRECTOR OF NURSING, SEMEL/RESNICK NEUROPSYCHIATRIC HOSPITAL	UCLA	Salary Range	Below the 75th Percentile	\$236,257	\$238,367	\$32,625					\$38,077	\$309,069	N	N	N		N		
NOEL SCOTT MAZZONE*	ASSISTANT COACH, FOOTBALL	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$20,000				\$364,125		\$634,125	N	N	N		N		
JANINA MONTERO*	VICE CHANCELLOR -- STUDENT AFFAIRS	UCLA	MRZ	Below the 50th Percentile	\$250,393	\$246,139							\$246,139	Y	N	N	5%	N		\$639,200
JAMES LAWRENCE MORA*	HEAD COACH, FOOTBALL	UCLA	Salary Range	No independent survey data available	\$300,000	\$300,000	\$220,000				\$2,896,504		\$3,416,504	N	N	N		N		
JOHN SHANNON O'KELLEY*	CHIEF OPERATING OFFICER, UCLA HEALTH SYSTEM	UCLA	MRZ	Below the 60th Percentile	\$548,580	\$558,929	\$119,570						\$678,499	Y	N	N	5%	N		
STEVEN A. OLSEN*	VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER	UCLA	MRZ	Below the 75th Percentile	\$326,347	\$320,802							\$320,802	Y	N	N	5%	N		\$692,650
KENNEDY POLAMALU*	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$227,500	\$224,053	\$10,000				\$182,500		\$416,553	N	N	N		N		

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ELLEN S. POLLACK*	CHIEF NURSING INFORMATICS OFFICER, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Below the 90th Percentile	\$259,935	\$264,833	\$37,853						\$302,686	N	N	N		N		
JACK J POWAZEK*	ADMINISTRATIVE VICE CHANCELLOR	UCLA	MRZ	Below the 50th Percentile	\$300,554	\$295,447							\$295,447	Y	N	N	5%	N		
KEVIN S. REED*	VICE CHANCELLOR, LEGAL AFFAIRS & ASSOCIATE GENERAL COUNSEL	UCLA	MRZ	Below the 75th Percentile	\$281,087	\$276,311							\$276,311	Y	N	N	5%	N		
J THOMAS ROSENTHAL*	FORMER CHIEF MEDICAL OFFICER, UCLA HEALTH SYSTEM	UCLA	MRZ	Below the 75th Percentile	\$489,239	\$498,471	\$106,637						\$605,108	Y	N	N		N		
JUDITH ROTHMAN*	ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE	UCLA	MRZ	Below the 50th Percentile	\$283,765	\$278,944	\$57,304						\$336,248	Y	N	N	5%	N		\$966,650
MICHAEL JEROME SAUK*	CHIEF OF APPLICATIONS, INFORMATION SERVICES & SOLUTIONS	UCLA	Salary Range	Above the 90th Percentile	\$293,573	\$299,104	\$42,752					\$11,127	\$352,983	N	N	N		N		
JOHN JOSEPH SAVAGE*	HEAD COACH - BASEBALL	UCLA	Salary Range	No independent survey data available	\$300,000	\$300,000					\$565,936		\$865,936	N	N	N		N		
WAYNE DAVID SMUTZ*	DEAN-CONTINUING EDUCATION AND UCLA EXTENSION	UCLA	MRZ	Above the 90th Percentile	\$309,000	\$303,750						\$22,500	\$326,250	Y	N	N	5%	N	\$4,236	\$1,012,500
PAUL A STATON*	CHIEF FINANCIAL OFFICER, UCLA HEALTH SYSTEM	UCLA	MRZ	Below the 50th Percentile	\$477,400	\$486,403	\$104,054						\$590,457	Y	N	N	5%	N		
VIRGINIA STEEL*	UNIVERSITY LIBRARIAN	UCLA	MRZ	Below the 60th Percentile	\$251,938	\$247,657						\$18,345	\$266,002	Y	N	N	5%	N		\$1,330,000
RHEA P TURTELTAUB*	VICE CHANCELLOR - EXTERNAL AFFAIRS	UCLA	MRZ	Below the 50th Percentile	\$410,000	\$367,942				\$8,916			\$376,858	Y	N	N	5%	N		
JEFFERY WADE ULBRICH*	FORMER DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$20,000				\$228,750		\$498,750	N	N	N		N		
CATHY RODGERS WARD*	ASSOCIATE DIRECTOR, DEPARTMENT OF NURSING, RONALD REAGAN UCLA MEDICAL CENTER	UCLA	Salary Range	Above the 90th Percentile	\$271,252	\$276,372	\$39,504						\$315,876	N	N	N		N		
A. EUGENE WASHINGTON*	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN - DAVID GEFKEN SCHOOL OF MEDICINE	UCLA	MRZ	Below the 25th Percentile	\$546,415	\$537,131		\$185,000					\$722,131	Y	N	N		N		
PAUL H. WATKINS*	CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA-UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	MRZ	Below the 60th Percentile	\$334,748	\$341,061	\$72,962						\$414,023	Y	N	N	5%	N		
SCOTT L WAUGH*	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCLA	MRZ	Below the 50th Percentile	\$388,310	\$381,712				\$8,916			\$390,628	Y	N	N	5%	N		

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ERIC LAMONE YARBER*	ASSISTANT FOOTBALL COACH	UCLA	Salary Range	No independent survey data available	\$250,000	\$250,000	\$20,000				\$132,917		\$402,917	N	N	N		N		
DIANE J ZALBA*	CHIEF PHARMACY OFFICER, UCLA HEALTH SCIENCES	UCLA	Salary Range	Above the 90th Percentile	\$270,521	\$275,627	\$30,861				\$14,517		\$321,005	N	N	N		N		
DONALD ALLISON BARCLAY*	UNIVERSITY LIBRARIAN	UCM	MRZ	Below the 25th Percentile	\$148,526	\$146,003							\$146,003	N	N	N		N		
DANIEL MARTIN FEITELBERG*	VICE CHANCELLOR PLANNING AND BUDGET	UCM	MRZ	Below the 90th Percentile	\$270,530	\$265,933						\$15,938	\$281,871	Y	N	N	5%	N	\$2,091	
KYLE DEAN HOFFMAN*	VICE CHANCELLOR DEVELOPMENT AND ALUMNI RELATIONS	UCM	MRZ	Below the 25th Percentile	\$232,019	\$228,077				\$8,916			\$236,993	Y	N	N	5%	N		
ANN ELIZABETH KOVALCHICK*	ASSOCIATE VICE CHANCELLOR OF INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCM	MRZ	Below the 25th Percentile	\$206,000	\$169,167						\$7,000	\$176,167	Y	N	N	5%	N	\$22,139	
DOROTHY JANE LELAND*	CHANCELLOR	UCM	MRZ	Below the 25th Percentile	\$383,160	\$313,875				\$8,916		\$19,375	\$342,166	Y	Y	N		N		
CHARLES T NIES*	VICE CHANCELLOR STUDENT AFFAIRS AND DEAN OF STUDENTS	UCM	MRZ	Below the 25th Percentile	\$220,000	\$184,796							\$184,796	N	N	N		N		
THOMAS WILLIAM PETERSON*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCM	MRZ	Below the 50th Percentile	\$296,661	\$280,929				\$8,916		\$16,365	\$306,210	Y	N	N		N		
MICHAEL REESE*	VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES	UCM	MRZ	Below the 50th Percentile	\$270,890	\$261,385			\$8,750			\$13,150	\$283,285	Y	N	N	5%	N		
SAMUEL JUSTIN TRAINA*	VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT	UCM	MRZ	Below the 25th Percentile	\$244,007	\$239,861							\$239,861	Y	N	N		N		\$276,000
BARBARA H ALLEN-DIAZ*	VICE PRESIDENT - AGRICULTURAL AND NATURAL RESOURCES	UCOP	MRZ	Below the 75th Percentile	\$297,052	\$292,005							\$292,005	Y	N	N		N		
SATISH ANANTHASWAMY*	SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the 75th Percentile	\$269,538	\$264,958	\$211,039						\$475,997	N	N	N		N		
THOMAS ANDRIOLA*	VICE PRESIDENT AND CHIEF INFORMATION OFFICER	UCOP	MRZ	Below the 60th Percentile	\$345,050	\$339,188							\$339,188	Y	N	N	5%	N		
PEGGY MCNAMARA ARRIVAS*	ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER	UCOP	MRZ	Below the 90th Percentile	\$303,850	\$298,687							\$298,687	Y	N	N	5%	N		
JAGDEEP SINGH BACHHER*	CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$615,000	\$412,445	\$76,875			\$5,979	\$30,750	\$153,750	\$679,799	Y	N	N	5%	N	\$10,080	
NATHAN ERIC BROSTROM*	CHIEF FINANCIAL OFFICER	UCOP	MRZ	Below the 50th Percentile	\$412,000	\$394,969							\$394,969	Y	N	N	5%	N		\$1,330,000
PAMELA HOPE BROWN*	VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING	UCOP	MRZ	Below the 50th Percentile	\$235,561	\$231,559							\$231,559	Y	N	N	5%	N		

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KIMBERLY SUSAN BUDIL*	VICE PRESIDENT LABORATORY MANAGEMENT	UCOP	MRZ	Below the 50th Percentile	\$355,000	\$207,083				\$5,201			\$212,284	Y	N	N	5%	N		
BRUCE W. BUTLER*	ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER	UCOP	MRZ	Below the 25th Percentile	\$259,000	\$236,250	\$36,208					\$20,917	\$293,375	Y	N	N		N		
SUSAN L. CARLSON*	VICE PROVOST - ACADEMIC PERSONNEL	UCOP	MRZ	Below the 50th Percentile	\$265,225	\$260,719							\$260,719	Y	N	N		N		
LYNDA HEE CHOI*	MANAGING DIRECTOR - ABSOLUTE RETURN	UCOP	Salary Range	Below the 25th Percentile	\$287,140	\$282,262	\$246,879						\$529,141	N	N	N		N		\$523,600
WILLIAM MAURICE COOPER*	ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER	UCOP	MRZ	Below the 60th Percentile	\$314,150	\$308,813						\$5,000	\$313,813	Y	N	N		N		
MARY SHANNA CROUGHAN*	EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE	UCOP	MRZ	Below the 25th Percentile	\$192,023	\$188,760							\$188,760	Y	N	N	5%	N		
MICHELE ELISE CUCULLU*	DIRECTOR - PRIVATE EQUITY INVESTMENTS	UCOP	Salary Range	Below the 25th Percentile	\$226,456	\$222,608	\$172,667						\$395,275	N	N	N		N		
AIMEE DORR*	PROVOST AND EXECUTIVE VP - ACADEMIC AFFAIRS	UCOP	MRZ	Below the 50th Percentile	\$360,500	\$354,375							\$354,375	Y	N	N		N		
STEVEN ARNOLD DROWN*	DEPUTY GENERAL COUNSEL - EDUCATIONAL AFFAIRS, CAMPUS SERVICES, AND PUBLIC ACCOUNTABILITY AND GOVERNANCE	UCOP	MRZ	Below the 75th Percentile	\$270,530	\$265,933							\$265,933	Y	N	N	5%	N		
DWAINE BRIAN DUCKETT*	VICE PRESIDENT-HUMAN RESOURCES	UCOP	MRZ	Below the 50th Percentile	\$318,270	\$312,863				\$8,916			\$321,779	Y	N	N	5%	N		\$989,100
JOHN G. FALLE*	ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS	UCOP	MRZ	Below the 60th Percentile	\$286,443	\$281,576					\$3,000		\$284,576	Y	N	N	5%	N		
EDMOND FONG*	MANAGING DIRECTOR - CROSS ASSETS CLASS INVESTMENTS	UCOP	Salary Range	Below the 25th Percentile	\$276,278	\$230,914	\$188,002					\$2,631	\$421,547	N	N	N		N		
WILLIAM E. FROST*	AVP - ACADEMIC PROGRAMS & STRATEGIC INITIATIVES	UCOP	MRZ	Below the 75th Percentile	\$220,626	\$216,878							\$216,878	N	N	N		N		
GLORIA BROWNING GIL*	MANAGING DIRECTOR - REAL ESTATE	UCOP	Salary Range	Below the 50th Percentile	\$297,042	\$291,995	\$154,455						\$446,450	N	N	N		N		\$726,200
ARTHUR RIBEIRO GUIMARAES*	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	MRZ	Below the 50th Percentile	\$325,000	\$13,542						\$30,000	\$43,542	Y	N	N	5%	N	\$11,871	
VELVIA YVETTE GULLATT*	VICE PROVOST EDUC PARTNERSHIP	UCOP	MRZ	Below the 50th Percentile	\$235,560	\$191,321			\$8,862				\$200,183	Y	N	N	5%	N		
ANITA P. GURSAHANI*	ASSOCIATE VICE PRESIDENT, LAB OPERATIONS	UCOP	MRZ	Below the 50th Percentile	\$297,052	\$292,005							\$292,005	Y	N	N	5%	N		
STEVE JUAREZ*	ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS	UCOP	MRZ	Below the 50th Percentile	\$260,353	\$255,930				\$8,916			\$264,846	Y	N	N	5%	N		\$684,000
REGIS B. KELLY*	SENIOR ADVISOR TO THE PRESIDENT	UCOP	MRZ	Below the 90th Percentile	\$465,000	\$91,429							\$91,429	Y	N	N	5%	N		

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SANDRA H KIM*	ASSOCIATE VICE PRESIDENT - CAPITAL FINANCIAL PLANNING/CAPITAL PROGRAMS	UCOP	MRZ	Below the 60th Percentile	\$288,830	\$262,488							\$262,488	Y	N	N	5%	N		
AILEEN LIU*	INVESTMENT OFFICER	UCOP	Salary Range	Below the 60th Percentile	\$196,978	\$193,631	\$127,544						\$321,175	N	N	N		N		
CHERYL A LLOYD*	CHIEF RISK OFFICER	UCOP	MRZ	Below the 75th Percentile	\$235,000	\$205,788			\$10,306				\$216,094	Y	N	N	5%	N		
DAVID B. MCCALLEN*	ASSOCIATE VICE PRESIDENT-LABORATORY PROGRAMS	UCOP	MRZ	Below the 75th Percentile	\$309,000	\$303,750							\$303,750	Y	N	N	5%	N		
ALISON MARGARET MUDDITT*	DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS	UCOP	MRZ	Below the 60th Percentile	\$277,173	\$272,464							\$272,464	Y	N	N	5%	N		
JANET ANN NAPOLITANO*	PRESIDENT OF THE UNIV	UCOP	MRZ	Below the 50th Percentile	\$570,000	\$570,000				\$8,916			\$578,916	Y	Y	N	5%	N		
CATHRYN L NATION*	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	MRZ	Below the 50th Percentile	\$242,050	\$237,937							\$237,937	Y	N	N	5%	N		
RACHEL NOSOWSKY*	DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES	UCOP	MRZ	Below the 75th Percentile	\$275,834	\$271,148							\$271,148	Y	N	N	5%	N		
DEBORA OBLEY*	ASSOCIATE VICE PRESIDENT - BUDGET OPERATIONS	UCOP	MRZ	Below the 75th Percentile	\$246,692	\$240,703							\$240,703	Y	N	N	5%	N		
GEOFFREY A O'NEILL*	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	MRZ	Below the 50th Percentile	\$189,371	\$186,153							\$186,153	Y	N	N	5%	N		
KAREN JENSEN PETRULAKIS*	CHIEF DEPUTY GENERAL COUNSEL & DEPUTY GENERAL COUNSEL LITIGATION	UCOP	MRZ	Below the 50th Percentile	\$280,160	\$275,400							\$275,400	Y	N	N	5%	N		
TIMOTHY JACOB RECKER*	MANAGING DIRECTOR - PRIVATE EQUITY INVESTMENTS	UCOP	Salary Range	Below the 25th Percentile	\$286,586	\$281,717	\$243,271						\$524,988	N	N	N		N		
CHARLES F ROBINSON*	GENERAL COUNSEL AND VICE PRESIDENT	UCOP	MRZ	Below the 60th Percentile	\$428,480	\$421,200				\$8,916			\$430,116	Y	N	N	5%	N		\$800,000
JUDY KAORU SAKAKI*	VICE PRESIDENT--STUDENT AFFAIRS	UCOP	MRZ	Below the 25th Percentile	\$261,300	\$256,860				\$8,916			\$265,776	Y	N	N	5%	N		\$589,650
DANIEL C SAMPSON*	ASSISTANT VICE PRESIDENT - FINANCIAL SERVICES AND CONTROLS	UCOP	MRZ	Below the 75th Percentile	\$248,802	\$244,575							\$244,575	Y	N	N	5%	N		
DAVID W SCHROEDER*	SENIOR PORTFOLIO MANAGER	UCOP	Salary Range	Below the 75th Percentile	\$286,040	\$281,180	\$225,321						\$506,501	N	N	N		N		
ANNE SHAW*	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	MRZ	Below the 50th Percentile	\$225,000	\$205,200				\$3,715			\$208,915	Y	N	N	5%	N		
STEVEN L. STERMAN*	SENIOR PORTFOLIO MANAGER, CREDIT SECTOR	UCOP	Salary Range	Below the 75th Percentile	\$286,040	\$281,180	\$116,345					\$19,098	\$416,623	N	N	N		N		
JOHN DAVID STOBO*	SENIOR VICE PRESIDENT - HEALTH SCIENCES AND SERVICES	UCOP	MRZ	Below the 50th Percentile	\$597,400	\$587,250	\$116,000			\$8,916			\$712,166	Y	N	N	5%	N		\$1,330,000
PAUL LUNG-FEI TENG*	PUBL EQUITY INV DIR	UCOP	Salary Range	Below the 75th Percentile	\$275,000	\$216,045	\$67,917		\$16,333				\$300,295	N	N	N		N		
TU M. TRAN*	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	MRZ	Below the 25th Percentile	\$216,105	\$212,202							\$212,202	Y	N	N	5%	N		

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WILLIAM TINSLEY TUCKER*	EXECUTIVE DIRECTOR- INNOVATION ALLIANCES & SERVICES	UCOP	MRZ	Below the 50th Percentile	\$221,495	\$206,328							\$206,328	Y	N	N	5%	N		
SHERYL JEANNE VACCA*	SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER	UCOP	MRZ	Below the 90th Percentile	\$417,150	\$410,063				\$8,916			\$418,979	Y	N	N	5%	N		
RANDOLPH E WEDDING*	SENIOR MANAGING DIRECTOR - FIXED INCOME INVESTMENTS	UCOP	MRZ	Below the 90th Percentile	\$385,735	\$379,181	\$507,898						\$887,079	Y	N	N	5%	N		
JULIA ANN WINTERSON*	INVESTMENT OFFICER - PRIVATE EQUITY	UCOP	Salary Range	Below the 25th Percentile	\$226,456	\$222,608	\$175,495						\$398,103	N	N	N		N		
ALLISON M. WOODALL*	DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS	UCOP	MRZ	Below the 60th Percentile	\$252,350	\$248,063							\$248,063	Y	N	N	5%	N		
DEBORAH WYLIE*	ASSOCIATE VICE PRESIDENT - CAPITAL RESOURCES MANAGEMENT	UCOP	MRZ	Below the 50th Percentile	\$217,609	\$212,791							\$212,791	Y	N	N	5%	N		
XIAOCHUAN ZHANG*	DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS	UCOP	Salary Range	Below the 25th Percentile	\$226,460	\$222,612	\$152,355						\$374,967	N	N	N		N		
MARIA RAMOS ANGUIANO*	VICE CHANCELLOR -- PLANNING AND BUDGET	UCR	MRZ	Below the 90th Percentile	\$250,000	\$201,955						\$26,042	\$227,997	Y	N	N	5%	N		
DAVID ERIK BERGQUIST*	CHIEF CAMPUS COUNSEL	UCR	MRZ	Below the 50th Percentile	\$231,750	\$226,333							\$226,333	Y	N	N	5%	N		
RON T COLEY*	VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES	UCR	MRZ	Below the 50th Percentile	\$295,000	\$122,917						\$7,682	\$130,599	Y	N	N	5%	N	\$9,721	
PAUL D'ANIERI*	PROVOST AND EXECUTIVE VICE CHANCELLOR	UCR	MRZ	Below the 50th Percentile	\$325,000	\$135,417				\$3,715		\$28,927	\$168,059	Y	N	N		N	\$5,731	\$408,900
SHARON A. DUFFY*	DEAN - UNIVERSITY EXTENSION	UCR	MRZ	Below the 50th Percentile	\$212,180	\$208,575							\$208,575	Y	N	N		N		
PETER A. HAYASHIDA*	VICE CHANCELLOR - UNIVERSITY ADVANCEMENT	UCR	MRZ	Below the 25th Percentile	\$294,786	\$289,778				\$8,916			\$298,694	Y	N	N	5%	N		\$409,500
STEVEN L. MANDEVILLE- GAMBLE*	UNIVERSITY LIBRARIAN	UCR	MRZ	Below the 50th Percentile	\$212,180	\$208,575							\$208,575	Y	N	N	5%	N		
GLENN RICHARD OLDS*	VICE CHANCELLOR - HEALTH AFFAIRS & DEAN-SCHOOL OF MEDICINE	UCR	MRZ	Below the 25th Percentile	\$556,973	\$547,510		\$100,000					\$647,510	Y	N	N		N		
MICHAEL J. PAZZANI*	VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT	UCR	MRZ	Below the 50th Percentile	\$306,600	\$301,391						\$21,073	\$322,464	Y	N	N		N		\$660,000
JAMES W. SANDOVAL*	VICE CHANCELLOR--STUDENT AFFAIRS	UCR	MRZ	Below the 25th Percentile	\$235,655	\$231,651							\$231,651	Y	N	N	5%	N		
KIM ARTHUR WILCOX*	CHANCELLOR	UCR	MRZ	Below the 25th Percentile	\$383,160	\$362,147				\$8,916			\$371,063	Y	Y	N		N		
MARC P FISHER*	VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES/CAMPUS ARCHITECT	UCSB	MRZ	Below the 50th Percentile	\$285,622	\$268,547							\$268,547	Y	N	N		N		
DAVID B MARSHALL*	EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Below the 50th Percentile	\$320,000	\$282,390				\$1,891	\$21,875		\$306,156	Y	N	N		N		

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JOEL C MICHAELSEN*	INTERIM EXECUTIVE VICE CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$279,130	\$197,539							\$197,539	N	N	N		N		
CARDELLA DENISE STEPHENS*	UNIVERSITY LIBRARIAN	UCSB	MRZ	Below the 50th Percentile	\$212,180	\$208,575			\$54,083				\$262,658	Y	N	N	5%	N		\$779,050
ROBERT ALLEN WILLIAMS*	HEAD COACH MEN'S BASKETBALL	UCSB	Salary Range	No independent survey data available	\$314,963	\$307,760	\$29,000						\$336,760	N	N	N		N		
MICHAEL S WITHERELL*	VICE CHANCELLOR FOR RESEARCH	UCSB	MRZ	Below the 50th Percentile	\$284,851	\$280,012			\$23,740				\$303,752	Y	N	N		N		\$920,000
HENRY T. YANG*	CHANCELLOR	UCSB	MRZ	Below the 25th Percentile	\$315,000	\$315,000				\$8,916			\$323,916	Y	Y	N	5%	N		
MICHAEL D YOUNG*	VICE CHANCELLOR FOR STUDENT AFFAIRS	UCSB	MRZ	Below the 25th Percentile	\$226,926	\$223,071							\$223,071	Y	N	N	5%	N		
GEORGE R BLUMENTHAL*	CHANCELLOR	UCSC	MRZ	Below the 25th Percentile	\$383,160	\$326,695				\$8,916			\$335,611	Y	Y	N		N		
SCOTT A BRANDT*	VICE CHANCELLOR - RESEARCH	UCSC	MRZ	Below the 50th Percentile	\$298,700	\$292,829							\$292,829	Y	N	N		N		\$571,500
KEITH EDWARD BRANT*	VICE CHANCELLOR, UNIVERSITY RELATIONS	UCSC	MRZ	Below the 25th Percentile	\$288,400	\$184,863				\$5,775		\$28,000	\$218,638	Y	N	N	5%	N	\$5,326	
M ELIZABETH COWELL*	UNIVERSITY LIBRARIAN	UCSC	MRZ	Below the 50th Percentile	\$210,000	\$190,508			\$185				\$190,693	Y	N	N	5%	N		
MARGARET L DELANEY*	VICE CHANCELLOR - PLANNING AND BUDGET	UCSC	MRZ	Below the 90th Percentile	\$267,800	\$246,675							\$246,675	Y	N	N		N		
MARY M DOYLE*	VICE CHANCELLOR - INFORMATION TECHNOLOGY	UCSC	MRZ	Below the 50th Percentile	\$267,800	\$250,057							\$250,057	Y	N	N	5%	N		\$945,000
ALISON GALLOWAY*	CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	MRZ	Below the 50th Percentile	\$340,500	\$301,096							\$301,096	Y	N	N		N		
SARAH CHRISTINA LATHAM*	VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	MRZ	Below the 50th Percentile	\$267,800	\$243,767							\$243,767	Y	N	N	5%	N		\$662,350
LYNDA ROGERS*	DEAN - UNIVERSITY EXTENSION	UCSC	MRZ	Below the 25th Percentile	\$175,049	\$172,074							\$172,074	Y	N	N	5%	N		
MICHAEL ANTHONY TRONCOSO*	CHIEF CAMPUS COUNSEL	UCSC	MRZ	Below the 50th Percentile	\$231,750	\$140,880						\$45,000	\$185,880	Y	N	N	5%	N		
EDWARD BABAKIAN*	CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES	UCSD	MRZ	Below the 50th Percentile	\$342,891	\$349,350	\$55,588						\$404,938	Y	N	N	5%	N		
MARGARITA M BAGGETT*	CHIEF CLINICAL AND SUPPORT SERVICES OFFICER	UCSD	MRZ	Below the 25th Percentile	\$354,229	\$360,911	\$49,697						\$410,608	Y	N	N	5%	N		
DAVID ALLEN BRENNER*	VICE CHANCELLOR - HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE	UCSD	MRZ	Below the 25th Percentile	\$552,729	\$543,338		\$220,000					\$763,338	Y	N	N		N		\$2,660,000
SANDRA A BROWN*	VICE CHANCELLOR - RESEARCH	UCSD	MRZ	Below the 50th Percentile	\$307,661	\$302,434							\$302,434	Y	N	N		N		
JOHN DUNCAN CAMPBELL*	MEDICAL GROUP EXECUTIVE DIRECTOR	UCSD	MRZ	Below the 50th Percentile	\$265,218	\$270,219	\$39,997						\$310,216	Y	N	N	5%	N		
LORI R DONALDSON*	CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER	UCSD	MRZ	Below the 25th Percentile	\$339,488	\$345,897	\$52,842				\$1,500		\$400,239	Y	N	N	5%	N		

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RONALDO G. ESPIRITU*	ASSOCIATE VICE CHANCELLOR FOR HEALTH SCIENCES - BUSINESS AND FISCAL AFFAIRS	UCSD	Salary Range	Above the 90th Percentile	\$284,003	\$279,178	\$36,121						\$315,299	N	N	N		N		
STEVE GAMER*	VICE CHANCELLOR - ADVANCEMENT	UCSD	MRZ	Below the 25th Percentile	\$343,750	\$305,141				\$7,915		\$85,938	\$398,994	Y	N	N	5%	N	\$14,099	
JUAN C GONZALEZ*	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	MRZ	Below the 60th Percentile	\$260,000	\$65,000						\$16,250	\$81,250	Y	N	N	5%	N	\$25,332	\$525,000
PRADEEP K KHOSLA*	CHANCELLOR	UCSD	MRZ	Below the 50th Percentile	\$423,417	\$416,223				\$8,916		\$25,693	\$450,832	Y	Y	N		N	\$17,052	
DAVID V. KRAUS*	CHIEF CONTRACTING OFFICER - MEDICAL CENTER	UCSD	Salary Range	Above the 90th Percentile	\$267,807	\$272,853	\$41,678		\$28,600				\$343,131	N	N	N		N		
BRENDAN REED KREMER*	CHIEF ADMINISTRATIVE OFFICER - SURGICAL, ANESTHESIA, MUSC, NEURO, IMAGING SVCS	UCSD	Salary Range	Above the 90th Percentile	\$267,807	\$272,853	\$41,900						\$314,753	N	N	N		N		
MARGARET S LEINEN*	VICE CHANCELLOR MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	MRZ	Below the 60th Percentile	\$319,300	\$313,875							\$313,875	Y	N	N		N	\$28,494	
GARY CLIFFORD MATTHEWS*	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	MRZ	Below the 60th Percentile	\$319,300	\$309,417							\$309,417	Y	N	N	5%	N		
PATRICIA SPEES MAYSENT*	CHIEF STRATEGY OFFICER	UCSD	Salary Range	Below the 75th Percentile	\$290,545	\$293,491	\$42,408						\$335,899	N	N	N		N		
WILLIAM JOSEPH MURIN*	CHIEF HUMAN RESOURCES OFFICER - HEALTH SCIENCES	UCSD	Salary Range	Above the 90th Percentile	\$353,290	\$359,950	\$26,750						\$386,700	N	N	N		N		
LISA CAROLE MURPHY*	CHIEF ADMINISTRATIVE OFFICER - MEDICINE, CVC, PRIMARY SVCS	UCSD	Salary Range	Above the 90th Percentile	\$267,807	\$272,853	\$37,342						\$310,195	N	N	N		N		
PIERRE-YVES OUILLET*	VICE CHANCELLOR - CHIEF FINANCIAL OFFICER	UCSD	MRZ	Below the 75th Percentile	\$350,000	\$29,167						\$43,750	\$72,917	Y	N	N	5%	N	\$10,561	\$701,000
DANIEL W PARK*	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	MRZ	Below the 75th Percentile	\$265,225	\$260,719					\$3,300		\$264,019	Y	N	N	5%	N		
BRIAN E. SCHOTTLAENDER*	UNIVERSITY LIBRARIAN	UCSD	MRZ	Below the 75th Percentile	\$271,700	\$264,138							\$264,138	Y	N	N	5%	N		\$351,000
ANGELA LYNN SCIOSCIA*	CHIEF MEDICAL OFFICER	UCSD	MRZ	Below the 50th Percentile	\$425,409	\$439,788	\$62,091						\$501,879	Y	N	N	5%	N		
SURESH SUBRAMANI*	EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS	UCSD	MRZ	Below the 50th Percentile	\$371,315	\$365,006				\$8,916			\$373,922	Y	N	N		N		
PAUL VIVIANO*	ASSOCIATE VICE CHANCELLOR - HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER	UCSD	MRZ	Below the 25th Percentile	\$741,595	\$755,586	\$144,792			\$9,259			\$909,637	Y	N	N	5%	N		

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MARY LINDENSTEIN WALSHOK*	ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION	UCSD	MRZ	Below the 25th Percentile	\$194,052	\$190,755							\$190,755	Y	N	N	5%	N		
JOSHUA S ADLER*	CHIEF MEDICAL OFFICER, MEDICAL CENTER	UCSF	MRZ	Below the 50th Percentile	\$403,142	\$410,747	\$67,547						\$478,294	Y	N	N	5%	N		
SHEILA E ANTRUM*	CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER	UCSF	MRZ	Below the 75th Percentile	\$328,570	\$334,768	\$56,089						\$390,857	Y	N	N	5%	N		
JENNIFER P. ARNETT*	ASSOCIATE VICE CHANCELLOR - UNIVERSITY DEVELOPMENT	UCSF	Salary Range	Below the 90th Percentile	\$351,951	\$342,063	\$2,000					\$2,479	\$346,542	N	N	N		N		
KATHLEEN A BALESTRERI*	EXECUTIVE DIRECTOR - PATIENT SERVICES, MEDICAL CENTER	UCSF	Salary Range	Below the 60th Percentile	\$270,702	\$269,090	\$49,640				\$15,558		\$334,288	N	N	N		N		
JOSEPH BENGFORT*	ASSOCIATE VICE CHANCELLOR/CHIEF INFORMATION OFFICER	UCSF	Salary Range	Below the 90th Percentile	\$402,629	\$410,218	\$74,267						\$484,485	N	N	N		N		
JAMES BENNAN*	EXECUTIVE DIRECTOR-FINANCIAL OPERATIONS, MEDICAL CENTER	UCSF	Salary Range	Below the 50th Percentile	\$251,646	\$255,126	\$48,955				\$13,498		\$317,579	N	N	N		N		
JEFFREY A BLUESTONE*	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCSF	MRZ	Below the 50th Percentile	\$408,765	\$401,820		\$52,300		\$8,916			\$463,036	Y	N	N		N		\$750,000
PIERRE BRICKEY*	DIRECTOR-IT QUALITY ASSURANCE	UCSF	Salary Range	Below the 75th Percentile	\$243,482	\$248,070	\$28,602		\$26,448				\$303,120	N	N	N		N		
KAREN A BUTTER*	UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR	UCSF	MRZ	Below the 75th Percentile	\$262,785	\$258,320							\$258,320	Y	N	N	5%	N		
KATHLEEN M. CAIN*	CHIEF FINANCIAL OFFICER-CHILDREN'S HOSPITAL OAKLAND	UCSF	Salary Range	Below the 60th Percentile	\$404,250	\$391,867	\$60,637						\$452,504	N	N	N		N		
RICHARD D. DECARLO*	CHIEF OPERATING OFFICER-CHILDREN'S HOSPITAL OAKLAND	UCSF	Salary Range	Below the 75th Percentile	\$508,211	\$492,642	\$76,232						\$568,874	Y	N	N		N		
DAVID J DURAND*	CHIEF MEDICAL OFFICER-CHILDREN'S HOSPITAL OAKLAND	UCSF	Salary Range	Below the 75th Percentile	\$412,500	\$398,281	\$61,875						\$460,156	N	N	N		N		
J STUART ECKBLAD*	DIRECTOR-DESIGN & CONSTRUCTION/PROJECT DELIVERY-MISSION BAY, MEDICAL CENTER	UCSF	Salary Range	Below the 75th Percentile	\$279,896	\$285,180	\$36,415				\$3,225		\$324,820	N	N	N		N		
REECE I FAWLEY*	INTERIM CHIEF STRATEGIC PLANNING OFFICER	UCSF	Salary Range	Below the 75th Percentile	\$314,766	\$320,703	\$63,665		\$28,726				\$413,094	N	N	N		N		
JOHN B FORD*	VICE CHANCELLOR-UNIVERSITY DEVELOPMENT/ALUMNI RELATIONS	UCSF	MRZ	Below the 60th Percentile	\$440,000	\$405,799				\$8,916			\$414,715	Y	N	N	5%	N		
BARBARA J. FRENCH*	VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS	UCSF	Salary Range	Below the 50th Percentile	\$298,541	\$281,638	\$2,000						\$283,638	N	N	N		N		

*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 2014

Name	Working Title	Loc	MRZ/ Salary Range	MRZ/ Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Amount Received from the Health Sciences Compensation Plan	Actual Stipend Received	Actual Auto Allowance Paid	Other Cash Compensation/ Payments/ Received	Actual Temporary Housing/ Relocation Allowances Pd to Empl	Total Cash Compensation	Sr Mgmt Benefits	Univer- sity Pro- vided Housing	Sever- ance Benefits	Sr Mgmt Supple- mental Benefit	Addi- tional Post- Retire- ment Benefits	Reim- burse Moving Costs	University- Provided Home Mortgage
SAMUEL HAWGOOD*	CHANCELLOR	UCSF	MRZ	Below the 75th Percentile	\$750,000	\$571,023		\$122,525		\$3,327			\$696,875	Y	Y	N		N		
PAMELA LOU HUDSON*	EXECUTIVE DIRECTOR-CLINICAL INFORMATION SYSTEMS, MEDICAL CENTER	UCSF	Salary Range	Below the 90th Percentile	\$350,095	\$356,702	\$70,812						\$427,514	N	N	N		N		
KENNETH M JONES*	CHIEF OPERATING OFFICER, MEDICAL CENTER	UCSF	Salary Range	Below the 60th Percentile	\$580,949	\$591,905	\$107,351						\$699,256	Y	N	N	5%	N		
MARK R LARET*	CHIEF EXECUTIVE OFFICER, MEDICAL CENTER	UCSF	MRZ	Below the 75th Percentile	\$963,050	\$981,215	\$209,121			\$9,259	\$400,000		\$1,599,595	Y	N	N	5%	N		
CYNTHIA G LIMA*	EXECUTIVE DIRECTOR - MISSION BAY HOSPITALS PROJECT, MEDICAL CENTER	UCSF	Salary Range	Below the 60th Percentile	\$301,298	\$306,984	\$58,602						\$365,586	N	N	N		N		
BERTRAM H LUBIN*	CHIEF EXECUTIVE OFFICER- CHILDREN'S HOSPITAL OAKLAND	UCSF	Salary Range	Contract appointment	\$715,000	\$693,078	\$107,250			\$8,916			\$809,244	Y	N	N		N		
TIMOTHY M MAHANEY*	EXECUTIVE DIRECTOR- FACILITIES & SUPPORT SVCS, MEDICAL CENTER	UCSF	Salary Range	Below the 60th Percentile	\$301,298	\$306,984	\$54,068						\$361,052	N	N	N		N		
DAVID R. MORGAN*	EXECUTIVE DIRECTOR- AMBULATORY CARE SERVICES, MEDICAL CENTER	UCSF	Salary Range	Below the 60th Percentile	\$300,651	\$306,326	\$60,811						\$367,137	N	N	N		N		
J RENEE NAVARRO*	VICE CHANCELLOR-DIVERSITY AND OUTREACH	UCSF	MRZ	Below the 90th Percentile	\$278,100	\$273,375			\$4,500				\$277,875	Y	N	N	5%	N		
DAVID ODATO*	ASSOCIATE VICE CHANCELLOR- HR/CHIEF ADMINISTRATIVE OFFICER-MEDICAL CENTER	UCSF	Salary Range	Below the 60th Percentile	\$355,357	\$362,055	\$64,973				\$10,911		\$437,939	N	N	N		N		
JOHN E PLOTTS*	SENIOR VICE CHANCELLOR - FINANCE AND ADMINISTRATION	UCSF	MRZ	Below the 75th Percentile	\$360,500	\$354,375							\$354,375	Y	N	N	5%	N		
LORI LOU RIDLEY*	EHR APPLICATION SOLUTIONS ARCHITECT	UCSF	Salary Range	Below the 90th Percentile	\$265,009	\$271,358	\$36,373				\$3,431		\$311,162	N	N	N		N		
GRETA SCHNETZLER*	CHIEF CAMPUS COUNSEL	UCSF	MRZ	Below the 60th Percentile	\$259,921	\$255,505							\$255,505	Y	N	N	5%	N		
KIMBERLY SCURR*	EXECUTIVE DIRECTOR - UCSF BENIOFF CHILDREN'S HOSPITAL	UCSF	Salary Range	Below the 50th Percentile	\$259,935	\$264,833	\$60,459		\$39,309		\$11,965		\$376,566	N	N	N		N		
BARRIE E STRICKLAND*	CHIEF FINANCIAL OFFICER, MEDICAL CENTER	UCSF	MRZ	Below the 50th Percentile	\$477,405	\$486,414	\$96,560						\$582,974	Y	N	N	5%	N		
DANIEL WANDRES*	CHIEF PHARMACY OFFICER, MEDICAL CENTER	UCSF	Salary Range	Below the 90th Percentile	\$305,391	\$311,150	\$41,509				\$4,012	\$17,539	\$374,210	N	N	N		N		
ELIZABETH WATKINS*	DEAN-GRADUATE DIV/VC-STUDENT ACADEMIC AFFAIRS	UCSF	MRZ	Below the 60th Percentile	\$257,500	\$253,125							\$253,125	N	N	N		N		
BRUCE U WINTROUB*	INTERIM DEAN-SCHOOL OF MED/VC-MEDICAL AFFAIRS	UCSF	MRZ	Below the 25th Percentile	\$299,809	\$299,809		\$270,366	\$66,245				\$636,420	N	N	N		N		
KEITH YAMAMOTO*	PROFESSOR/EXEC VICE DEAN-SCH OF MED/VC-RESEARCH	UCSF	MRZ	Below the 75th Percentile	\$378,000	\$378,000			\$18,900		\$600		\$397,500	N	N	N		N		

*Includes notes in the addendum.

¹⁾Total Cash Compensation is not intended to reflect W-2 earnings.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
ADLER, JOSHUA S UCSF		
CHIEF MEDICAL OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$67,547	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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	\$410,747	Includes 2013 annual base salary pay of \$14,996 received on 1/2/14 for pay period ending 12/21/13.
ALFORD, STEPHEN TODD UCLA		
HEAD COACH, MEN'S BASKETBALL, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$2,300,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$30,000	Per contract, a contingent retention bonus totaling \$90,000 if Coach Alford remains as Head Coach on these dates: \$30,000 to be paid on the first pay date following May 1, 2014; \$30,000 to be paid on the first pay date following May 1, 2015; and \$30,000 to be paid on the first pay date following May 1, 2016.
Other Benefit	\$13,235	Reflects taxable benefit reported on W-2 form for UCLA sporting events tickets.
Other Benefit	\$26,606	Per contract, data reflects the imputed income for the courtesy vehicles.
Other Benefit	\$500	Per contract, spousal travel consistent with Athletics Department practice.
Coach - Incentive	\$75,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
ALIVISATOS, A PAUL LBNL		
LABORATORY DIRECTOR		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
MOP Loan	\$1,330,000	Per policy, participation in MOP loan approved by UC Regents on February 4, 2009.
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 2014

Compensation Element	Amount	Staff Comments
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. 2014 UCB Faculty Club set up fees of \$200 and dues of \$375 were paid from this fund. 2014 Administrative Fund net allocation: \$61,900.
Annual Base Salary Received	\$448,357	Actual compensation received includes \$2,964 retroactive pay due to 1/01/14 merit increase given in processed in April 2014.
ALLEN-DIAZ, BARBARA H UCOP		
VICE PRESIDENT - AGRICULTURAL AND NATURAL RESOURCES		
Annual Base as of Dec 31	\$297,052	Effective 7/1/14, Barbara Allen-Diaz received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
ALOSI, SAL PETER UCLA		
HEAD FOOTBALL STRENGTH & CONDITIONING COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$22,125	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	\$70,500	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$7,079	Per contract, data reflects the imputed income for the courtesy vehicle.
Coach - Incentive	\$20,000	Annual performance-based incentive opportunity as part of negotiated coach's contract. Payment for 2013 Football season made in January 2014 and for 2014 Football season made in December 2014.
ANANTHASWAMY, SATISH UCOP		
SENIOR PORTFOLIO MANAGER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$269,538	Effective 7/1/14, Satish Ananthaswamy received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Chief Investment Officer AIP Plan	\$211,039	On 9/16/2014, the Administrative Oversight Committee approved the incentive payout award of \$229,627 (88.0 percent of base salary) for FY 2013-14. 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 2014, which may not match the approved incentive award for the current plan year.
ANDRIOLA, THOMAS UCOP		
VICE PRESIDENT AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$345,050	Effective 7/1/14, Thomas Andriola received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
ANGUIANO, MARIA RAMOS UCR		
VICE CHANCELLOR -- PLANNING AND BUDGET		
Annual Base as of Dec 31	\$250,000	Per policy, an annual base salary of \$250,000, effective 2/1/14, approved by President Napolitano on 12/18/13.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective 2/1/2014.
Relocation Allowance	\$26,042	Per policy, a relocation allowance of \$ 62,500 to be paid over a two-year period. The amount reflects the relocation payment paid out in 2014.
Other - Exclude from Total Cash Compensation	\$405	Executive Life Imputed Income
Home Loan Eligibility		Per policy, eligible to participate in the UC Home Loan Program.
ANTRUM, SHEILA E UCSF		
CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$56,089	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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	\$334,768	Includes 2013 annual base salary pay of \$12,222.40 received on 1/2/14 for pay period ending 12/21/13.
APPELSMITH, JACOB A UCD		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$247,200	Effective 7/1/14, Mr. Appelsmith received a performance-based merit increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-2015. The increase was approved by President Napolitano on 7/22/14. Mr. Appelsmith's annual base salary increased from \$240,000 to \$247,200.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 9/3/13.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 9/3/18.
ARNETT, JENNIFER P. UCSF		
ASSOCIATE VICE CHANCELLOR - UNIVERSITY DEVELOPMENT		
Annual Base as of Dec 31	\$351,951	Effective 7/1/2014, Ms. Arnett received a 2 percent equity increase to \$351,951 from \$345,050 consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-2015 for improved market alignment. The increase was endorsed by the UCSF Compensation Committee (8/5/14) and approved by the Chancellor (8/5/14).
Recognition Award	\$2,000	Campus-wide Staff Achievement and Recognition Program (STAR). Actual award amount is based on performance against pre-established goals.
Relocation Allowance	\$2,479	Per policy, a relocation allowance of \$42,500, which is payable over a four-year period. The amount reflects the last and final relocation payment that was paid out in 2014. The relocation allowance ended on 6/30/14.
ARRIVAS, PEGGY MCNAMARA UCOP		
ASSOCIATE VICE PRESIDENT - SYSTEMWIDE CONTROLLER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$303,850	Effective 7/1/14, Peggy Arrivas received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
ARVIN, MARTHA UCLA		
CHIEF COMPLIANCE OFFICER, UCLA HEALTH SCIENCES		
Annual Base as of Dec 31	\$252,251	Effective 6/22/2014, Martha Arvin received a 3 percent across-the-board salary increase consistent with the Policy Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Stipend	\$31,604	An administrative stipend of 12.25 percent of base salary 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	\$61,715	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; she has not yet met the five-year service requirement in SMG to receive benefits.
Annual Base Salary Received	\$257,007	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
AZAR, RICHARD F UCLA		
EXECUTIVE DIRECTOR, GENERAL SERVICES, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$254,894	Effective 6/22/2014, Richard Azar received a 3 percent across-the-board salary increase consistent with the Policy Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015. Salary adjustment of 3 percent, effective 7/6/14, to reflect a change in CEMRP tier, which decreased the maximum incentive potential rate from 20 percent to 15 percent.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Incentive	\$43,482	Data reported in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) annually with a target rate of 10 percent and a maximum potential payout of 20 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Payment	\$14,656	Data reflects payment for paid time off in excess of accumulation limits.
BABAKANIAN, EDWARD UCSD		
CHIEF INFORMATION OFFICER - UCSD HEALTH SCIENCES		
Annual Base as of Dec 31	\$342,891	Effective 6/22/14, Mr. Babakanian received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$55,588	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 09/18/14. 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.
Annual Base Salary Received	\$349,350	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
BACHHER, JAGDEEP SINGH UCOP		
CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$615,000	Per policy, appointment of and compensation for Jagdeep Bachher as Chief Investment Officer and Vice President - Investments with an annual base salary of \$615,000, This action was approved by the Regents with a 3/31/14 appointment date.
Executive Auto Allowance	\$5,979	Per policy, annual auto allowance payments total \$8,916; auto allowance payments received in 2014 total \$5,979 (monthly payments of \$743).

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Chief Investment Officer AIP Plan	\$76,875	The Administrative Oversight Committee approved the incentive payout award of \$153,750 (103 percent of base salary) for FY 2013-14. Mr. Bachher's target and maximum award opportunities (as a percent of base salary) are 100 percent and 165 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 2014, which may not match the approved incentive award for the current plan year.
Relocation Allowance	\$153,750	In 2014, Mr. Bachher inadvertently received 100 percent of his relocation allowance (\$153,750). Upon learning of this mistake, Mr. Bachher agreed to return 50 percent (\$76,875) of the relocation allowance he received. Mr. Bachher will retain the other 50 percent as a relocation payment for 2014 and 2015. The remaining 50 percent will be distributed in equal installment of \$38,437.50 in 2016 and 2017.
Other One-Time Payment	\$30,750	In 2014, Mr. Bachher inadvertently received 100 percent of his hiring bonus (\$30,750). Upon learning of this mistake, Mr. Bachher agreed to return 50 percent (\$15,375) of the hiring bonus he received. Mr. Bachher will retain the other 50 percent as a hiring bonus for 2014 and 2015. The remaining 50 percent will be distributed in equal installment of \$7,687.50 in 2016 and 2017.
Moving Expenses - Shipment of Household Goods	\$10,080	Per policy 100 percent reimbursement of actual and reasonable moving expenses associated with moving Mr. Bachher's household goods and personal effects.
BAGGETT, MARGARITA M UCSD		
CHIEF CLINICAL AND SUPPORT SERVICES OFFICER		
Annual Base as of Dec 31	\$354,229	Effective 6/22/14, Ms. Baggett received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$49,697	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 09/18/14. 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.
Annual Base Salary Received	\$360,911	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
BALESTRERI, KATHLEEN A UCSF		
EXECUTIVE DIRECTOR - PATIENT SERVICES, MEDICAL CENTER		
Annual Base as of Dec 31	\$270,702	Effective 6/22/14, an equity increase of 4 percent to \$270,702 from \$260,260 to recognize increased scope of responsibilities. The increase was endorsed by the UCSF Compensation Committee (8/5/14) and approved by the Chancellor (8/5/14).
Clinical Enterprise Management Recognition Program	\$49,640	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$15,558	Data reflects payment for paid time off in excess of accumulation limits.
Annual Base Salary Received	\$269,090	Includes 2013 annual base salary pay of \$9,589.60 received on 1/2/14 for pay period ending 12/21/13.
BARCLAY, DONALD ALLISON UCM		
UNIVERSITY LIBRARIAN		
Annual Base Salary Received	\$146,003	Effective 7/1/14, Mr. Barclay received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
BASRI, GIBOR UCB		
VICE CHANCELLOR - EQUITY AND INCLUSION		
Other Benefit	\$480	Reflects taxable benefit reported on W-2 form for 2014 football season tickets.
Annual Base Salary Received	\$208,575	Effective 7/1/14, Mr. Basri received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
BELMONT, TERRY A UCI		
CHIEF EXECUTIVE OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$741,260	Effective 7/1/14, Terry Belmont received a salary increase of 3 percent, increasing his base salary from \$690,000 to \$710,700 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15. Effective 9/1/14, Mr. Belmont received a pre-emptive retention salary adjustment of 4.3 percent, increasing his base salary from \$710,400 to \$741,260, which was approved at the September 2014 Regents meeting.
Clinical Enterprise Management Recognition Program	\$124,332	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has met the five-year vesting requirement in SMG and is eligible to receive benefit.
BENGFORT, JOSEPH UCSF		
ASSOCIATE VICE CHANCELLOR/CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$402,629	Effective 6/22/14, Mr. Bengfort received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$74,267	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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	\$410,218	Includes 2013 annual base salary pay of \$14,976.80 received on 1/2/14 for pay period ending 12/21/13.
BENNAN, JAMES UCSF		
EXECUTIVE DIRECTOR-FINANCIAL OPERATIONS, MEDICAL CENTER		
Annual Base as of Dec 31	\$251,646	Effective 6/22/14, Mr. Bennan received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$48,955	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$13,498	Data reflects payment for paid time off amount in excess of accumulation limits.
Annual Base Salary Received	\$255,126	Includes 2013 annual base salary pay of \$9,270.40 received on 1/2/14 for pay period ending 12/21/13.
BERGQUIST, DAVID ERIK UCR		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$231,750	Per policy, appointment and compensation for David Bergquist as Chief Campus Counsel, effective 5/1/14. Approved by President Napolitano on 6/9/14. Effective 7/1/14, Mr. Bergquist received a salary increase of 3 percent consistent with the Policy Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective May 1, 2014.
Moving Expenses - Shipment of Household Goods		Per President Napolitano approval June 9, 2014, effective May 1, 2014 100 percent reimbursement of actual and reasonable moving expenses associated with moving Mr. Bergquist's household goods and personal effects.
Home Loan Eligibility		Per policy, Mr. Bergquist is eligible to participate in the UC Home Loan Program.
Annual Base Salary Received	\$226,333	Until May 1, 2014, Mr. Bergquist served as Interim Chief Campus Counsel at an annualized salary of \$221,450. The Interim salary was paid by UCOP. The total annual base received from UCOP, paid through UCLA, was \$92,270.80.
BIDDY, FRANKLIN SCOTT UCB		
VICE CHANCELLOR - UNIVERSITY RELATIONS		
MOP Loan	\$434,100	Per policy, eligible to participate in the UC Home Loan Program, in accordance with UC policy.
Annual Base Salary Received	\$373,669	Effective 7/1/14, Mr. Biddy received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
BLAIR,JEFFREY A LBNL		
LABORATORY COUNSEL		
Stipend	\$13,492	An administrative stipend of 7 percent of base salary, currently \$20,139.84 based on annual salary of \$287,712 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 the President of the University on 8/23/13.
Annual Base Salary Received	\$288,009	Actual compensation received includes \$1,860 retroactive pay due to 10/01/14 across the board increase processed in December 2014.
BLOCK,GENE D. UCLA		
CHANCELLOR		
Annual Base as of Dec 31	\$428,480	Effective 7/1/14, Chancellor Block received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15. Approved by the Regents at the July 2014 Meeting.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
MOP 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		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits Program due to tenured faculty appointment.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
Health Sciences Compensation Plan	\$52,300	Per policy, eligible to participate in Health Sciences Compensation Plan as approved by the Regents on 3/25/10.
Executive Disability		Per policy, eligible; he has not yet met 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 2014

Compensation Element	Amount	Staff Comments
BLUMENTHAL, GEORGE R UCSC		
CHANCELLOR		
Annual Base as of Dec 31	\$383,160	Effective 7/1/14, Chancellor Blumenthal received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15. Approved by the Regents at the July 2014 Meeting. In addition, on 9/18/14, Chancellor Blumenthal also received a 20 percent salary adjustment, as approved by the Regents at the September 2014 Regents meeting.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Executive Disability		Per policy, eligible and vested (2012).
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.
BOUBELIK, JANE ESTHER UCLA		
CHIEF LEGAL COUNSEL, MEDICAL SCIENCES		
Annual Base as of Dec 31	\$249,328	Effective 6/22/14, Jane Boubelik received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$54,343	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
Annual Base Salary Received	\$254,028	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
BOYD, MICHAEL W UCD		
DIRECTOR - FACILITIES		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$258,239	Effective 7/1/14, Mr. Boyd received a performance-based merit increase of 2.5 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-15. The increase was approved by Chancellor Katehi on 7/23/14. Mr. Boyd's annual base salary increased from \$251,940 to \$258,239.
Clinical Enterprise Management Recognition Program	\$44,152	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2014: 17.53 percent (\$44,152.49). Award based on annual salary as of 6/30/14.
Other Cash Payment	\$7,835	Data reflects payment for paid time off amount in excess of accumulation limits.
BRANDT,SCOTT A UCSC		
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$298,700	Effective 7/1/14, Mr. Brandt received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to being a member of tenured faculty.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BRANT,KEITH EDWARD UCSC		
VICE CHANCELLOR, UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$288,400	Effective 7/1/14, Mr. Brant received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Auto Allowance	\$5,775	Per policy, annual auto allowance payments total \$8,916; auto allowance payments received in 2014 total \$5,775.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$28,000	Per policy, a relocation allowance of 25 percent of base salary (\$70,000). The relocation allowance will be paid in annual installments over four years: 40 percent (\$28,000) in year 1, 30 percent (\$21,000) in year 2, 20 percent (\$14,000) in year 3, and 10 percent (\$7,000) in year 4, subject to the limitations under policy. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects actual amount paid in 2014.
Moving Expenses - Shipment of Household Goods	\$5,326	Per policy, 100 percent reimbursement, up to \$25,000, of reasonable and allowable expenses associated with moving
BRASE,WENDELL C UCI		
VICE CHANCELLOR - ADMINISTRATIVE AND BUSINESS SERVICES		
Executive Disability		Per policy, eligible; he has met the five-year vesting requirement in SMG and is eligible to receive benefit.
MOP Loan	\$300,000	Per policy, eligible to participate in the UC Home Loan Program, in accordance with applicable UC policy.
BRENNER,DAVID ALLEN UCSD		
VICE CHANCELLOR - HEALTH SCIENCES AND DEAN, SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$552,729	Effective 7/1/14, Mr. Brenner received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		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.
MOP Loan	\$1,330,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
SHLP Loan	\$1,330,000	Per policy, data reflects the loan amount under Supplemental Home Loan Program (SHLP).
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
BRICKEY,PIERRE UCSF		
DIRECTOR-IT QUALITY ASSURANCE		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Stipend	\$26,448	A 10 percent stipend implemented to recognize Mr. Brickey for additional responsibilities assumed during the Mission Bay project. The stipend was originally effective 5/12/13-11/13/14 and was extended twice: 11/14/14-12/31/14 and 1/1/15-3/31/15. The data includes 2013 stipend pay of \$2,454.76 received on 1/2/14 for pay periods ending 11/23/13, 12/7/13, and 12/21/13.
Incentive	\$28,602	Data reflected is the actual award amount for 2013-14 approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Annual Base Salary Received	\$248,070	Includes 2013 annual base salary pay of \$9,056.80 received on 1/2/14 for pay period ending 12/21/13.
BROSTROM,NATHAN ERIC UCOP		
CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$412,000	Per policy, appointment of and compensation for Mr. Brostrom as Interim Chief Financial Officer - Chief Operating Officer with an annual base salary of \$400,000, approved by the President in April 2014. Mr. Brostrom was appointed to the position of Chief Financial Officer on 9/22/14. Effective 7/1/14, Mr. Brostrom received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15, increasing his salary to \$412,000.
BROWN,PAMELA HOPE UCOP		
VICE PRESIDENT - INSTITUTIONAL RESEARCH AND ACADEMIC PLANNING		
Annual Base as of Dec 31	\$235,561	Effective 7/1/14, Ms. Brown received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
BROWN,SANDRA A UCSD		
VICE CHANCELLOR - RESEARCH		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$307,661	Effective 7/1/14, Ms. Brown received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
BUDIL, KIMBERLY SUSAN UCOP		
VICE PRESIDENT LABORATORY MANAGEMENT		
Annual Base as of Dec 31	\$355,000	Per policy, appointment and compensation for Ms. Budil as Vice President Laboratory Management with an annual base salary of \$355,000, effective 5/1/14. Approved by the Regents and President Napolitano on 4/25/14.
Executive Auto Allowance	\$5,201	Per policy, annual auto allowance of \$8,916.
BUTLER, BRUCE W. UCOP		
ASSOCIATE VICE PRESIDENT - CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$259,000	Per policy, an 18 percent market-based salary adjustment including the 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15, effective 7/1/14.
Clinical Enterprise Management Recognition Program	\$36,208	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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	\$20,917	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 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 \$20,916.63.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
BUTTER, KAREN A UCSF		
UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR		
Annual Base as of Dec 31	\$262,785	Effective 7/1/14, Ms. Butter received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
CAIN, KATHLEEN M. UCSF		
CHIEF FINANCIAL OFFICER-CHILDREN'S HOSPITAL OAKLAND		
Annual Base as of Dec 31	\$404,250	Per policy, appointment and contract compensation of Kathleen Cain as Chief Financial Officer - CHRCO with an annual base salary of \$404,250 effective 1/1/14 - 12/31/16 (three year contract appointment) as approved by the President on 12/20/13.
Clinical Enterprise Management Recognition Program	\$60,637	Data reflected is the actual award amount for 2013-14 approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition (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.
CAMPBELL, JOHN DUNCAN UCSD		
MEDICAL GROUP EXECUTIVE DIRECTOR		
Annual Base as of Dec 31	\$265,218	Effective 6/22/14, Mr. Campbell received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$39,997	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 09/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base Salary Received	\$270,219	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
CARLSON,SUSAN L. UCOP		
VICE PROVOST - ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$265,225	Effective 7/1/14, Susan Carlson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
CARRICO,KATHRYN A UCLA		
ASSISTANT VICE CHANCELLOR, HEALTH SCIENCES DEVELOPMENT		
Annual Base as of Dec 31	\$324,450	Effective 6/22/14, Kathryn Carrico received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Incentive	\$1,800	STAR Award received on 4/30/2014.
Relocation Allowance	\$16,407	Relocation allowance of 25 percent (\$78,750) payable over three years. Data reflects amount paid in 2014. Approved by Chancellor 8/29/2013.
Moving Expenses - Other-Excl from Total Cash Comp	\$259	Reimbursement for meals incurred in 4 days for final move to Los Angeles from Atlanta.
Moving Expenses - Strg of Hsehld Goods-short-term	\$506	Per policy, temporary storage.
CHOI,LYNDA HEE UCOP		
MANAGING DIRECTOR - ABSOLUTE RETURN		
Annual Base as of Dec 31	\$287,140	Effective 7/1/14, Lynda Choi received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Chief Investment Officer AIP Plan	\$246,879	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$250,895 (90 percent of base salary) for FY 2013-14. 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 2014, which may not match the approved incentive award for the current plan year.
CLARK, MICHAEL P UCI		
INTERIM PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$277,750	Per policy, appointment of and compensation for Michael P. Clark as Interim Provost and Executive Vice Chancellor, effective 9/18/14.
CLOSE, CORI RASHEL UCLA		
HEAD COACH, WOMEN'S BASKETBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$160,558	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$6,516	Payout based on annual participation in summer camps approved as part of negotiated contract.
Other Benefit	\$4,608	Reflects taxable benefit reported on W-2 form for UCLA Sporting Event Tickets.
Coach Auto Allowance	\$5,400	Per contract, a monthly car allowance of \$450 until a vehicle becomes available. Approved by the Chancellor 10/16/13.
Coach - Incentive	\$30,000	Annual performance-based payout as part of negotiated coach's contract.
COLEY, RON T UCR		
VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$295,000	Per policy, appointment and compensation for Ron T. Coley as Vice Chancellor - Business Administrative Services, effective 7/1/14.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
MOP Loan		Per policy, eligible to participate in the UC Mortgage Origination Program as approved by the President on 6/20/14.
Relocation Allowance	\$7,682	Per policy, a relocation allowance of 25 percent of base salary (\$73,750) paid in monthly installments over four years: 25 percent (\$18,438) per year. Data reflects actual payment received in 2014.
Moving Expenses - Initial Househunting	\$942	Per policy, two house-hunting trips for Mr. Coley, subject to limitation under the policy not to exceed \$4,000.
Moving Expenses - Shipment of Household Goods	\$8,779	Per policy, 100 percent reimbursement of actual and reasonable expenses for moving Mr. Coley's household goods and personal effects.
CONK,MARGARET T UCI		
CHIEF STRATEGY OFFICER		
Clinical Enterprise Management Recognition Program	\$48,157	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
CONRAD,LARRY D UCB		
ASSOCIATE VICE CHANCELLOR AND CHIEF INFORMATION OFFICER		
Annual Base Salary Received	\$324,000	Effective 7/1/14, Larry Conrad received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
COOPER,WILLIAM MAURICE UCOP		
ASSOCIATE VICE PRESIDENT - CHIEF PROCUREMENT OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$314,150	Effective 7/1/14, William Cooper received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Relocation Allowance	\$5,000	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		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$210,000	Per policy, appointment of and compensation for M. Elizabeth Cowell as University Librarian, increasing her base salary from \$180,353 to \$210,000, effective July 15, 2014.
Stipend	\$185	Stipend while in MSP position. Stipend correction for period 7/1/2013-7/14/2013 was paid out in February 2014.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$190,508	Actual base salary received also includes payment of \$1,940.17 for the 2013-14 across-the-board salary increase, which was implemented late and paid out in February 2014.
CROOKS, HEIDI M. UCLA		
SENIOR ASSOCIATE DIRECTOR - OPERATIONS AND PATIENT CARE SERVICES, CHIEF NURSING OFFICER		
Annual Base as of Dec 31	\$334,748	Effective 6/22/14, Heidi Crooks received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Clinical Enterprise Management Recognition Program	\$72,962	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base Salary Received	\$341,061	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
CROUGHAN, MARY SHANNA UCOP		
EXECUTIVE DIRECTOR, RESEARCH GRANTS PROGRAM OFFICE		
Annual Base as of Dec 31	\$192,023	Effective 7/1/14, Mary Croughan received a salary increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
CUCULLU, MICHELE ELISE UCOP		
DIRECTOR - PRIVATE EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$226,456	Effective 7/1/14, Michele Cucullu received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Chief Investment Officer AIP Plan	\$172,667	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$192,925 (88 percent of base salary) for FY 2013-14. Ms. Cucullu's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. 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 2014, which may not match the approved incentive award for the current plan year.
D'ANIERI, PAUL UCR		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$325,000	Per policy, appointment and compensation for Paul D'Anieri as Provost and Executive Vice Chancellor, effective 7/1/14.
Executive Auto Allowance	\$3,715	Per policy, annual auto allowance payments total \$8,916; auto allowance payments received in 2014 total \$3,715 (monthly payments of \$743).
Temporary Housing Allowance	\$12,000	Per policy, eligible for a temporary housing allowance of \$4,000 per month (\$12,000 total) for ninety days.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
MOP Loan	\$408,900	Per policy, eligible to participate in the UC Mortgage Origination Program.
Relocation Allowance	\$16,927	Per policy, a relocation allowance of 25 percent base salary (\$81,250) to be paid in equal monthly installments over two years. Data reflects actual amount received in 2014.
Accrual of Sabbatical Credits		Per President Napolitano approval June 19,2014, eligible to accrue sabbatical credits as a member of tenured faculty.
Moving Expenses - Initial Househunting	\$609	Per policy, two house-hunting trips for the candidate and his spouse, not to exceed \$4,000 in actual and reasonable expenses.
Moving Expenses - Other-Excl from Total Cash Comp	\$2,189	Per policy, reimbursement of actual and reasonable transportation costs to facilitate relocation.
Moving Expenses - Shipment of Household Goods	\$2,933	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.
DAVIS, RONALD ANTHONY UCLA		
INTERIM CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$331,637	Per policy, a market-based salary adjustment of 9.7 percent, effective 5/25/14 through 12/31/14 in recognition of the additional duties assigned as Interim CFO, Hospital System. Effective 6/22/14, Ronald Davis also received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Clinical Enterprise Management Recognition Program	\$72,287	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
Relocation Allowance	\$19,183	Relocation allowance of 25 percent (\$71,250) payable over a period of four years. Data reflects third year installment payment that was received in 2014.
DE LA TORRE, ADELA UCD		
VICE CHANCELLOR - STUDENT AFFAIRS		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$252,801	Effective 7/1/14, Ms. de la Torre received a performance-based merit increase of 4 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-2015. The increase was approved by President Napolitano on 7/22/14. Ms. de la Torre's annual base salary increased from \$243,078 to \$252,801.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. She will be vested effective 8/1/18.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DECARLO,RICHARD D. UCSF		
CHIEF OPERATING OFFICER-CHILDREN'S HOSPITAL OAKLAND		
Annual Base as of Dec 31	\$508,211	Appointment of and contract compensation for Richard D. DeCarlo as Chief Operating Officer - Children's Hospital Oakland, effective 1/1/14 - 12/31/16 (three-year contract appointment). Approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents.
Clinical Enterprise Management Recognition Program	\$76,232	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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 Life		As an exception to policy, inclusion of executive life insurance to \$800,000 approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents.
DELANEY,MARGARET L UCSC		
VICE CHANCELLOR - PLANNING AND BUDGET		
Annual Base as of Dec 31	\$267,800	Per policy, a 23.6 percent market-based salary increase, effective April 1, 2014 per Chancellor recommendation and a 3 percent increase, effective July 1, 2014, consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
DEPAOLO,DONALD J LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Annual Base as of Dec 31	\$363,252	\$4,000 of salary reimbursed by UC Berkeley campus for his joint appointment as UCB/LBNL Director of the Center for Isotope Geochemistry.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with an underlying faculty appointment.
Annual Base Salary Received	\$353,586	Actual compensation received includes \$1,737 retroactive pay due to 10/01/14 across-the-board increase processed in December 2014.
DIRKS,NICHOLAS UCB		
CHANCELLOR		
Annual Base as of Dec 31	\$501,404	Approved 3 percent increase to base salary effective 7/1/14 consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Auto Allowance	\$8,916	Per policy, annual auto allowance of \$8,916.
Executive Disability		Per policy, eligible; he has not yet met the five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$30,425	Per policy, relocation allowance of 25 percent base salary (\$121,700) to be paid in four equal annual installments beginning January 1, 2014. Data reflects actual payment received in 2014.
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.
Moving Expenses - Other-Excl from Total Cash Comp	\$2,171	Per policy, reimbursement of actual and reasonable transportation costs to facilitate relocation.
Home Loan Eligibility		Per policy, eligibility for future participation in the UC Home Loan Program.
DONALDSON,LORI R UCSD		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
CHIEF FINANCIAL OFFICER - UCSD MEDICAL CENTER		
Annual Base as of Dec 31	\$339,488	Effective 6/22/14, Ms. Donaldson received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$52,842	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$345,897	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
DORR,AIMEE UCOP		
PROVOST AND EXECUTIVE VP - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$360,500	Effective 7/1/14, Aimee Dorr received salary increase of 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DOYLE,MARY M UCSC		
VICE CHANCELLOR - INFORMATION TECHNOLOGY		
Annual Base as of Dec 31	\$267,800	Per policy, an 18 percent market based salary increase, effective April 1, 2014, per Chancellor recommendation and a 3percent salary increase, effective July 1, 2014, consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Executive Disability		Per policy, eligible and vested (2013).

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Compensation Element	Amount	Staff Comments
MOP Loan	\$945,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
Other - Exclude from Total Cash Compensation	\$6,178	Executive Life Insurance Imputed Income.
DROWN,STEVEN ARNOLD UCOP		
DEPUTY GENERAL COUNSEL - EDUCATIONAL AFFAIRS, CAMPUS SERVICES, AND PUBLIC ACCOUNTABILITY AND GOVERNANCE		
Annual Base as of Dec 31	\$270,530	Effective 7/1/14, Steven Drown received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
DUCKETT,DWAINE BRIAN UCOP		
VICE PRESIDENT-HUMAN RESOURCES		
Annual Base as of Dec 31	\$318,270	Effective 7/1/14, Dwaine Duckett received salary increase of 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
MOP Loan	\$989,100	Per policy, eligible to participate in the Mortgage Origination Program.
DUFFY,SHARON A. UCR		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$212,180	Effective 7/1/14, Sharon Duffy received salary increase of 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
DURAND,DAVID J UCSF		
CHIEF MEDICAL OFFICER-CHILDREN'S HOSPITAL OAKLAND		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$412,500	Appointment of and contract compensation for David J. Durand as Chief Medical Officer - Children's Hospital Oakland effective 1/1/14 - 12/31/16 (three-year contract appointment).
Clinical Enterprise Management Recognition Program	\$61,875	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. . Per policy, eligible to participate in the 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.
DYKES,DANIEL UCB		
HEAD COACH - FOOTBALL		
Other Cash Payment	\$1,550,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$2,556	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Other Benefit	\$1,104	Country Club membership approved as part of negotiated athletics' contract; taxable benefit reported on W-2.
Coach Auto Allowance	\$5,400	Stipend in lieu of courtesy vehicle (\$450 per month).
ECKBLAD,J STUART UCSF		
DIRECTOR-DESIGN & CONSTRUCTION/PROJECT DELIVERY-MISSION BAY, MEDICAL CENTER		
Incentive	\$36,415	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the CEMRP2, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$3,225	Data reflects payment for paid time off amount in excess of accumulation limits.
Annual Base Salary Received	\$285,180	Includes 2013 annual base salary pay of \$10,412.00 received on 1/2/14 for pay period ending 12/21/13.
ECONOMOU,JAMES S UCLA		
VICE CHANCELLOR - RESEARCH		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$276,501	Effective 7/1/14, James Economou received salary increase of 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015. Incumbent holds 70 percent SMG and 30 percent Academic appointments.
Executive 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 as of Dec 31	\$275,834	Effective 6/22/14, Farnak Elahi received salary increase of 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Stipend	\$10,344	Per policy, stipend of 15 percent (\$41,375 annually), for additional work overseeing the outpatient call centers. Data reflects the actual stipend received in 2014.
Incentive	\$40,170	Data reflected in the report is the actual award amount as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target rate of 15 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Approved by the Chancellor 9/22/14.
ESPIRITU, RONALDO G. UCSD		
ASSOCIATE VICE CHANCELLOR FOR HEALTH SCIENCES - BUSINESS AND FISCAL AFFAIRS		
Annual Base as of Dec 31	\$284,003	Effective 7/1/14, Mr. Espiritu received a salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Incentive	\$36,121	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 09/18/14. 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		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
ASSOCIATE VICE PRESIDENT - FEDERAL GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$286,443	Effective 7/1/14, John Falle received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Other One-Time Payment	\$3,000	On December 17, 2014, all UCDC employees received a lump sum payment due to the discontinuation of a HMO option. Mr. Falle received \$3,000 to offset the higher cost of medical premiums in Washington D.C.
FAWLEY, REECE UCSF		
INTERIM CHIEF STRATEGIC PLANNING OFFICER		
Stipend	\$28,726	A stipend of 19.1percent of base salary for serving as the Interim Chief Strategic Planning Officer, effective 7/1/14-12/31/14. Approved on 6/24/14 by the UCSF Compensation Committee.
Clinical Enterprise Management Recognition Program	\$63,665	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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	\$320,703	Includes 2013 annual base salary pay of \$11,708.80 received on 1/2/14 for pay period ending 12/21/13.
FEINBERG, DAVID T UCLA		
PRESIDENT, UCLA HEALTH SYSTEM/CHIEF EXECUTIVE OFFICER, UCLA HOSPITAL SYSTEM/ASSOCIATE VICE CHANCELLOR, UCLA HEALTH SCIENCES		
Annual Base as of Dec 31	\$927,009	Effective 6/22/14, David Feinberg received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Auto Allowance	\$9,259	Per policy, an annual automobile allowance. Overpayment of \$342.92 in 2014. Payroll adjustment has been made in 2015.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$233,283	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
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.
Annual Base Salary Received	\$944,494	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
FEITELBERG,DANIEL MARTIN UCM		
VICE CHANCELLOR PLANNING AND BUDGET		
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.
Temporary Housing	\$2,091	As an exception to policy, a temporary housing reimbursement not to exceed \$11,070 for a period of up to 90 days to offset limited housing-related expenses, subject to the limitations under policy. This is an exception to policy because Mr. Feitelberg is a current University employee. Reimbursement was not processed/paid out until 2014.
Annual Base Salary Received	\$265,933	Effective 7/1/14, Daniel Feitelberg received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
FISHER,MARC P UCSB		
VICE CHANCELLOR FOR ADMINISTRATIVE SERVICES/CAMPUS ARCHITECT		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$285,622	Per policy, appointment of and compensation for Marc Fisher as Vice Chancellor - Administrative Services, increasing his base salary by 10 percent from \$259,656 to \$285,622 effective 8/15/14.
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 and effective 9/1/2012 to 8/31/2014. VC Fleming's stipend was incorrectly paid through 12/31/2014; the overpayment will be paid back in 2015. The correct stipend amount that should have been paid for 2014 is \$20,000.
MOP Loan	\$425,950	Per policy, eligible to participate in the UC Mortgage Origination Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$374,625	Effective 7/1/14, Graham Fleming received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
FOLLETTE, MARGARET G. UCLA		
DIRECTOR, MANAGED CARE CONTRACTING		
Annual Base as of Dec 31	\$279,381	Effective 6/22/14, Margaret Follette received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015. Salary adjustment of 4.2 percent, effective 10/12/14, to reflect a change in CEMRP tier, which decreased the maximum incentive potential rate from 20 percent to 15 percent.
Incentive	\$44,683	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 09/18/14. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target rate of 10 percent and a maximum potential payout of 20 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Approved by the Chancellor 9/22/14.
FONG, EDMOND UCOP		
MANAGING DIRECTOR - CROSS ASSETS CLASS INVESTMENTS		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$276,278	Effective 7/1/14, Edmond Fong received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Chief Investment Officer AIP Plan	\$188,002	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$197,873 (90 percent of base salary) for FY 2013-14. Mr. Fong's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. 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 2014, which may not match the approved incentive award for the current plan year.
Relocation Allowance	\$2,631	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		
Annual Base as of Dec 31	\$440,000	A pre-emptive retention salary adjustment of 8.0 percent, increasing Mr. Ford's salary from \$407,262 to \$440,000, effective October 1, 2014.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
FRANKEL,ANN D UCD		
DIRECTOR - PATIENT ACCOUNTS ADMINISTRATION		
Annual Base as of Dec 31	\$251,551	Effective 7/1/14, Ms. Frankel received a performance-based merit increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-2015. The increase was approved by Chancellor Katehi on 7/23/14. Ms. Frankel's annual base salary increased from \$244,316 to \$251,551.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$41,597	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 20 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2014: 17.01 percent (\$41,597.46). Award based on annual salary as of 6/30/14.
Other Cash Payment	\$13,229	Data reflects payment for paid time off amount in excess of accumulation limits.
FRANKLIN, TONY L UCB		
OFFENSIVE COORDINATOR - FOOTBALL		
Other Cash Payment	\$245,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$167,000	Retention plan payout per negotiated contract.
Other Benefit	\$480	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
FREISCHLAG, JULIE ANN UCD		
VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND DEAN-SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$506,304	Per policy, an annual base salary of \$506,304, effective 2/17/14. The actual earnings for 2/17/14 to 11/30/14 are \$400,824.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Health Sciences Compensation Plan	\$154,751	Per policy, eligible to participate in the Health Science Compensation Plan (HSCP) with a "Y" payment in the amount of \$195,475 annually, approved by President Yudof on 9/16/13. The actual earnings reflected for 2014 are from date of hire, 2/17/14, to 11/30/14. The "Y" payment is paid in monthly payments in the amount of \$16,289.58.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. She will be vested effective 2/17/19.
Relocation Allowance	\$126,576	Per policy, a relocation allowance of \$126,576 (25 percent of base salary) was paid in a lump sum on 4/9/14, and is subject to the following repayment schedule if Dr. Freischlag separates from the University within four years of her appointment: 100 percent if separation occurs within the first year; 75 percent if separation occurs within the second year; 50 percent if separation occurs within the third year; and 25 percent if separation occurs within fourth year of employment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Other One-Time Payment	\$25,315	Per policy, a hiring bonus of \$25,315 (5 percent of base salary) was paid in a lump sum on 4/9/14 and is subject to the following repayment schedule if Dr. Freischlag separates from the University within four years of her appointment: 100 percent if separation occurs within the first year; 75 percent if separation occurs within the second year; 50 percent if separation occurs within the third year; and 25 percent if separation occurs within fourth year of employment.
Accrual of Sabbatical Credits		Per policy, eligible to accrue sabbatical credits as a member of tenured faculty.
Moving Expenses - Initial Househunting	\$2,416	Per policy, eligible for two house hunting trips for the appointee and her spouse/partner.
Moving Expenses - Other-Excl from Total Cash Comp	\$4,135	Per policy, two personal motor vehicles were shipped from Dr. Freischlag's former primary residence to the new primary residence.
Moving Expenses - Shipment of Household Goods	\$32,880	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new residence, subject to limitations under policy.
Annual Base Salary Received	\$400,824	Per policy, annual base salary received in 2014 is from date of hire, 2/17/14, to 11/30/14. Appointment was approved on 9/16/13 by President Yudof.
FRENCH, BARBARA J. UCSF		
VICE CHANCELLOR-STRATEGIC COMMUNICATIONS/UNIVERSITY RELATIONS		
Annual Base as of Dec 31	\$298,541	Effective 1/1/14, position transferred from the SMG to MSP program, with a 5 percent salary increase to \$272,430 and including without salary SMG Vice Chancellor title usage, as approved by President Napolitano on 2/7/14. Effective 7/1/14, Ms. French received a 3 percent merit to \$280,603 plus a 5.13 percent equity increase to \$295,000. Effective 9/1/14, under local authority, Ms. French received a 1.2 percent equity increase to \$298,541. Ms. French is included in the report because she is an Officer of the University.
Recognition Award	\$2,000	Received \$2,000 following program parameters of the UCSF Staff Appreciation and Recognition Program (STAR Program).
Senior Management Supplement		Ineligible due to MSP appointment and without salary SMG appointment.
Executive Life		Ineligible due to MSP appointment and without salary SMG appointment.
Executive Disability		Ineligible due to MSP appointment and without salary SMG appointment.
FRIELING, MORRIS J. UCI		
CHIEF FINANCIAL OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$53,091	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
FROST,WILLIAM E. UCOP		
AVP - ACADEMIC PROGRAMS & STRATEGIC INITIATIVES		
Annual Base as of Dec 31	\$220,626	Effective 7/1/14, Mr. Frost received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
GALLOWAY,ALISON UCSC		
CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$340,500	Effective 7/1/14, Alison Galloway received a market-based salary adjustment of 24.7percent, increasing her salary from \$272,950 to \$340,500, including the 3 percent increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
GAMER,STEVE UCSD		
VICE CHANCELLOR - ADVANCEMENT		
Annual Base as of Dec 31	\$343,750	Per policy, appointment of and compensation for Steve Gamer as Vice Chancellor - Advancement, effective 1/13/14.
Executive Auto Allowance	\$7,915	Partial payment of auto allowance in January 2014 due to 01/13/2014 start date.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$85,938	Relocation allowance of \$85,938 paid in one lump sum. Approved by the President on 12/20/13. If Mr. Gamer terminates his employment with the University within four years he will be subject to a repayment requirement as follows: 100 percent if separation occurs within the first year of employment, 75 percent if separation occurs within the second year of employment, 50 percent if separation occurs within the third year of employment, and 25 percent if separation occurs within the fourth year of employment.
Temporary Housing	\$9,000	Temporary housing reimbursement of 90 days was broken into multiple periods due to business travel commitments, house-hunting trips and/or visits to family home in former city of residence. Move was approved by President Napolitano and Regents Varner and Kieffer on 12/20/2013.
Other Benefit	\$639	Social membership to Old Globe Theatre for hosting donors as opportunity for donor engagement and cultivation.
Moving Expenses - Secondary Househunting	\$5,099	Per policy, reimbursement of actual and reasonable expenses associated with two house-hunting trips. Approved by President Napolitano and Regents Varner and Kieffer on 12/20/2013.
GASPAR, JODY J UCLA		
DIRECTOR--BUSINESS OPERATIONS, UCLA FACULTY PRACTICE GROUP		
Annual Base as of Dec 31	\$265,304	Effective 6/22/14, Jody Gaspar received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015. Salary adjustment of 4.2 percent, effective 10/12/14, to reflect a change in CEMRP tier, which decreased the maximum incentive potential rate from 20 percent to 15 percent.
Clinical Enterprise Management Recognition Program	\$55,496	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
Other Cash Payment	\$10,406	Data reflects payment for paid time off in excess of accumulation limits.
GEOCARIS, DIANE FIELDS UCI		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Executive Disability		Per policy, eligible and vested.
GIL, GLORIA BROWNING UCOP		
MANAGING DIRECTOR - REAL ESTATE		
Annual Base as of Dec 31	\$297,042	Effective 7/1/14, Gloria Gil received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Chief Investment Officer AIP Plan	\$154,455	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$156,145 (54.0 percent of base salary) for FY 2013-14. Ms. Gil's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. 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 2014, which may not match the approved incentive award for the current plan year.
MOP Loan	\$726,200	Eligible to participate in the UC Mortgage Origination Program.
GILLMAN, HOWARD AARON UCI		
CHANCELLOR		
Annual Base as of Dec 31	\$485,000	Per policy, appointment of and compensation for Howard Gillman as Chancellor, Irvine Campus, effective 9/18/14.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Moving Expenses - Moving Services	\$1,683	Per policy, moving expenses provided to relocate household goods and personal effects associated with the relocation to the University-provided house on campus.
GOLDBERG, CAROLE EUDICE UCLA		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
VICE CHANCELLOR - ACADEMIC PERSONNEL		
Annual Base as of Dec 31	\$293,550	Effective 7/1/14, Carole Goldberg received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Executive 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.
GONZALEZ, JUAN C UCSD		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$260,000	Per policy, appointment of and compensation for Juan Gonzalez as Vice Chancellor - Student Affairs, effective 9/01/14.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
MOP Loan	\$525,000	Per policy, eligible to participate in the UC Mortgage Origination Program as approved by President Napolitano on 07/02/2014.
Relocation Allowance	\$16,250	Relocation allowance of 25 percent base salary (\$65,000) to be paid in equal installments over a four-year period. Approved by President Napolitano on 7/02/14. Data reflects first annual installment payment.
Moving Expenses - Initial Househunting	\$3,405	Per policy, two house-hunting trips for the candidate and his spouse, subject to the limitations under policy.
Moving Expenses - Other-Excl from Total Cash Comp	\$1,270	Reimbursement of travel expenses including lodging, parking, and meals while traveling by auto from Austin, TX to San Diego, CA.
Moving Expenses - Shipment of Household Goods	\$20,657	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new residence, subject to limitations under policy.
GOTTLIEB, LINDSAY UCB		
HEAD WOMEN'S BASKETBALL COACH		
Annual Base as of Dec 31	\$285,000	Annualized base salary as of December 2014. Per contract, increase to new annual base salary effective 7/1/14.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Other Cash Payment	\$225,000	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$960	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	\$65,000	Discretionary bonus based on key performance indicators per negotiated contract.
Coach - Incentive	\$35,000	Performance based compensation for team and/or coach accomplishments per negotiated contract.
GRIMLEY,KAREN A UCI		
CHIEF NURSING OFFICER		
Clinical Enterprise Management Recognition Program	\$36,059	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
GUERRERO,DANIEL GENE UCLA		
DIRECTOR, INTERCOLLEGIATE ATHLETICS		
Annual Base as of Dec 31	\$771,513	Base salary per negotiated contract, as approved by President Yudof on 4/2/13.
Incentive	\$102,500	Supplemental Compensation Opportunities based on performance-related goals set in employment contract.
MOP Loan	\$850,000	Eligible to participate in the UC Mortgage Origination Program.
Other Benefit	\$14,787	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$28,512	Per approved contract, data reflects the imputed income for the courtesy vehicles.
Other Benefit	\$110	Per contract, spousal travel consistent with Athletics Department practice.
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.
GUIMARAES,ARTHUR RIBEIRO UCOP		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
ASSOCIATE CHIEF INVESTMENT OFFICER		
Annual Base as of Dec 31	\$325,000	Per policy, appointment of and compensation for Arthur Guimaraes as Associate Chief Investment Officer - Office of the Chief Investment Officer with an annual base salary of \$325,000. This action was approved by the President effective 10/13/14.
Relocation Allowance	\$30,000	Per policy, a relocation allowance equal to 23.1 percent of base salary (\$75,000) to be paid on a monthly basis over a four-year period: 40 percent (\$30,000) in the first year 2014; 30 percent (\$22,500) in the second year 2015; 20 percent (\$15,000) in the third year 2016; and 10 percent (\$7,500) in the fourth year 2017. Data reflects first year payment.
Moving Expenses - Shipment of Household Goods	\$11,871	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new residence, subject to limitations under policy.
GULLATT,VELVIA YVETTE UCOP		
VICE PROVOST EDUC PARTNERSHIP		
Annual Base as of Dec 31	\$235,560	Per policy, appointment of and compensation for Yvette Gullatt as Vice Provost - Education Partnerships with an annual base salary of \$235,560. This position was approved by the President effective 6/1/14.
Stipend	\$8,862	Per policy, Yvette Gullatt received a 12.05 percent stipend for additional responsibilities assumed as acting head of the Educational Partnership department. The stipend was effective beginning 9/1/12 - 8/31/14.
GURSAHANI,ANITA P. UCOP		
ASSOCIATE VICE PRESIDENT, LAB OPERATIONS		
Annual Base as of Dec 31	\$297,052	Effective 7/1/14, Anita Gursahani received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
HAWGOOD,SAMUEL UCSF		
CHANCELLOR		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$750,000	Per policy, appointment of and compensation for Samuel Hawgood as Chancellor, San Francisco campus, effective 7/17/14, approved by the Regents on 7/17/14.
Executive Auto Allowance	\$3,327	Annualized executive auto allowance is \$8,916. For 2014, pro-rated amount due to Chancellor appointment begin date of 7/17/14.
Health Sciences Compensation Plan	\$122,525	HSCP pay was included in Dr. Hawgood's compensation as Dean-School of Medicine. Upon appointment to Chancellor on 7/17/14, HSCP pay ended effective 7/16/14.
HAYASHIDA,PETER A. UCR		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Annual Base as of Dec 31	\$294,786	Effective 7/1/14, Mr. Hayashida received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Disability		Per policy, eligible; five year vesting requirement met as of 07/01/2014.
MOP Loan	\$409,500	Per policy, eligible to participate in the UC Mortgage Origination Program.
HEMMINGER,JOHN C. UCI		
VICE CHANCELLOR - RESEARCH		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met five year vesting requirement in SMG to receive benefit.
HEXTER,RALPH J UCD		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$374,920	Effective 7/1/14, Mr. Hexter received a performance-based merit increase increase of 4 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-15. The increase was approved by President Napolitano on 7/22/14. Mr. Hexter's annual base salary increased from \$360,500 to \$374,920.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive this benefit. He will be vested effective 1/1/16.
MOP Loan	\$607,500	Per policy, eligible to participate in the UC Mortgage Origination Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
HOFFMAN,KYLE DEAN UCM		
VICE CHANCELLOR DEVELOPMENT AND ALUMNI RELATIONS		
Executive Auto Allowance	\$8,916	Per policy, an annual auto allowance of \$8,916.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$228,077	Effective 7/1/14, Mr. Hoffman received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
HUDSON,PAMELA LOU UCSF		
EXECUTIVE DIRECTOR-CLINICAL INFORMATION SYSTEMS, MEDICAL CENTER		
Annual Base as of Dec 31	\$350,095	Effective 6/22/14, Ms. Hudson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$70,812	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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	\$356,702	Includes 2013 annual base salary pay of \$13,023.20 received on 1/2/14 for pay period ending 12/21/13.
ISSAI,ALICE UCI		
CHIEF OPERATING OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$59,963	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; she has met the five-year vesting requirement in SMG and is eligible to receive benefit.
JED, MEREDITH MICHAELS UCI		
VICE CHANCELLOR - PLANNING AND BUDGET		
Executive Disability		Per policy, eligible and vested.
JESTER, PAMELA J UCLA		
DIRECTOR, CONTINUING EDUCATION OF THE BAR		
Annual Base as of Dec 31	\$209,090	Effective 7/1/14, Pamela Jester received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
JOHNSON, VINCENT L UCD		
CHIEF OPERATING OFFICER, UC DAVIS MEDICAL CENTER		
Annual Base as of Dec 31	\$590,059	Effective 7/1/14, Mr. Johnson received a performance-based merit increase increase of 3.5 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-15. The increase was approved by President Napolitano on 7/22/14. Mr. Johnson's annual base salary increased from \$570,105 to \$590,059.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program as of 10/24/08.

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$93,127	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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 2014; 16.34 percent (\$93,126.65). Award percent based on annual salary as of 6/30/13.
Executive Disability		Per policy, eligible and vested as of 10/24/13.
MOP Loan	\$671,650	Per policy, eligible to participate in the UC Mortgage Origination Program.
JONES,KENNETH M UCSF		
CHIEF OPERATING OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$107,351	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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	\$591,905	Actual base salary received in 2014 includes the 2013 annual base salary pay of \$21,610.40 received on 1/2/14 for pay period ending 12/21/13.
JUAREZ,STEVE UCOP		
ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS		
Annual Base as of Dec 31	\$260,353	Effective 7/1/14, Steve Juarez received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Disability		Per policy, eligible and vested.
MOP Loan	\$684,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
KATEHI-TSEREGOUNIS,LINDA UCD		
CHANCELLOR		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$412,000	Effective 7/1/14, Ms. Katehi received a base salary increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-15. The increase was approved by the Regents on 7/17/14. Ms. Katehi's annual base salary increased from \$400,000 to \$412,000.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible and vested effective 8/17/14.
University Housing		Per policy, a University-provided house on campus is provided while serving as Chancellor.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
KAUFMAN,ARTHUR A UCB		
DEFENSIVE COORDINATOR - FOOTBALL		
Other Cash Payment	\$280,253	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual payout for 2014.
Other Benefit	\$200	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Coach - Incentive	\$20,000	Discretionary bonus based on key performance indicators per negotiated contract.
KEASLING,JAY D LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.
Other - Exclude from Total Cash Compensation	\$210	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 \$210) is a taxable benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base Salary Received	\$376,909	Actual base salary received in 2014 includes \$2,739 retroactive pay due to 10/01/14 merit increase processed in December 2014.
KEISTER,SHAUN B. UCD		
VICE CHANCELLOR - DEVELOPMENT AND ALUMNI RELATIONS		
Annual Base as of Dec 31	\$362,303	Effective 7/1/14, Mr. Keister received a performance-based merit increase of 5 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-15. The increase was approved by President Napolitano on 7/22/13. Mr. Keister's annual base salary increased from \$345,050 to \$362,303.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 9/6/11.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested as of 9/6/16.
KELLY,REGIS B. UCOP		
SENIOR ADVISOR TO THE PRESIDENT		
Annual Base as of Dec 31	\$465,000	Per policy, a base salary of \$349,000 (\$465,000, annualized) at the 75 percent appointment rate as the Senior Advisor to the President for Innovation and Entrepreneurship, Office of the President. Mr. Kelly will also receive a base salary of \$54,000 (\$216,300, annualized) at the 25 percent appointment rate as the Director - QB3, San Francisco campus, for a combined total annual base salary of \$403,000.
Retiree Benefits		Appointment of Regis B. Kelly as Senior Advisor to the President for Innovation and Entrepreneurship, Office of the President, at 75 percent time. Mr. Kelly will also continue to serve as the Director -QB3, San Francisco campus, at 25 percent time. Mr. Kelly will suspend his UC Retirement Plan (UCRP) benefits in order to resume full-time University employment. Mr. Kelly's appointment was approved by the Regents effective 12/1/14.
Annual Base Salary Received	\$91,429	Data reflects actual base salary received for his appointment at UCSF. Mr. Kelly did not receive any compensation in 2014 from UCOP for his appointment as the Senior Advisor to the President. His appointment in the role was effective December 1, 2014 and that was paid out in 2015.
KHOSLA,PRADEEP K UCSD		
CHANCELLOR		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$423,417	Effective 7/1/14, Mr. Khosla received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
University Housing		Per policy, the Chancellor resides at 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. Data represents the third annual installment payment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Moving Expenses - Family's Move	\$2,992	As an exception to policy, this was a multi-part move because the move was not completed within one year of the date first reported to work. Family relocation completed in stages to allow children to complete the school year. Expenses include airfare and ground transportation. Move and multi-part exception were approved by President Mark Yudof in May 2012.
Moving Expenses - Other-Excl from Total Cash Comp	\$12,610	Move household goods from temporary housing to Geisel University House. The move was approved by President Mark Yudof in May 2012.
Moving Expenses - Shipment of Household Goods	\$1,450	As an exception to policy, this was a mutli-part move because the move was not completed within one year of the date first reported to work. The move was done in stages to allow the children to complete the school year. The auto shipment of goods was completed in 2013 and reimbursed in 2014.
KIM,SANDRA H UCOP		
EXECUTIVE DIRECTOR - EXTERNAL FINANCE		
Annual Base as of Dec 31	\$288,830	Effective 7/1/14, Sandra Kim received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
KIRK,JAMES D UCD		
CHIEF MEDICAL OFFICER		

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Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$425,375	Per Policy, appointment of and compensation for James D. Kirk as Chief Medical Officer with an annual base salary of \$415,000 approved by President Napolitano on 2/27/14, effective on date of hire, 2/27/14. Effective 7/1/14, Dr. Kirk received a performance-based merit increase of 2.5 percent effective consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015 as approved by President Napolitano on 7/22/14. Mr. Kirk's annual base salary increased to \$425,375.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 2/27/14.
Health Sciences Compensation Plan	\$56,001	Per policy, Dr. Kirk was eligible to participate in the Health Science Compensation Plan (HSCP) for the 2013-2014 academic year while in his academic appointment, which ended 2/26/14, prior to his appointment to Chief Medical Officer on 2/27/14. From 12/31/13 to 2/26/14 he received monthly HSCP award payments (Y payments) totaling \$38,013.74 and a final HSCP award payment (Z payment) on 10/08/14 in the amount of \$17,987.
Other Cash Payment	\$2,500	Honorarium received 8/13/14 for serving as a course director for a continuing medical education course in emergency medicine while in his academic position prior to his appointment to Chief Medical Officer effective on 2/27/14.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. Will be vested effective 2/27/19.
Annual Base Salary Received	\$362,701	Per policy, annual base salary received in 2014 includes base salary received while in academic position, 12/1/13-2/26/14, (\$43,669.60) and base salary received after SMG appointment became effective 2/27/14 (\$319,031.25). Per policy, annual base salary increased from \$415,000 to \$425,375 effective 7/1/14, as approved by President Napolitano on 7/22/14.
KLEMM,ADRIAN WILLIAM UCLA		
ASSISTANT COACH, FOOTBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$296,667	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	\$63,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$1,734	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.

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Compensation Element	Amount	Staff Comments
Other Benefit	\$12,457	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
Coach - Incentive	\$20,000	Annual performance-based incentive opportunity as part of negotiated coach's contract. Payment for 2013 Football season made in January 2014 and for 2014 Football season made in December 2014.
KOSHLAND,CATHERINE P UCB		
VC-UNDERGRADUATE EDUCATION		
Executive Disability		Per policy, eligible; she has not yet met five year vesting requirement in SMG to receive benefit.
KOVALCHICK,ANN ELIZABETH UCM		
ASSOCIATE VICE CHANCELLOR OF INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Relocation Allowance	\$7,000	Per policy, a relocation allowance of 14 percent of base salary (\$28,000) to be paid in annual installments over four years: 25 percent (\$7,000) in Year 1, 25 percent (\$7,000) in Year 2, 25 percent (\$7,000) in Year 3, and 25 percent (\$7,000) in Year 4. Any unpaid relocation allowance amounts will be forfeited at the time of separation. Data reflects first year annual installment payment.
Temporary Housing	\$3,675	Per policy, a temporary housing reimbursement not to exceed \$11,610 for a period of up to 90 days to offset limited housing-related expenses. If Ms. Kovalchick leaves the University prior to the completion of one year of service or accepts an appointment at another University location within 12 months from her initial date of appointment, she will be required to pay back 100 percent of the temporary housing reimbursement.
Other One-Time Reimbursement	\$1,012	Enterprise rental car reimbursement for rental while car was being shipped. Rental dates 1/28/14 thru 3/1/14.
Other One-Time Reimbursement	\$26	Final move meals.
Other One-Time Reimbursement	\$216	Airfare from Des Moines, IA to Fresno, CA. Car was shipped to California.
Other One-Time Reimbursement	\$272	UPS Shipping for clothing & Office.
Other One-Time Reimbursement	\$174	Two nights lodging.
Moving Expenses - Initial Househunting	\$2,230	Per policy, two house-hunting trips for the candidate and his spouse, subject to the limitations under policy.

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Compensation Element	Amount	Staff Comments
Moving Expenses - Family's Move	\$1,964	When Spouse relocated to Merced, he rented and drove a truck from Iowa to California. Truck rental was \$1487.08 & fuel for rental was \$476.55.
Moving Expenses - Other-Excl from Total Cash Comp	\$14,270	Third party household move.
Annual Base Salary Received	\$169,167	Employee's appointment began 2/1/14. Effective 7/1/14, Ann Kovalchick received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
KRAUS, DAVID V. UCSD		
CHIEF CONTRACTING OFFICER - MEDICAL CENTER		
Annual Base as of Dec 31	\$267,807	Effective 6/22/14, Mr. Kraus received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Stipend	\$28,600	Mr. Kraus was asked by UC Office of the President to lead several higher level, enterprise-wide initiatives during the 2014-15 fiscal year. The annual stipend is \$57,200 with UCOP reimbursing 50 percent of the salary (including administrative stipend), benefits, and travel expenses to the UC San Diego Health System. This was approved by Chancellor Khosla in June 2014.
Clinical Enterprise Management Recognition Program	\$41,678	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 09/18/14. 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	\$272,853	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
KREMER, BRENDAN REED UCSD		
CHIEF ADMINISTRATIVE OFFICER - SURGICAL, ANESTHESIA, MUSC, NEURO, IMAGING SVCS		
Annual Base as of Dec 31	\$267,807	Effective 6/22/14, Mr. Kremer received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.

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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$41,900	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 09/18/14. 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.
Annual Base Salary Received	\$272,853	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
KUBIAK, GLENN D. LBNL		
CHIEF OPERATING OFFICER		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$321,371	Actual base salary received in 2014 includes \$1,033 retroactive pay due to 10/01/14 across-the-board increase processed in December 2014.
LAKE, GWENDOLINE E UCLA		
CONTROLLER, HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$256,490	Effective 6/22/14, Gwendoline Lake received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Incentive	\$37,352	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout based on performance related to goals.
Other Cash Payment	\$12,782	Data reflects payment for paid time off in excess of accumulation limits.
Annual Base Salary Received	\$261,325	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
LARET, MARK R UCSF		
CHIEF EXECUTIVE OFFICER, MEDICAL CENTER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$963,050	Effective 6/22/14, Mark Laret received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Auto Allowance	\$9,259	Includes 2013 executive automobile allowance pay of \$342.92 received on 1/2/14 for pay period ending 12/21/13.
Clinical Enterprise Management Recognition Program	\$209,121	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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	\$400,000	Reflects the retention incentive payment made to Mr. Laret on 9/17/14 as approved by the Regents on 7/14/11 as an exception to policy. This payment represents the fourth and final 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.
Annual Base Salary Received	\$981,215	Actual base salary received in 2014 includes the 2013 annual base salary pay of \$35,824 received on 1/2/14 for pay period ending 12/21/13.
LATHAM,SARAH CHRISTINA UCSC		
VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES		
Annual Base as of Dec 31	\$267,800	Effective 7/1/14, Sarah Latham received an 18.2 percent market-based adjustment, increasing her base salary from \$226,600 to \$267,800. The market-based salary adjustment also included the 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
MOP Loan	\$627,500	Per policy, eligible to participate in the UC Mortgage Origination Program.
SHLP Loan	\$34,850	Per policy, data reflects the loan amount under Supplemental Home Loan Program (SHLP).
Other - Exclude from Total Cash Compensation	\$488	Executive Life Insurance imputed income
LAWLOR,DAVID D UCD		
VICE CHANCELLOR - FINANCE AND RESOURCE MANAGEMENT AND CHIEF FINANCIAL OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$410,000	Per policy, appointment and compensation as Vice Chancellor - Finance and Resource Management and Chief Financial Officer with an annual base salary of \$410,000 approved by President Napolitano on 10/8/14, effective on Mr. Lawlor's date of hire, 11/3/14.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 11/3/14.
Temporary Housing Allowance	\$12,000	Per policy, Mr. Lawlor is eligible for a temporary housing allowance of \$4,000 per month (\$12,000 total) for ninety days. The \$12,000 total was paid in a lump sum on 11/24/14.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 11/3/19.
Relocation Allowance	\$102,500	Per policy, a relocation allowance of \$102,500 (25 percent of base salary) was paid in a lump sum on 11/19/14 and is subject to the following repayment schedule if Mr. Lawlor separates from the University within four years of his appointment: 100 percent if separation occurs within the first year; 75 percent if separation occurs within the second year; 50 percent if separation occurs within the third year; and 25 percent if separation occurs within fourth year of employment.
Other One-Time Payment	\$20,500	Per policy, a hiring bonus of \$20,500 (5 percent of base salary) was paid in a lump sum on 11/19/14 and is subject to the following repayment schedule if Mr. Lawlor separates from the University within four years of his appointment: 100 percent if separation occurs within the first year; 75 percent if separation occurs within the second year; 50 percent if separation occurs within the third year; and 25 percent if separation occurs within fourth year of employment.
Moving Expenses - Initial Househunting	\$1,419	Per policy, eligible for two house hunting trips for the appointee and his spouse/partner.
Moving Expenses - Secondary Househunting	\$741	Per policy, eligible for two house hunting trips for the appointee and his spouse/partner.
Annual Base Salary Received	\$34,167	Per policy, annual base salary received in 2014 is from date of hire, 11/3/14 - 11/30/14. Appointment was approved on 10/8/14 by President Napolitano.
LAZARUS, WILLIAM C. UCLA		
CHIEF TECHNOLOGY OFFICER, INFORMATION SERVICES & SOLUTIONS		
Annual Base as of Dec 31	\$288,395	Effective 6/22/14, Mr. Lazarus received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Incentive	\$31,500	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Approved by the Chancellor 9/22/14.
Annual Base Salary Received	\$293,837	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
LE GRANDE, HARRY UCB		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base Salary Received	\$239,365	Effective 7/1/14, Mr. Le Grande received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
LEET, GREGORY R UCI		
VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
MOP Loan	\$498,600	Per policy, eligible to participate in the UC Mortgage Origination Program.
LEINEN, MARGARET S UCSD		
VICE CHANCELLOR MARINE SCIENCES, DEAN OF SCHOOL OF MARINE SCIENCES, AND DIRECTOR OF SCRIPPS INSTITUTION OF OCEANOGRAPHY		
Annual Base as of Dec 31	\$319,300	Effective 7/1/2014, Ms. Leinen received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Temporary Housing	\$7,497	Rental of lodging and furniture for a period of 3 months. Move approved by the Regents on September 18, 2013.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Moving Expenses - Other-Excl from Total Cash Comp	\$1,743	Two return trips to Orlando, FL to coordinate shipment of household goods to San Diego, CA. The trip dates are 07/18/14 - 07/23/14 and 08/17/14 - 08/20/14. The move was approved by the Regents on September 18, 2013.
Moving Expenses - Shipment of Household Goods	\$19,254	Move household goods and personal effects from Vero Beach, FL to San Diego, CA. The relocation allowance was processed in December 2014 so this amount will be reported in her 2015 earnings.
LELAND,DOROTHY JANE UCM		
CHANCELLOR		
Annual Base as of Dec 31	\$383,160	Effective 7/1/14, Chancellor Leland received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015. In addition, on 9/18/14, Chancellor Leland also received a 20 percent salary adjustment, as approved by the Regents at the September 2014 Regents meeting.
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.
Annual Base Salary Received	\$313,875	Data reflects actual base salary received in 2014. The increase is not reflected in annual base salary received as it was not paid during the 2014 calendar year.
LEONARD,THOMAS C UCB		
UNIVERSITY LIBRARIAN		
Annual Base Salary Received	\$204,403	Effective 7/1/14, Mr. Leonard received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
LEWIN,HARRIS A UCD		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
VICE CHANCELLOR - RESEARCH		
Annual Base as of Dec 31	\$382,950	Effective 7/1/14, Mr. Lewin received a performance-based merit increase of 3.5 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-2015. The increase was approved by President Napolitano on 7/22/14. Mr. Lewin's annual base salary increased from \$370,000 to \$382,950.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 3/30/16.
MOP Loan	\$600,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
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	\$58,602	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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	\$306,984	Data reflects actual base salary received in 2014, which includes the 2013 annual base salary pay of \$11,208 received on 1/2/14 for pay period ending 12/21/13.
LISKA, EUGENIE L UCLA		
DIRECTOR, BUDGET, HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$256,490	Effective 6/22/14, Eugenie Liska received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Incentive	\$37,352	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Other Cash Payment	\$13,764	Data reflects payment for paid time off in excess of accumulation limits.
Annual Base Salary Received	\$261,325	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
LIU,AILEEN UCOP		
INVESTMENT OFFICER		
Annual Base as of Dec 31	\$196,978	Effective 7/1/14, Aileen Liu received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Chief Investment Officer AIP Plan	\$127,544	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$127,170 (66.0 percent of base salary) for FY 2013-14. Ms. Liu's target and maximum award opportunities (as a percent of base salary) are 35 percent and 70 percent. 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 2014, which may not match the approved incentive award for the current plan year.
LLOYD,CHERYL A UCOP		
CHIEF RISK OFFICER		
Annual Base as of Dec 31	\$235,000	Per policy, appointment of and compensation for Cheryl Lloyd as Chief Risk Officer, with an annual base salary of \$235,000. This position was approved by the President effective 5/1/14.
Stipend	\$10,306	Per policy, Cheryl Lloyd received a 15 percent stipend (\$2,061.14) to recognize the additional responsibilities she assumed while working as the ERM Deputy and Director, Liability Programs. This stipend was effective from 5/9/13 - 6/30/14.
LODGE-LEMON,BERNADETTE UCLA		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM		
Annual Base as of Dec 31	\$263,088	Effective 6/22/14, Bernadette Lodge-Lemon received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Incentive	\$36,398	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Approved by the Chancellor 9/22/2014.
Other Cash Payment	\$13,105	Data reflects payment for paid time off in excess of accumulation limits.
Annual Base Salary Received	\$268,049	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
LUBIN, BERTRAM H UCSF		
CHIEF EXECUTIVE OFFICER-CHILDREN'S HOSPITAL OAKLAND		
Annual Base as of Dec 31	\$715,000	Appointment of and contract compensation for Bertram H. Lubin as Chief Executive Officer - Children's Hospital Oakland, effective 1/1/14 - 12/31/16 (three-year contract appointment). UCSF and Children's Hospital Oakland affiliation. As an exception to policy, inclusion of executive auto allowance approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents. 1/1/14 appointment begin date.
Executive Auto Allowance	\$8,916	UCSF and Children's Hospital Oakland affiliation. As an exception to policy, inclusion of executive auto allowance approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents. 1/1/14 appointment begin date.
Clinical Enterprise Management Recognition Program	\$107,250	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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 2014

Compensation Element	Amount	Staff Comments
Executive Life		UCSF and Children's Hospital Oakland affiliation. As an exception to policy, inclusion of executive life insurance to \$800,000 approved on 12/20/13 by the President, Chair of the Committee on Compensation, and Chairman of the Board of Regents. 1/1/14 appointment begin date.
MAHANEY,TIMOTHY M UCSF		
EXECUTIVE DIRECTOR-FACILITIES & SUPPORT SVCS, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$54,068	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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	\$306,984	The actual base salary received in 2014 includes the 2013 annual base salary pay of \$11,208 received on 1/2/14 for pay period ending 12/21/13.
MAHBOUBA,MOHAMMED H MAHDI UCLA		
CHIEF DATA OFFICER, OFFICE OF HEALTH INFORMATICS AND ANALYSIS, INFORMATION SERVICES & SOLUTIONS		
Annual Base as of Dec 31	\$297,039	Effective 6/22/14, Mohammed Mahbouba received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Incentive	\$43,259	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Approved by the Chancellor 9/22/14.
Relocation Allowance	\$18,846	Relocation allowance of 25 percent (\$70,000) to be paid over a period of four years. Data reflects amount paid in 2014 (year three).
Annual Base Salary Received	\$302,645	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
MANDEVILLE-GAMBLE,STEVEN L. UCR		
UNIVERSITY LIBRARIAN		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$212,180	Effective 7/1/14, Mr. Mandeville-Gamble received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Senior Management Supplement		Per policy, a monthly contribution to the Senior Management Supplemental Benefit Program.
Other - Exclude from Total Cash Compensation	\$739	Executive Life Insurance imputed income.
MARKLAND,JEANNE M UCLA		
CHIEF OF STRATEGY & INTEGRATION, INFORMATION SERVICES & SOLUTIONS		
Annual Base as of Dec 31	\$273,591	Effective 6/22/14, Jeanne Markland received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Incentive	\$39,842	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target payout of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Annual Base Salary Received	\$278,746	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
MARSHALL,DAVID B UCSB		
EXECUTIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$320,000	Per policy, appointment of and compensation for David Marshall as Executive Vice Chancellor effective 9/15/14.
Executive Auto Allowance	\$1,891	Per policy, annual auto allowance payments total \$8,916; auto allowance payments received in 2014 total \$1,893.31 (monthly payments of \$743).
Summer Salary	\$21,875	As an exception allowed by SMG policy, payment for 21 days of summer research. Per policy 21 days of vacation was forfeited.
MARTIN,CUONZO LAMAR UCB		
HEAD MEN'S BASKETBALL COACH		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Other Cash Payment	\$811,141	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract. Actual payout for 2014.
Other One-Time Payment	\$216,667	Signing bonus per negotiated contract - \$27,083.33 per month for 48 months.
Other Benefit	\$480	Reflects taxable benefit reported on W-2 form for tickets to Cal athletic events.
Coach Auto Allowance	\$3,375	Car allowance of \$5,400 annually. Data reflects actual car allowance received in 2014.
MARTIN, DEMETRICE AARON UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base 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	\$33,825	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other One-Time Payment	\$79,900	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$731	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$1,734	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$8,217	Per contract, data reflects the imputed income for the courtesy vehicle.
Coach - Incentive	\$20,000	Annual performance-based incentive opportunity as part of negotiated coach's contract. Payment for 2013 Football season made in January 2014 and for 2014 Football season made in December 2014.
MARTIN, WILLIAM W UCLA		
HEAD COACH - MEN'S TENNIS		
Annual Base as of Dec 31	\$135,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$202,244	Payout based on annual participation in summer camps for youth approved as part of negotiated contract.
Other Benefit	\$2,234	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
MATOS, PATRICIA S. UCLA		
DIRECTOR OF NURSING, SEMEL/RESNICK NEUROPSYCHIATRIC HOSPITAL		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$236,257	Effective 6/22/14, Patricia Matos received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Incentive	\$32,625	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Relocation Allowance	\$38,077	Relocation allowance of 25 percent base salary (\$56,250) payable over four years. Data reflects installment payment that was received in 2014.
Annual Base Salary Received	\$238,367	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
MATTHEWS,GARY CLIFFORD UCSD		
VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING		
Annual Base as of Dec 31	\$319,300	Per policy, a preemptive retention salary adjustment of 9.4 percent was approved by President Napolitano in February 2014 increasing Mr. Matthews' salary from \$283,250 to \$310,000. Effective 7/1/14, 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 2014-15.
MAURICE,TIMOTHY R UCD		
CHIEF FINANCIAL OFFICER - UC DAVIS HEALTH SYSTEM		
Annual Base as of Dec 31	\$424,360	Effective 7/1/14, Mr. Maurice received a performance-based merit increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-2015. The increase was approved by President Napolitano on 7/22/14. Mr. Maurices's annual base salary increased from \$412,000 to \$424,360.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 3/28/11.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$76,199	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2014: 18.50 percent (\$76,199.40). Award based on annual salary as of 6/30/14.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 3/28/16.
MAYSENT,PATRICIA SPEES UCSD		
CHIEF STRATEGY OFFICER		
Annual Base as of Dec 31	\$290,545	Effective 6/22/14, Ms. Maysent received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$42,408	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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	\$293,491	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
MAZZONE,NOEL SCOTT UCLA		
ASSISTANT COACH, FOOTBALL		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$251,125	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$13,000	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other One-Time Payment	\$100,000	One-time signing bonus approved as part of negotiated contract.
Other Benefit	\$3,469	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.

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Compensation Element	Amount	Staff Comments
Other Benefit	\$15,532	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
Coach - Incentive	\$20,000	Annual performance-based incentive opportunity as part of negotiated coach's contract. Payment for 2013 Football season made in January 2014 and for 2014 Football season made in December 2014.
MCCALLEN, DAVID B. UCOP		
ASSOCIATE VICE PRESIDENT- LABORATORY PROGRAMS		
Annual Base as of Dec 31	\$309,000	David McCallen was inaccurately appointed to a one-year term appointment. This has been corrected and he has now been appointed to a open ended appointment. As a condition of his appointment, Mr. McCallen will continue to suspend all payment of retirement benefits consistent with Regents policy. Effective 7/1/14, Mr. McCallen received salary increase of 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
MCNEIL, PAUL M. UCD		
DEAN - UC DAVIS EXTENSION		
Annual Base as of Dec 31	\$242,000	Per policy, appointment of and compensation for Paul M. McNeil as Dean - UC Davis Extension with an annual base salary of \$242,000 approved by President Napolitano on 9/16/14, effective on Mr. McNeil's date of hire, 12/01/14. The annual base reflects the full-time rate. The actual earnings for 12/01/14 to 12/31/14 are \$0. Mr. McNeil's first paycheck was received 1/02/15; there is no compensation to report in the 2014 Annual Report on Executive Compensation.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 12/01/14.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit. He will be vested effective 12/1/2019.
MERRILL, DOUGLAS G. UCI		
CHIEF MEDICAL OFFICER		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible; he has not yet met vesting requirement in SMG Program to receive benefit.
Relocation Allowance	\$10,000	Relocation allowance of \$30,000; \$10,000 to be paid in the first 30 days of employment; \$10,000 to be paid at the end of year one of employment; and \$10,000 to be paid at the end of year two of employments.
Temporary Housing	\$10,639	Per policy, Dr. Merrill is eligible for reimbursement of temporary living expenses for a period of up to three months.
Other One-Time Payment	\$40,000	Hiring bonus of \$40,000 (8.7 percent of base salary), paid in a single lump sum subject to repayment if Dr. Merrill leaves prior to completing two years.
Moving Expenses - Family's Move	\$10,919	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of his family.
Moving Expenses - Shipment of Household Goods	\$11,208	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new residence, subject to limitations under policy.
MICHAELSEN, JOEL C UCSB		
INTERIM EXECUTIVE VICE CHANCELLOR		
Annual Base Salary Received	\$197,539	Per policy, appointment of and compensation for Joel Michaelsen as Interim Executive Vice Chancellor, effective 1/17/14 through 1/16/15. Effective 7/1/14, Joel Michaelsen received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
MINEAR, MICHAEL N UCD		
CHIEF INFORMATION OFFICER - UC DAVIS HEALTH SYSTEM		
Annual Base as of Dec 31	\$328,879	Effective 7/1/14, Mr. Minear received a performance-based merit increase of 3 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-2015. The increase was approved by President Napolitano on 7/22/14. Mr. Minear's annual base salary increased from \$319,300 to \$328,879.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 11/1/2007.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$59,055	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2014: 18.50 percent (\$59,054.54). Award based on annual salary as of 6/30/14.
Other Cash Payment	\$6,200	Payments received totaling \$6,200 (\$4,200 on 4/23/14 and \$2,000 on 1/15/14) for teaching one UC Davis Extension class, "Introduction to Healthcare Analytics," pre-approved by Vice Chancellor and Dean-School of Medicine Julie Freischlag.
Executive Disability		Per policy, eligible and vested as of 11/1/12.
MONTERO, JANINA UCLA		
VICE CHANCELLOR -- STUDENT AFFAIRS		
Annual Base as of Dec 31	\$250,393	Effective 7/1/14, Janina Montero received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
MOP Loan	\$639,200	Per policy, eligible to participate in the UC Mortgage Origination Program.
MORA, JAMES LAWRENCE UCLA		
HEAD COACH, FOOTBALL		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$2,896,504	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Benefit	\$9,037	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$14,694	Per contract, access for Coach Mora's immediate family to a suite at the Rose Bowl for all regular season games.
Other Benefit	\$34,995	Per approved contract, data reflects the imputed income for two courtesy vehicles.
Other Benefit	\$1,034	Per contract, spousal travel consistent with Athletics Department practice.
Coach - Incentive	\$220,000	Annual performance-based incentive opportunity as part of negotiated coach's contract. Payment for 2013 Football season made in January 2014 and for 2014 Football season made in December 2014.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
MORGAN,DAVID R. UCSF		
EXECUTIVE DIRECTOR-AMBULATORY CARE SERVICES, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$60,811	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the 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	\$306,326	The base salary received in 2014 includes the 2013 annual base salary pay of \$11,184 received on 1/2/14 for pay period ending 12/21/13.
MUDDITT,ALISON MARGARET UCOP		
DIRECTOR - UNIVERSITY OF CALIFORNIA PRESS		
Annual Base as of Dec 31	\$277,173	Effective 7/1/14, Alison Mudditt received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
MUNOZ,SANTIAGO III UCLA		
EXECUTIVE DIRECTOR, STRATEGY & BUSINESS DEVELOPMENT, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$339,906	Effective 6/22/14, Mr. Munoz received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Clinical Enterprise Management Recognition Program	\$74,087	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
Other Cash Payment	\$5,209	Data reflects payment for paid time off amount in excess of accumulation limits.
Annual Base Salary Received	\$346,318	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
MURALI,VIJI UCD		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
VICE PROVOST-INFORMATION AND EDUCATIONAL TECHNOLOGY AND CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$312,500	Per policy, appointment of and compensation for Viji Murali as Vice Provost - Information Technology, Educational Technology and Chief Information Officer with an annual base salary of \$312,500 approved by President Napolitano on 7/2/14, effective on Ms. Murali's date of hire, 8/18/14. The annual base salary reflects the full-time rate. The actual base salary earnings for 8/18/14-11/30/14 are \$90,526.05.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 8/18/14.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. She will be vested as of 8/18/19.
Relocation Allowance	\$19,531	Per policy, a relocation allowance of 25 percent base salary (\$78,125) to be paid in four annual installments. The first installment of \$19,531.25 was paid on 10/1/14. The second, third and fourth installments of \$19,531.25 will be paid on August 1, 2015, 2016 and 2017. If Ms. Murali separates from the University within four years of her appointment, she will be subject to the terms outlined in her Repayment Agreement.
Temporary Housing	\$8,200	Per policy, Ms. Murali is eligible for reimbursement of temporary living expenses for a period of up to three months, not to exceed \$12,000 total.
Other One-Time Payment	\$3,906	Per policy, a hiring bonus of \$15,625 (5 percent of base salary) was authorized for Ms. Murali and will be paid in four annual installments. The first installment of \$3,906.25 was paid on 10/1/14. The second, third and fourth installments of \$3,906.25 will be paid on August 1, 2015, 2016 and 2017. If Ms. Murali separates from the University within four years of her hire date, she will be subject to the terms outlined in her Repayment Agreement.
Moving Expenses - Initial Househunting	\$1,847	Per policy, eligible for two house hunting trips for the appointee and her spouse/partner.
Moving Expenses - Family's Move	\$803	Per policy, the University will reimburse actual and reasonable expenses related to traveling to the new primary residence by the appointee and members of her family. Ms. Murali and family traveled to Davis, CA from Pullman, WA on August 7-8, 2014.
Moving Expenses - Shipment of Household Goods	\$14,797	Per policy, 100 percent reimbursement of actual moving expenses related to moving household goods and personal effects from former residence to new residence, subject to limitations under policy.
Annual Base Salary Received	\$90,526	Per policy, annual base salary received in 2014 is from date of hire, 8/18/14, to 11/30/14.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
MURIN,WILLIAM JOSEPH UCSD		
CHIEF HUMAN RESOURCES OFFICER - HEALTH SCIENCES		
Annual Base as of Dec 31	\$353,290	Effective 6/22/14, Mr. Murin received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$26,750	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
Annual Base Salary Received	\$359,950	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
MURPHY,LISA CAROLE UCSD		
CHIEF ADMINISTRATIVE OFFICER - MEDICINE, CVC, PRIMARY SVCS		
Annual Base as of Dec 31	\$267,807	Effective 6/22/14, Ms. Murphy received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$37,342	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 09/18/14. 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.
Annual Base Salary Received	\$272,853	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
NAPOLITANO,JANET ANN UCOP		
PRESIDENT OF THE UNIV		
Annual Base as of Dec 31	\$570,000	Per policy, appointment of and compensation for President Janet Napolitano as President of the University of California with an annual base salary of \$570,000.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance of \$8,916. Data reflects actual amount received in 2014.
University Housing		One-year leased housing at a cost of \$10,013 per month, which is a \$63.00 increase in rent. The lease time frame did not change and runs through 8/31/15. Leased housing is necessary because of significant repairs and renovations required at Blake house.
House Maintenance (tel, util, etc.)	\$17,030	Residential maintenance expenses include: \$7,123.40 to Pacific Gas and Electric, \$13,000.00 for cleaning service, \$216.27 for cleaning supplies, 3,066.28 for plant service, \$747.67 for phone and internet service.
Other - Exclude from Total Cash Compensation	\$5,695	Imputed income for the 12-Month period ending 10/31/14 for Marc Rizzo's 5 percent personal time spent as House Manager for President Napolitano.
Moving Expenses-Strg of Hsehd Goods-Long-term	\$4,235	President Napolitano requires the use of a storage unit to store office documentation and awards she has received but does not have room for in her office at the University of California or at her residence.
NATION,CATHRYN L UCOP		
ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES		
Annual Base as of Dec 31	\$242,050	Effective 7/1/14, Cathryn Nation received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
NAVARRO,J RENEE UCSF		
VICE CHANCELLOR-DIVERSITY AND OUTREACH		
Annual Base as of Dec 31	\$278,100	Effective 7/1/14, J. Renee Navarro received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Stipend	\$4,500	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, following a three-month transition period (approved by the Regents), with the appointment of the permanent Vice Provost-Academic Affairs effective 11/1/13.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
NIES,CHARLES T UCM		
VICE CHANCELLOR STUDENT AFFAIRS AND DEAN OF STUDENTS		
Annual Base as of Dec 31	\$220,000	Per policy, appointment of and compensation for Charles Nies as Interim Vice Chancellor - Student Affairs, effective 7/1/14 - 6/30/16 or until the appointment of a new Vice Chancellor - Student Affairs, whichever occurs first.
Executive Life		Employee serving in Interim position.
Annual Base Salary Received	\$184,796	Mr. Nies held position of Associate Vice Chancellor Student Affairs at UCM until being appointed Interim Vice Chancellor Student Affairs.
NOSOWSKY,RACHEL UCOP		
DEPUTY GENERAL COUNSEL - HEALTH LAW AND MEDICAL CENTER SERVICES		
Annual Base as of Dec 31	\$275,834	Effective 7/1/14, Rachel Nosowsky received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
O'KELLEY,JOHN SHANNON UCLA		
CHIEF OPERATING OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$548,580	Effective 6/22/14, Mr. O'Kelley received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$119,570	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
Annual Base Salary Received	\$558,929	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
O'NEILL,GEOFFREY A UCOP		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT		
Annual Base as of Dec 31	\$189,371	Effective 7/1/14, Geoffrey O'Neill received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
OBLEY,DEBORA UCOP		
ASSOCIATE VICE PRESIDENT - BUDGET OPERATIONS		
Annual Base as of Dec 31	\$246,692	Effective 7/1/14, Debora Obley received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
ODATO,DAVID UCSF		
ASSOCIATE VICE CHANCELLOR-HR/CHIEF ADMINISTRATIVE OFFICER-MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$64,973	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. . Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$10,911	Data reflects payment for paid time off amount in excess of accumulation limits.
Annual Base Salary Received	\$362,055	Actual base salary received in 2014 includes the 2013 annual base salary pay of \$13,218.40 received on 1/2/14 for pay period ending 12/21/13.
OLDS,GLENN RICHARD UCR		
VICE CHANCELLOR - HEALTH AFFAIRS & DEAN-SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$556,973	Effective 7/1/14, Mr. Olds received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$100,000	Eligible for Health Sciences Compensation Plan. UCR's plan was approved in November 18, 2011. Upon hire, Dean Olds was approved for annual performance-based incentive compensation of up to \$100,000 annually for a five year period. Payments of \$25,000 each were made in March, June, September, & December of 2014. Interim Regents item approved October 2009.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive the benefit.
OLSEN, STEVEN A. UCLA		
VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$326,347	Effective 7/1/14, Steven Olsen received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
SHLP Loan	\$692,650	Per policy, eligible to participate in the Supplemental Home Loan Program (SHLP).
OUILLET, PIERRE-YVES UCSD		
VICE CHANCELLOR - CHIEF FINANCIAL OFFICER		
Annual Base as of Dec 31	\$350,000	Per policy, appointment of and compensation for Pierre Ouillet as Vice Chancellor - Chief Financial Officer, effective 11/01/2014.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
MOP Loan	\$701,000	Per policy, eligible to participate in the UC Mortgage Origination Program as approved by President Napolitano on 10/01/2014.
Relocation Allowance	\$43,750	Relocation allowance of 25 percent base salary (\$87,500) to be paid in two equal installments. Data reflects the first year installment payment.
Temporary Housing	\$3,089	Per policy, temporary housing in San Diego including lodging and rental car.
Moving Expenses - Initial Househunting	\$3,545	Per policy, reimbursement of actual and reasonable expenses associated with two house-hunting trips.
Moving Expenses - Secondary Househunting	\$3,257	Per policy, reimbursement of actual and reasonable expenses associated with two house-hunting trips.
Moving Expenses - Other-Excl from Total Cash Comp	\$670	Relocation travel from Vancouver, BC to San Diego, CA.

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Compensation Element	Amount	Staff Comments
PARHAM, THOMAS A. UCI		
VICE CHANCELLOR - STUDENT AFFAIRS		
Annual Base as of Dec 31	\$247,200	Effective 7/1/14, Thomas Parham received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
PARK, DANIEL W UCSD		
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$265,225	Effective 7/1/14, 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 2014-15.
Other Cash Payment	\$3,300	Data reflects payment as University Extension instructor.
PATTI, CHRISTOPHER M UCB		
CHIEF CAMPUS COUNSEL		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$250,290	Effective 7/1/14, Christopher Patti received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
PAZZANI, MICHAEL J. UCR		
VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT		
Annual Base as of Dec 31	\$306,600	Effective 7/1/14, Michael Pazzani received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
MOP Loan	\$660,000	Per policy, eligible to participate in the UC Mortgage Origination Program as approved by the Regents in May 2012.
Relocation Allowance	\$21,073	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. As of June, 2014, Mr. Pazzani had received \$21,072.94 in 2014.
PETERSON, THOMAS WILLIAM UCM		
PROVOST AND EXECUTIVE VICE CHANCELLOR		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$16,365	Relocation allowance of 25 percent (\$65,459) of annual base salary to be paid in four equal annual installments. Second installment paid January 2014. 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.
Annual Base Salary Received	\$280,929	Effective 7/1/14, Mr. Peterson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15 and a 7 percent market-based salary adjustment for a total increase of 10 percent.
PETRULAKIS, KAREN JENSEN UCOP		
CHIEF DEPUTY GENERAL COUNSEL & DEPUTY GENERAL COUNSEL LITIGATION		
Annual Base as of Dec 31	\$280,160	Effective 7/1/14, Karen Petrulakis received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
PLOTTS, JOHN E UCSF		
SENIOR VICE CHANCELLOR - FINANCE AND ADMINISTRATION		
Annual Base as of Dec 31	\$360,500	Effective 7/1/14, John Plotts received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
PODESTA, CHARLES H UCI		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
CHIEF INFORMATION OFFICER		
Annual Base as of Dec 31	\$375,000	Appointment of Charles H. Podesta as Chief Information Officer, UC Irvine Medical Center, effective August 18, 2014.
Senior Management Supplement		Per policy, a monthly contribution to the Senior Management Supplemental Benefit program.
Executive Disability		Per policy, eligible; he has not yet met vesting requirement in SMG Program to receive benefit.
Relocation Allowance	\$20,000	Per policy, a relocation allowance of approximately 10.7 percent of base salary (\$40,000), which is intended to offset additional unreimbursed expenses associated with accepting the University's offer and relocating at the request of the University. The relocation allowance will be paid in installments over two years: \$20,000 within 30 days of hire, \$10,000 to be paid after one year of service, and \$10,000 to be paid after two years of service, subject to the limitations under policy.
Other One-Time Payment	\$50,000	Per policy, a hiring bonus of approximately 13.3 percent of base salary (\$50,000), which is intended to make the hiring offer market-competitive and to assist in securing Mr. Podesta's acceptance of the offer. The hiring bonus will be paid in a lump sum, and Mr. Podesta must pay back a prorated portion of the hiring bonus if he separates from the University within two years of his appointment, subject to the limitations under policy.
Moving Expenses - Family's Move	\$9,230	The amount reflects the actual moving cost that was reimbursed to Mr. Podesta. Due to an administrative error, moving expenses were not included in the Regents item. The campus intended to include moving expenses as part of the hiring package. The campus is working with the Executive Compensation to submit a corrective action.
POLAMALU, KENNEDY UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$227,500	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	\$172,500	Contingent retention bonus as part of negotiated contract.
Other Benefit	\$20,936	Per contract, data reflects the imputed income for the courtesy vehicle.
Other Benefit	\$1,734	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Coach - Incentive	\$10,000	Annual performance-based incentive opportunity as part of negotiated coach's contract. Payment for 2014 Football season made in December 2014.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
POLLACK, ELLEN S. UCLA		
CHIEF NURSING INFORMATICS OFFICER, INFORMATION SERVICES & SOLUTIONS		
Annual Base as of Dec 31	\$259,935	Effective 6/22/14, Ellen Pollack received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Incentive	\$37,853	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives.
Annual Base Salary Received	\$264,833	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
POWAZEK, JACK J UCLA		
ADMINISTRATIVE VICE CHANCELLOR		
Annual Base as of Dec 31	\$300,554	Effective 7/1/14, Mr. Powazek received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
RAMESH, RAMAMOORTHY LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Other One-Time Payment	\$14,109	Per LBNL Relocation Policy, payment of Home Finding Trip and Temporary Housing Costs in a lump sum for up to 30 days of lodging. Amount includes \$8,571.00 net payment and \$5,537.64 gross up.

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Compensation Element	Amount	Staff Comments
Other One-Time Payment	\$5,531	Per LBNL Relocation Policy, payment of Extended Temporary Housing costs. Amount includes \$3,360 net amount and \$2,170.86 gross up.
Other One-Time Payment	\$60,919	Per LBNL Relocation Policy, assistance with the costs associated with the sale of former residence. Amount includes \$38,328.00 net amount and \$22,591.36 gross up.
Other One-Time Payment	\$12,120	Per LBNL Relocation Policy, assistance with new home purchase closing costs. Amount includes \$8,114.60 net amount and \$4,005.79 gross up.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with an underlying faculty appointment.
Moving Expenses - Other-Excl from Total Cash Comp	\$1,699	Per LBNL Relocation Policy, reimbursement for employee's immediate family members' airfare; must live 250 miles away. Employee relocated from Tennessee to Moraga, CA.
Moving Expenses - Shipment of Household Goods	\$23,954	Per LBNL Relocation Policy, reimburse new or current employees for relocation expenses if the employee relocates to new LBNL work site that is 50 miles or greater from the employee's current location. The employee relocated from Tennessee to the Moraga, CA. Per policy, reimbursement for the cost of shipping household goods/automobile up to 18,000 lbs. Amount includes \$22,177.43 paid directly to third party provider for shipment of household goods, and \$1775.62 reimbursed to Mr. Ramesh.
RECKER,TIMOTHY JACOB UCOP		
MANAGING DIRECTOR - PRIVATE EQUITY INVESTMENTS		
Annual Base as of Dec 31	\$286,586	Effective 7/1/14, Timothy Recker received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Chief Investment Officer AIP Plan	\$243,271	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$244,151 (88.0 percent of base salary) for FY 2013-14. Mr. Recker 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 2014, which may not match the approved incentive award for the current plan year.
REED,KEVIN S. UCLA		

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Compensation Element	Amount	Staff Comments
VICE CHANCELLOR, LEGAL AFFAIRS & ASSOCIATE GENERAL COUNSEL		
Annual Base as of Dec 31	\$281,087	Effective 7/1/14, Mr. Reed received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
REESE, MICHAEL UCM		
VICE CHANCELLOR BUSINESS AND ADMINISTRATIVE SERVICES		
Stipend	\$8,750	Employee received a \$35,000 flat dollar amount stipend (14.8 percent of base pay) to temporarily assume significant additional duties associated with the role of VC-Administration, Merced campus, while a nation-wide search was being conducted. Stipend approved by then President Yudof 6/12/13.
Executive Disability		Employee was serving in an SMG appointment at UCOP prior to his UCM appointment.
MOP Loan		Per policy, eligible to participate in the UC Mortgage Origination Program.
Relocation Allowance	\$13,150	Employee received a relocation allowance of 10 percent base salary (\$26,300) which is intended to offset additional unreimbursed expenses associated with accepting the University's offer and relocating at the request of the University. Relocation allowance will be paid in two lump sum payments over a two year period.
Annual Base Salary Received	\$261,385	Employee held position as Associate Vice President - Business Operations at UCOP. His appointment at UC Merced did not start full-time until 3/1/14. His base salary includes compensation for 3 months at UCOP and 9 months at UCM. Effective 7/1/14, Mr. Reese received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
RICE, ANN MADDEN UCD		
CHIEF EXECUTIVE OFFICER - UC DAVIS MEDICAL CENTER		
Annual Base as of Dec 31	\$824,000	Effective 7/1/14, Ms. Rice received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 10/01/06.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$149,867	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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 2014: 18.73 percent (\$149,866.67). Award based on annual salary as of 6/30/14.
Executive Disability		Per policy, eligible and vested as of 10/1/11.
RIDLEY,LORI LOU UCSF		
EHR APPLICATION SOLUTIONS ARCHITECT		
Incentive	\$36,373	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$3,431	Data reflects payment for paid time off amount in excess of accumulation limits.
Annual Base Salary Received	\$271,358	Includes 2013 annual base salary pay of \$9,954.40 received on 1/2/14 for pay period ending 12/21/13.
ROBINSON,CAROL A UCD		
CHIEF PATIENT CARE SERVICES OFFICER AND DIRECTOR OF NURSING		
Annual Base as of Dec 31	\$308,833	Effective 7/1/14, Ms. Robinson received a performance-based merit increase of 3.5 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-2015. The increase was approved by President Napolitano on 7/22/14. Ms. Robinson's annual base salary increased from \$298,389 to \$308,833.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 7/1/96.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$55,247	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals. Actual award for 2014: 18.52 percent (\$55,246.72). Award based on annual salary as of 6/30/14.
Executive Disability		Per policy, eligible and vested as of 7/1/01.
Annual Base Salary Received	\$302,741	Per approval by President Napolitano on 7/22/14, annual base salary increased from \$298,389 to \$308,833 effective 7/1/14.
ROBINSON, CHARLES F UCOP		
GENERAL COUNSEL AND VICE PRESIDENT		
Annual Base as of Dec 31	\$428,480	Effective 7/1/14, Charles Robinson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015.
MOP Loan	\$800,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
ROGERS, LYNDA UCSC		
DEAN - UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$175,049	Effective 7/1/14, Lynda Rogers received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
ROSENTHAL, J THOMAS UCLA		
FORMER CHIEF MEDICAL OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$489,239	Effective 6/22/14, Thomas Rosenthal received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$106,637	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$498,471	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
ROTHMAN,JUDITH UCLA		
ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$283,765	Effective 7/1/14, Judith Rothman received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$57,304	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
MOP Loan	\$966,650	Per policy, eligible to participate in the UC Mortgage Origination Program.
RUBIN,EDWARD M LBNL		
SCIENTIFIC DIVISION DIRECTOR		
Annual Base Salary Received	\$309,010	Actual base salary received in 2014 includes \$653 retroactive pay due to 10/01/14 across-the-board increase processed in December 2014.
SAKAKI,JUDY KAORU UCOP		
VICE PRESIDENT--STUDENT AFFAIRS		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$261,300	Effective 7/1/14, 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 2014-15.
MOP Loan	\$589,650	Per policy, eligible to participate in the UC Mortgage Origination Program.
SAMPSON,DANIEL C UCOP		
ASSISTANT VICE PRESIDENT - FINANCIAL SERVICES AND CONTROLS		
Annual Base as of Dec 31	\$248,802	Effective 7/1/14, Daniel Sampson received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
SANDOVAL,JAMES W. UCR		
VICE CHANCELLOR--STUDENT AFFAIRS		
Annual Base as of Dec 31	\$235,655	Effective 7/1/14, James Sandoval received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, a monthly contribution to the Senior Management Supplemental Benefit Program.
Other - Exclude from Total Cash Compensation	\$1,247	Executive life insurance imputed income.
SAUK,MICHAEL JEROME UCLA		
CHIEF OF APPLICATIONS, INFORMATION SERVICES & SOLUTIONS		
Annual Base as of Dec 31	\$293,573	Effective 6/22/14, Michael Sauk received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Incentive	\$42,752	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Approved by the Chancellor 9/22/2014.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$11,127	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 2014.
Annual Base Salary Received	\$299,104	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
SAVAGE, JOHN JOSEPH UCLA		
HEAD COACH - BASEBALL		
Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated contract.
Other Cash Payment	\$40,936	Payout based on annual participation in summer camps for youth 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. Approved by the Regents 7/29/13.
Other Cash Payment	\$75,000	Contingent retention bonus as part of negotiated contract.
Other Cash Payment	\$150,000	Equipment Vendor provides additional Talent Fee for the Coach, as part of negotiated contract.
Other Benefit	\$8,256	Per contract, data reflects the imputed income for the courtesy vehicle, approved by the Regents in July 2006.
SCHNETZLER, GRETA UCSF		
CHIEF CAMPUS COUNSEL		
Executive 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 as of Dec 31	\$271,700	A preemptive salary adjustment of 2 percent was approved by President Napolitano on August 5, 2014 in addition to the 3 percent base salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
SCHROEDER, DAVID W UCOP		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
SENIOR PORTFOLIO MANAGER		
Annual Base as of Dec 31	\$286,040	Effective 7/1/14, David Schroeder received an across-the-board salary increase of 3 percent consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Chief Investment Officer AIP Plan	\$225,321	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$216,044 (78.0 percent of base salary) for FY 2013-14. Mr. Schroeder's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. 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 2014, which may not match the approved incentive award for the current plan year.
SCIOSCIA, ANGELA LYNN UCSD		
CHIEF MEDICAL OFFICER		
Annual Base as of Dec 31	\$425,409	Effective 6/22/14, Ms. Scioscia received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$62,091	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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	\$439,788	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
SCURR, KIMBERLY UCSF		
EXECUTIVE DIRECTOR - UCSF BENIOFF CHILDREN'S HOSPITAL		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Stipend	\$39,309	Includes 2013 stipend pay of \$1,455.89 received on 1/2/14 for pay period ending 12/21/13. A 15 percent administrative stipend for oversight of the remaining phase of the Mission Bay Operations Plan, effective 2/1/12 to 6/30/15. The stipend was approved by the Chancellor (2/15/12) as endorsed by the UCSF Compensation Committee (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.
Clinical Enterprise Management Recognition Program	\$60,459	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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	\$11,965	Data reflects payment for paid time off amount in excess of accumulation limits.
Annual Base Salary Received	\$264,833	Includes 2013 annual base salary pay of \$9668.80 received on 1/2/14 for pay period ending 12/21/13.
SHAW, ANNE UCOP		
SECRETARY AND CHIEF OF STAFF TO THE REGENTS		
Annual Base as of Dec 31	\$225,000	Per policy, appointment of and compensation for Anne Shaw as Secretary and Chief of Staff to the Regents - Regents Officer with an annual base salary of \$225,000. This action was approved by the President, effective 7/1/14.
Executive Auto Allowance	\$3,715	Per policy, annual auto allowance payments total \$8,916; auto allowance payments received in 2014 total \$3,715 (monthly payments of \$743).
SIMON, HORST D LBNL		
DEPUTY LABORATORY DIRECTOR		
MOP Loan	\$1,057,750	Per policy, eligible to participate in the UC Mortgage Origination Program. .
Annual Base Salary Received	\$390,466	Actual base salary received includes \$4,722 retroactive pay due to 10/01/14 merit increase processed in December 2014.
SMITH, MACKENZIE UCD		
UNIVERSITY LIBRARIAN		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$242,179	Effective 7/1/14, Ms. Smith received a performance-based merit increase of 4.5 percent consistent with the Policy-Covered (non-represented) Staff Salary Plan for fiscal year 2014-2015. The increase was approved by President Napolitano on 7/22/14. Ms. Smith's annual base salary increased from \$231,750 to \$242,179.
Senior Management Supplement		Per policy, eligible for a monthly contribution to the Senior Management Supplemental Benefit Program, effective as of 6/1/12.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit. She will be vested as of 6/1/17.
SMUTZ,WAYNE DAVID UCLA		
DEAN-CONTINUING EDUCATION AND UCLA EXTENSION		
Annual Base as of Dec 31	\$309,000	Effective 7/1/14, Wayne Smutz received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
MOP Loan	\$1,012,500	Per policy, eligible to participate in the UC Mortgage Origination Program.
Relocation Allowance	\$22,500	Relocation allowance of 25 percent (\$75,000) payable over four years. Data reflects second installment payment that was received in 2014.
Temporary Housing	\$3,500	Per policy, a temporary housing reimbursement of \$3,500 per month up to a period of 60 days for a total not to exceed \$7,000. Amount was reported in 2013 in error because the reimbursement did not occur until 2014.
Moving Expenses - Other-Excl from Total Cash Comp	\$736	Meals reimbursement incurred within 8 days traveling from Pennsylvania to Los Angeles.
STATON,PAUL A UCLA		
CHIEF FINANCIAL OFFICER, UCLA HEALTH SYSTEM		
Annual Base as of Dec 31	\$477,400	Effective 6/22/14, Paul Staton received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$104,054	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
Annual Base Salary Received	\$486,403	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
STEEL,VIRGINIA UCLA		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$251,938	Effective 7/1/14, Ms. Steel received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Disability		Per policy, eligible and vested based on SMG service since 2005.
MOP Loan	\$1,330,000	Per policy, eligible to participate in the UC Mortgage Origination Program
Relocation Allowance	\$18,345	Relocation allowance of 25 percent (\$61,150) payable over four years. Data reflects second installment paid in 2014.
STEELE,CLAUDE UCB		
EXECUTIVE VICE CHANCELLOR & PROVOST		
Executive Auto Allowance	\$5,979	Per policy, annual auto allowance payments total \$8,916; auto allowance payments received in 2014 total \$5,979 (monthly payments of \$743).
Relocation Allowance	\$112,500	Relocation allowance of 25 percent of base salary paid in a lump sum, subject to a repayment schedule if separation from UC occurs in the first four years of employment.
Other One-Time Payment	\$22,500	One-time hiring bonus paid as a lump sum, subject to a repayment schedule if separation from UC in the first four years of employment.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Moving Expenses - Shipment of Household Goods	\$10,282	Moving expenses paid directly to vendor.
Home Loan Eligibility	\$1,330,000	Per policy, eligible to participate in the UC Mortgage Origination Program.
STEINERT,ROGER F UCI		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
INTERIM DEAN - SCHOOL OF MEDICINE		
Health Sciences Compensation Plan	\$500,120	Actual Health Sciences Compensation Plan income received during calendar year 2014 in the interim dean appointment in addition to Mr. Steinert's other appointments totaled \$500,120.25.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$289,776	Actual base salary received during calendar year 2014 in the interim dean appointment in addition to Mr. Steinert's other appointments totaled \$289,776.35.
STEPHENS,CARDELLA DENISE UCSB		
UNIVERSITY LIBRARIAN		
Annual Base as of Dec 31	\$212,180	Effective 7/1/14, Ms. Stephens received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Stipend	\$54,083	Per policy, administrative stipend of 27.81 percent base salary (\$59,000) for Cardella Stephens for temporarily assuming the duties of Associate Vice Chancellor - Information Technology and Chief Information Officer, Santa Barbara Campus.
MOP Loan	\$779,050	Per policy, eligible to participate in the UC Mortgage Origination Program.
STERMAN,STEVEN L. UCOP		
SENIOR PORTFOLIO MANAGER, CREDIT SECTOR		
Annual Base as of Dec 31	\$286,040	Effective 7/1/14, Steven Sterman received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Chief Investment Officer AIP Plan	\$116,345	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$166,422 (60 percent of base salary) for FY 2013-14. Mr. Sterman's target and maximum award opportunities (as a percent of base salary) are 45 percent and 90 percent. 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 2014, which may not match the approved incentive award for the current plan year.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$19,098	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		
Annual Base as of Dec 31	\$597,400	Effective 7/1/14, John Stobo received salary increase of 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Clinical Enterprise Management Recognition Program	\$116,000	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. 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.
MOP Loan	\$1,330,000	Per policy, Mr. Stobo is eligible to participate in the UC Home Loan Program, in accordance with all applicable policies.
STRICKLAND,BARRIE E UCSF		
CHIEF FINANCIAL OFFICER, MEDICAL CENTER		
Clinical Enterprise Management Recognition Program	\$96,560	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the CEMRP, with a target award of 15 percent and a maximum potential award of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$486,414	Actual base salary received in 2014 includes the 2013 annual base salary pay of \$17,759.20 received on 1/2/14 for pay period ending 12/21/13.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
SUBRAMANI,SURESH UCSD		
EXECUTIVE VICE CHANCELLOR - ACADEMIC AFFAIRS		
Annual Base as of Dec 31	\$371,315	Effective 7/1/14, Mr. Subramani received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits program due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
SYMONS,TIMOTHY JAMES LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$288,097	Actual base salary received includes \$1,301 retroactive pay due to 10/01/14 merit increase processed in December 2014.
TANJI,LORELEI A. UCI		
UNIVERSITY LIBRARIAN		
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
TENG,PAUL LUNG-FEI UCOP		
PUBL EQUITY INV DIR		
Stipend	\$16,333	Per policy, prior to his SMG appointment, Mr. Teng received a 15 percent stipend (\$2323.37/month) during the time period 1/1/2014 - 6/30/2014, and \$2,393.07 during the time period 7/1/2014-7/31/2014.

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Compensation Element	Amount	Staff Comments
Chief Investment Officer AIP Plan	\$67,917	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$83,417 (45 percent of base salary) for FY 2013-14. Mr. Teng'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 2014, which may not match the approved incentive award for the current plan year.
TRAINA,SAMUEL JUSTIN UCM		
VICE CHANCELLOR - RESEARCH AND ECONOMIC DEVELOPMENT		
Executive Disability		Per policy, eligible and vested (July 2011).
MOP Loan	\$276,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
Annual Base Salary Received	\$239,861	Effective 7/1/14, Samuel Traina received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
TRAN,TU M. UCOP		
ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS		
Annual Base as of Dec 31	\$216,105	Effective 7/1/14, Tu Tran received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
TRONCOSO,MICHAEL ANTHONY UCSC		
CHIEF CAMPUS COUNSEL		
Annual Base as of Dec 31	\$231,750	Effective 7/1/14, Mr. Troncoso received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$45,000	Per policy, the relocation allowance of \$45,000 paid in a lump sum subject to the following repayment schedule: 100percent if separates in year 1, 80 percent if separates in year 2, 60 percent if separates in year 3, 40 percent if separates in year 4, 20 percent if separates in year 4.
Other - Exclude from Total Cash Compensation	\$284	Executive Life Insurance imputed income.
TUCKER,WILLIAM TINSLEY UCOP		
EXECUTIVE DIRECTOR-INNOVATION ALLIANCES & SERVICES		
Annual Base as of Dec 31	\$221,495	Per policy, appointment of and compensation for William Tucker as Interim Vice President - Research and Graduate Studies with an annual base salary of \$221,495, including a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
TURNER,RUSSELL DEVLIN UCI		
HEAD MEN'S BASKETBALL COACH		
Annual Base as of Dec 31	\$310,000	Base salary approved as part of negotiated athletics' contract.
Other Benefit		Coach Turner is provided with access to the Newport Beach Country Club where university business expenses are paid for by UCI and a minimum of \$1,100 per year food and beverage requirement is maintained. All personal expenses associated with use of the Club are paid directly by Coach Turner. UCI only pays for bona fide business expenses.
Coach - Incentive	\$62,500	\$54,000 game guarantee; \$6,000 Big West Conference All-Academic team members; \$2,500 Post-Season National Invitation Tournament.
TURTELTAUB,RHEA P UCLA		
VICE CHANCELLOR - EXTERNAL AFFAIRS		
Annual Base as of Dec 31	\$410,000	Per policy, a market-based salary equity adjustment of 21.3 percent which includes the 3 percent increase as part of the 2014-15 salary program for non-represented staff, effective 7/1/14, in order to align her salary more closely with the 50th percentile of the Market Reference Zone. Approved by the President 7/2/14.
Executive Auto Allowance	\$8,916	Per policy, an annual automobile allowance.

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Compensation Element	Amount	Staff Comments
ULBRICH,JEFFERY WADE UCLA		
FORMER DEFENSIVE COORDINATOR/ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Employee separated prior to the certification process. 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	\$193,750	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$25,000	Contingent retention bonus, as part of negotiated contract.
Other Benefit	\$10,270	Per contract, data reflects the imputed income for the courtesy vehicle.
Other Benefit	\$804	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$1,734	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Coach - Incentive	\$20,000	Annual performance-based incentive opportunity as part of negotiated coach's contract. Payment for 2013 Football season made in January 2014 and for 2014 Football season made in December 2014.
VACCA,SHERYL JEANNE UCOP		
SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER		
Annual Base as of Dec 31	\$417,150	Effective 7/1/14, Sheryl Vacca received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
VIVIANO,PAUL UCSD		
ASSOCIATE VICE CHANCELLOR - HEALTH SCIENCES AND CHIEF EXECUTIVE OFFICER		
Annual Base as of Dec 31	\$741,595	Effective 6/22/14, Mr. Viviano received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Executive Auto Allowance	\$9,259	Auto allowance for 2014 exceeded the annual amount due to a biweekly pay cycle. Auto allowance is \$342.92 biweekly and 2014 had 27 paydays, which resulted in a total of \$9258.84.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$144,792	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 20 percent and a maximum potential award of 30 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Other Benefit	\$1,380	Membership used for access for University Club facilities for business meetings.
Annual Base Salary Received	\$755,586	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014 instead of the average 26 paydays.
WALSHOK,MARY LINDENSTEIN UCSD		
ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION		
Annual Base as of Dec 31	\$194,052	Effective 7/1/14, Ms. Walshok received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
WANDRES,DANIEL UCSF		
CHIEF PHARMACY OFFICER, MEDICAL CENTER		
Incentive	\$41,509	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the CEMRP2, with a target award of 10 percent and a maximum potential award of 15 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Other Cash Payment	\$4,012	Data reflects payment for paid time off amount in excess of accumulation limits.
Relocation Allowance	\$17,539	Year 3 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). \$17,538.56 reflects actual amount paid out in 2014, including \$822.12 from 2013 (for pay period ending 12/21/13).

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base Salary Received	\$311,150	Includes 2013 annual base salary pay of \$11,360.00 received on 1/2/14 for pay period ending 12/21/13.
WARD,CATHY RODGERS UCLA		
ASSOCIATE DIRECTOR, DEPARTMENT OF NURSING, RONALD REAGAN UCLA MEDICAL CENTER		
Annual Base as of Dec 31	\$271,252	Effective 6/22/14, Cathy Ward received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Incentive	\$39,504	Data reflected is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2, with a target award of 10 percent and a maximum potential payout of 15percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Approved by the Chancellor 9/22/2014.
Annual Base Salary Received	\$276,372	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
WASHINGTON,A. EUGENE UCLA		
VICE CHANCELLOR - HEALTH SCIENCES AND DEAN - DAVID GEFEN SCHOOL OF MEDICINE		
Annual Base as of Dec 31	\$546,415	Effective 7/1/14, Eugene Washington received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
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 DIV/VC-STUDENT ACADEMIC AFFAIRS		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$257,500	Per policy, appointment of and compensation for Elizabeth Watkins as Vice Chancellor -Student Academic Affairs 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.
Senior Management Supplement		Ineligible due to academic appointment and without salary SMG appointment.
Executive Life		Ineligible due to academic appointment and without salary SMG appointment.
Executive Disability		Ineligible due to academic appointment and without salary SMG appointment.
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		
Annual Base as of Dec 31	\$334,748	President approved 3 percent salary adjustment for Level 2 SMGs consistent with the 2014-15 salary program for non-represented staff, effective June 22, 2014.
Clinical Enterprise Management Recognition Program	\$72,962	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a target payout of 15 percent and a maximum potential payout of 25 percent of annual salary. Actual award amount is based on performance against pre-established goals.
Executive Disability		Per policy, eligible; he has not yet met the five-year service requirement in SMG to receive benefits.
Annual Base Salary Received	\$341,061	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
WAUGH,SCOTT L UCLA		
EXECUTIVE VICE CHANCELLOR AND PROVOST		
Annual Base as of Dec 31	\$388,310	Effective 7/1/14, Scott Waugh received an increase of 3 percent in base salary consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
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.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
WEDDING,RANDOLPH E UCOP		
SENIOR MANAGING DIRECTOR - FIXED INCOME INVESTMENTS		
Annual Base as of Dec 31	\$385,735	Effective 7/1/14, Randolph Wedding received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Chief Investment Officer AIP Plan	\$507,898	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award totaling \$567,585 for FY 2013-14. The approved incentive amount reflects a proration while Mr. Wedding held the Interim CIO role. Mr. Wedding earned a total of \$433,383 (165 percent of base salary) for FY 2013-14 during his interim CIO role and a total of \$134,202 (120 percent of base salary) for his Senior Managing Director role. Mr. Wedding's target and maximum award opportunities (as a percent of base salary) for his Senior Managing Director role 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 2014, which may not match the approved incentive award for the current plan year.
WILCOX,KIM ARTHUR UCR		
CHANCELLOR		
Annual Base as of Dec 31	\$383,160	Effective 7/1/14, Chancellor Wilcox received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-2015. In addition, on 9/18/14, Chancellor Wilcox also received a 5.1 percent salary adjustment, as approved by the Regents at the September 2014 Regents meeting.
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; he has not yet met 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 - Exclude from Total Cash Compensation	\$6,072	1. Executive Life Insurance = \$5281.68; 2. Cable TV = \$789.95
WILLIAMS,KIM P LBNL		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
CHIEF FINANCIAL OFFICER		
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
Annual Base Salary Received	\$266,255	Actual base salary received includes \$1,732 retroactive pay due to 10/01/14 Merit increase processed in December 2014.
WILLIAMS,ROBERT ALLEN UCSB		
HEAD COACH MEN'S BASKETBALL		
Annual Base as of Dec 31	\$314,963	Base salary approved as part of negotiated athletics' contract.
Coach - Incentive	\$29,000	Annual performance-based incentive opportunity as part of negotiated coach's contract.
WILTON,JOHN UCB		
VICE CHANCELLOR - ADMINISTRATION & FINANCE		
Executive Disability		Per policy, eligible; he has not yet met the five-year vesting requirement in SMG to receive benefit.
Other Benefit	\$132	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 as of Dec 31	\$226,456	Effective 7/1/14, Julia Winterason received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Chief Investment Officer AIP Plan	\$175,495	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$197,871 (90.0 percent of base salary) for FY 2013-14. 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 2014, which may not match the approved incentive award for the current plan year.
WINTROUB, BRUCE U UCSF		
INTERIM DEAN-SCHOOL OF MED/VC-MEDICAL AFFAIRS		
Stipend	\$16,245	Additional salary of \$76,580 in recognition of role as Interim Dean-School of Medicine/Vice Chancellor-Medical Affairs as approved by President Napolitano on 9/10/14. 2014 pro-rated beginning 9/15/14: \$16,244.54 for 2014.
Stipend	\$50,000	Academic stipends for Chair role.
Health Sciences Compensation Plan	\$270,366	Per policy, eligible to participate in Health Sciences Compensation Plan.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
WITHERELL, MICHAEL S UCSB		
VICE CHANCELLOR FOR RESEARCH		
Annual Base as of Dec 31	\$284,851	Effective 7/1/14, Michael Witherell received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Stipend	\$23,740	Per policy, administrative stipend of 20.0 percent (\$56,970) for Michael Witherell for assuming significant additional temporary duties with UC Astronomy and UC's systemwide support for optical and infrared astronomy and the University of California Observatories (UCO). The data reflects the amount received by the incumbent.
MOP Loan	\$920,000	Per policy, eligible to participate in the UC Home Loan Program.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
WOODALL, ALLISON M. UCOP		
DEPUTY GENERAL COUNSEL - LABOR, EMPLOYMENT AND BENEFITS		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$252,350	Effective 7/1/14, Allison Woodall received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
WU DRAGUN,DIANA UCB		
DEAN - UNIVERSITY EXTENSION		
Annual Base Salary Received	\$203,536	Effective 7/1/14, Diana Dragun-Wu received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
WYLIE,DEBORAH UCOP		
ASSOCIATE VICE PRESIDENT - CAPITAL RESOURCES MANAGEMENT		
Annual Base as of Dec 31	\$217,609	Effective 1/1/14, Deborah Wylie received a 6.8 percent market based salary adjustment. Effective 7/1/14, Deborah Wylie received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
YAMAMOTO,KEITH UCSF		
PROFESSOR/EXEC VICE DEAN-SCH OF MED/VC-RESEARCH		
Annual Base 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 included 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 Supplement		Ineligible due to academic appointment and without salary SMG appointment.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Executive Life		Ineligible due to academic appointment and without salary SMG appointment.
Executive Disability		Ineligible due to academic appointment and without salary SMG appointment.
Other One-Time Payment	\$600	On 2/26/14, received a \$600.00 honorarium, for pay period ending 11/30/13. Eligible to receive honorariums per academic personnel policy.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as a member of tenured faculty.
YARBER, ERIC LAMONE UCLA		
ASSISTANT FOOTBALL COACH		
Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$122,917	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	\$240	Per contract, spousal travel consistent with Athletics Department practice.
Other Benefit	\$1,734	Reflects taxable benefit reported on W-2 form for UCLA sporting event tickets.
Other Benefit	\$3,472	Per contract, data reflects the imputed income for the courtesy vehicle.
Coach - Incentive	\$20,000	Annual performance-based incentive opportunity as part of negotiated coach's contract. Payment for 2013 Football season made in January 2014 and for 2014 Football season made in December 2014.
YELICK, KATHERINE A LBNL		
ASSOCIATE LABORATORY DIRECTOR		
Senior Management Supplement		Per policy, ineligible to participate in the Senior Management Supplemental Benefits due to tenured faculty appointment.
Executive Disability		Per policy, eligible; she has not yet met the five-year vesting requirement in SMG to receive benefit.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits as Associate Laboratory Director with underlying faculty appointment.
Annual Base Salary Received	\$297,530	Actual base salary received includes \$1,423 retro pay due to 10/01/2014 merit increase processed in December 2014.
YOUNG, MICHAEL D UCSB		
VICE CHANCELLOR FOR STUDENT AFFAIRS		

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
Annual Base as of Dec 31	\$226,926	Effective 7/1/14, Michael Young received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
ZALBA, DIANE J UCLA		
CHIEF PHARMACY OFFICER, UCLA HEALTH SCIENCES		
Annual Base as of Dec 31	\$270,521	Effective 6/22/14, Diane Zalba received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Incentive	\$30,861	Data reflected in the report is the actual award amount for 2013-14 as approved by the Administrative Oversight Committee on 9/18/14. Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2), with a target award of 10 percent and a maximum potential payout of 15 percent of annual salary. Actual payout is based on performance against pre-established goals and objectives. Approved by the Chancellor 9/22/2014.
Other Cash Payment	\$14,517	Data reflects payment for paid time off in excess of accumulation limits.
Annual Base Salary Received	\$275,627	Actual base salary received was more than annual base due to the employee's biweekly pay status, which resulted in 27 paydays in 2014.
ZHANG, XIANG LBNL		
SCIENTIFIC DIVISION DIRECTOR FACULTY		
Annual Base as of Dec 31	\$299,400	Per APM 680, conversion of Academic Annual Base Salary to Fiscal Year Equivalent is calculated by increasing the Academic Annual Base Salary by 16 percent, rounded to the nearest \$100.
Stipend	\$22,455	Per policy, an administrative stipend of 15 percent (currently \$44,910, annualized) of Fiscal Year Equivalent salary in recognition of the additional responsibilities as the Materials Sciences (MSD) Division Director effective and approved by Laboratory Director Alivisatos on 5/21/2014. The stipend is not intended for an acting or temporary position and therefore does not have an end date.
Other Cash Payment	\$65,491	Summer salary compensation for research.
Accrual of Sabbatical Credits		Per policy, accrual of sabbatical credits due to underlying faculty appointment.
Annual Base Salary Received	\$254,350	100 percent of UCB Annual Base Salary reimbursed by LBNL.

Addendum to Annual Report on Executive Compensation for Calendar Year 2014

Compensation Element	Amount	Staff Comments
ZHANG,XIAOCHUAN UCOP		
DIRECTOR - HEAD OF CREDIT RESEARCH - FIXED INCOME INVESTMENTS		
Annual Base as of Dec 31	\$226,460	Effective 7/1/14, Xiaochuan Zhang received a 3 percent across-the-board salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2014-15.
Chief Investment Officer AIP Plan	\$152,355	On 9/16/14, the Administrative Oversight Committee approved the incentive payout award of \$150,329 (68.0 percent of base salary) for FY 2013-14. 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 2014, which may not match the approved incentive award for the current plan year.