

**EXECUTIVE SUMMARY FOR THE
ANNUAL REPORT ON EXECUTIVE COMPENSATION (AREC) FOR
CALENDAR YEAR 2025:
INCUMBENTS IN SENIOR MANAGEMENT GROUP (SMG) POSITIONS AND OTHER
REPORTABLE POLICY-COVERED STAFF**

REPORT FORMAT AND CONTENT

The University of California is committed to transparency and accountability in reporting the compensation of its employees. As part of this commitment, the Annual Report on Executive Compensation (AREC) is compiled and posted on the [UC Office of the President Institutional Research and Academic Planning \(IRAP\) compensation reporting webpage](#) and is comprised of the executive summary, the data report summary, and additional information about each compensation component in the addendum.

The AREC adheres to the broad definition of compensation adopted by the Board of Regents and stated in [Regents Policy 7200: Policy on Definition of Total Compensation | Board of Regents \(universityofcalifornia.edu\)](#). The AREC provides compensation information for the following employees who were in active employment status with the University as of the close of the reporting period (December 31, 2025):

- (1) All incumbents appointed to positions in the Senior Management Group (SMG) as career, acting and/or interim incumbents, regardless of the amount of each appointee's total cash compensation received during the reporting period.
- (2) All incumbents in policy-covered staff administrative positions (Non-SMG) whose total cash compensation received during the reporting period exceeded the Indexed Compensation Level (ICL) in place as of the last day of the reporting period (\$410,800).
- (3) All incumbents in "Other Specified Employees" (OSE) positions, such as athletic directors and coaches, whose total cash compensation received during the reporting period exceeded the Indexed Compensation Level (ICL) in place as of the last day of the reporting period.

The AREC is compiled annually by the Executive Compensation Unit of the Systemwide Human Resources Department under the UC Operations Division at the Office of the President based on data gathered and submitted by UC campuses, including their respective health systems/medical centers, the Lawrence Berkeley National Laboratory, UC Agriculture and Natural Resources, and the Office of the President. The information contained in the AREC is governed by Regents Policy and Standing Orders as well as Presidential Policies and Administrative Guidelines.

In November 2011, the Regents authorized the President to modify the definitions and parameters of the AREC to provide increased transparency and accountability, consistent with the recommendations of the Task Force on UC Compensation, Transparency, and Accountability and associated Regents' policy. In February 2012, President Yudof approved modifying reporting to reflect actual compensation received rather than a mixture of actual and annualized data to provide a more accurate reflection of each appointee's total cash compensation received for the reporting period. The AREC also provides information on certain benefits and perquisites that were provided to the employees whose data is represented in the report.

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

Market Reference Zone (MRZ) / Salary Range: SMG positions are assigned to Market Reference Zones that represent the comparative market for base salaries of similar positions across peer organizations. The level of pay for SMG incumbents is represented as a percentile within each MRZ. For Non-SMG incumbents, the level of pay is represented based on the type of pay structure to which they are assigned.

Annualized Base Salary as of December 31: The annualized base salary rate for the employee effective as of the close of the calendar year, including any changes to the employee's base salary during the calendar year, such as systemwide program increases (merit and/or general increases) as well as individual salary actions including increases for equity/market-based, retention, and/or promotional purposes.

Actual Base Salary Received: Actual base salary received by the employee during the calendar year, considered regular compensation in terms of type of pay (*Due to the payroll schedule for calendar year 2025, it is noted that all bi-weekly employees received 27 paychecks during this reporting year*).

Actual Bonuses/Incentives Received: Total incentive awards and/or recognition awards received by the employee during the calendar year. Incentive awards are based on achievement of pre-established objectives whereas recognition awards are based on specific criteria as established for each recognition award program. Both incentive and recognition programs and awards are governed by UC policy with the parameters for each plan contained in annually approved plan documents specific to each program and/or contained within contract parameters.

Actual Health Sciences Compensation Plan Amount: Cash compensation other than base salary that was earned through the Health Sciences Compensation Plan (HSCP) as governed by Academic Personnel policies.

Actual Stipend Received: Actual amount of stipend payments received during the calendar year for additional duties assumed on a temporary basis outside of the employee's regular responsibilities.

Actual Auto Allowance Received: Actual amount of auto allowance payments received during the calendar year. The University no longer offers auto allowances to new SMG hires or new SMG appointments. But SMGs who were receiving auto allowance payments in connection with appointments approved as required by policy before March 1, 2017, may continue to receive the auto allowance payments until they separate from their current positions or change positions within the University. Certain contracts for athletic directors and head coaches utilize the payment of an auto allowance when a courtesy vehicle is not available for use by the athletic director and/or head coach.

Other Cash Compensation/Payments Received: Total of any other cash compensation or payments that the employee received from the University during the calendar year. Compensation from Outside Professional Activities (OPA) is reported in the Annual Report on Outside Professional Activities for each calendar year.

Total Cash Compensation Received: The sum of actual cash compensation received by the employee in the following categories during the calendar year: base salary, incentive or recognition awards, health sciences compensation, stipends, auto allowance, and other cash compensation/payments (*The total cash compensation may not directly reflect earnings as*

represented on each employee's W-2 statement for the calendar year due to pre-tax deductions and/or imputed income for non-cash perquisites).

Moving Costs Reimbursed: The total amount of reimbursements and/or direct payments to vendors for moving and relocation expenses incurred when an employee is required to relocate their primary residence in order to accept a position at the University, either as a new employee or a transfer to a different UC location as covered in UC policy.

UC Home Loan: The original loan amount for employees with active loans through the UC Employee Housing Assistance Program.

University-Provided Housing (Yes/No): "Y" represents "Yes" and indicates that the employee was eligible to receive University-provided housing for the President of the University and each UC Campus Chancellor.

Senior Management (Executive) Life Insurance and Disability (Yes/No): "Y" represents "Yes" and indicates that, as of the close of the calendar year, the employee was appointed as a career incumbent in a SMG position and therefore was eligible for both Senior Management (Executive) Life Insurance and Executive Salary Continuation for Disability. Participation in the Senior Management (Executive) Life Insurance plan is a taxable benefit based on IRS regulations and is represented as imputed income on each eligible participant's W-2 statement. SMG employees have the opportunity to opt out of Senior Management (Executive) Life Insurance coverage.

Senior Management Supplemental Benefit (Yes/No): Participation in the Senior Management Supplemental Benefit Program is no longer available to new SMG appointees. "Y" represents "Yes" noting the employees that were in an eligible SMG position before May 25, 2017, who continue to participate in the program. These SMG employees may continue to participate until they separate from their current positions or change positions within the University.

DATA COLLECTION, REVIEW, AND CERTIFICATION PROCESS

The Annual Report on Executive Compensation is produced from data collected by each UC location using a variety of sources, such as payroll, accounts payable and personnel records. Multiple data quality reviews are conducted by each UC location, UC Path W-2 verification, and Executive Compensation Unit of the Systemwide Human Resources Department under the UC Operations Division at the Office of the President. The reviews confirm the reportable population and respective data to validate the accuracy and completeness of the report. Each reported employee is asked to certify the data to be included in the report. Additionally, location-specific reports are distributed to each UC Chancellor, the Laboratory Director, and the Executive Vice President – Chief Operating Officer to validate their concurrence with the data contained in the reports for their respective locations. The report is then submitted to the President of the University and the Board of Regents and is made available to the public. The report is also available publicly on the [UC Office of the President Institutional Research and Academic Planning \(IRAP\) compensation reporting webpage](#).

OVERVIEW AND OBSERVATIONS

The attached 2025 AREC Summary Report and 2025 AREC Addendum Report contain data summarized below for employees that are within the reportable population. All members of the Senior Management Group that received compensation during 2025 regardless of the amount are included in the report, and certain other Non-SMG policy-covered staff are included, however, only those whose total cash compensation exceeded the Indexed Compensation Level effective as of December 31, 2025 (\$410,800).

Reported employees for Calendar Year 2025 AREC	413
SMG appointees active as of 12/31/25 (Career/Acting/Interim) ¹	204
Non-SMG, Non-Athletic staff over the ICL as of 12/31/25	181
Other Specified Employees (Athletic Directors and Coaches) over the ICL as of 12/31/25	20
SMG Appointment Ended in 2025; Remained active UC employee as of 12/31/25 ²	8

¹ Sixteen SMG incumbents were appointed on an interim (full responsibility for a vacant SMG role) and/or acting basis (full responsibility while career SMG is on leave of absence or another type of temporary absence).

² SMG appointees stepped down or retired in Calendar Year 2025 and remained active as a UC employee: Appointed to a new position, on administrative leave in lieu of sabbatical, or returned as a rehired retiree.

The Systemwide Salary Program for fiscal year 2025-26 was implemented within systemwide and location-specific guidelines and provided a general increase of 3.2 percent to all eligible policy-covered employees across UC campuses, health systems, Office of the President, and UC Agriculture and Natural Resources. The fiscal year 2025-26 salary program for Lawrence Berkeley National Laboratory was implemented based on the parameters as approved by the Department of Energy.

The annual base salaries reported as of December 31, 2025, include any changes to the employee's base salary during the calendar year, such as systemwide program increases (merit and/or general increases) including salary actions for equity/market-based, retention, and/or promotional purposes.

Of the 413 reportable employees included in the report, 46 received an equity and/or market-based salary adjustment. Fourteen employees received increases due to a promotion and/or upward reclassification of their position.

One employee that ended their SMG appointment during Calendar Year 2025 was rehired from retirement. Their base salary as of December 31, 2025, reflects their active status at 43 percent time.

The report includes data on three objectives-based incentive plans. Each of the plans were designed to remain competitive with the comparative market for peer institutions. The incentive plans encourage and reward sustained individual and group performance in support of key University objectives and require achievement of pre-established objectives to earn an award. The three plans are approved annually by the respective Administrative Oversight Committee for each plan and deployed in the following areas:

- Medical Centers: Incentive compensation plans for UC medical centers include employees across each health system in executive, management, and individual contributor roles. The plans are designed to 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. Medical center incentive compensation is funded by health system revenue, using no general funds.
- Office of the Chief Investment Officer (OCIO): Consistent with industry standards, the annual incentive plan motivates and rewards employees responsible for maximizing long-term total investment returns while assuming appropriate levels of risk and promoting teamwork. OCIO incentive compensation is funded entirely through investment returns, using no general funds.
- UCLA Technology Development Group (UCLA TDG): Consistent with industry standards, the annual incentive plan motivates and rewards employees responsible for bringing UCLA technology developments to market. UCLA TDG incentive compensation is funded entirely through TDG revenues, using no general funds.

Location-specific recognition award programs are approved annually by an Administrative Oversight Committee and administered by each UC location within program guidelines. By policy, only Non-SMG staff are eligible to receive recognition awards. Funding for recognition awards is provided by local resources within division and departmental budget guidelines, which may include unrestricted fund sources (mainly general and common funds). The use of restricted funds is subject to any restrictions on those funds.

Athletic directors and coaches included in this report are eligible for performance-based incentive awards under respective contract terms which detail the required attainment of specific performance goals. Also, if a specific level of student-athlete academic success is not achieved, the incentive award will not be distributed. When hiring a new coach or retaining an existing coach, the market demand for their services plays a role in determining the compensation offered by the University, including performance-based awards to remain competitive with peer institutions. Performance-based awards are funded by athletic department revenues (including athletic equipment supplier agreements) or private fundraising, using no general and/or state funds.

A total of 207 employees received incentives, recognition, and/or performance awards. Of the 207 employees that received awards: 36 incentive awards were paid to SMG employees, 158 incentive and/or recognition awards were paid to Non-SMG/non-athletic employees, and 13 performance-based awards were paid to athletic department employees as per respective contract terms.

In terms of the awards by type of plan, 169 employees received an incentive award under the Clinical Enterprise Management Recognition Plan (CEMRP/CEMRP2), 15 employees received an incentive award under the Office of the Chief Investment Officer Annual Incentive Plan (OCIO-AIP), one employee received an incentive award under the UCLA Technology Development Group Incentive Plan (TDG-IP), and 13 athletic staff received performance-based incentive awards. Twelve employees received recognition awards (Staff Appreciation and Recognition (STAR) Plan awards and service awards). One employee received both a STAR award and service award within eligibility guidelines for both plans. Three employees received both a CEMRP2 award and a STAR or service award. Two STAR awards were received in error, and corrections are being processed by the locations.

Of the reportable population, nine employees received compensation through the Health Sciences Compensation Plan which can include a fixed “Y” component and/or a fixed or variable “Z” component.

Of the reportable population, 36 employees received an administrative stipend for additional duties assumed on a temporary basis outside of their regular responsibilities. Thirty-five employees received the stipend while in a Non-SMG position; one employee was an SMG member.

UC’s President and ten Chancellors received university-provided housing and/or alternate housing arrangements, as governed by policy, and any costs that are for personal items are reported as imputed income and are taxable. Six chancellors reported imputed income for personal home maintenance costs, as reflected in the report.

Sixteen SMGs received an auto allowance and will continue to receive the auto allowance payments until they separate from their current positions or change positions within the University as they were eligible for the allowance prior to the policy change, effective March 1, 2017. Of the 16, one employee received a partial amount of auto allowance prior to stepping down as an SMG. As noted above, bi-weekly employees received 27 paychecks during the calendar year. Therefore, two bi-weekly employees received an additional auto allowance payment, and corrections are being processed by the locations. Two employees under athletic contracts received an auto allowance in lieu of a courtesy vehicle as per the terms of their contract.

Of the reportable population, 158 other cash compensation payments were paid: 76 payments for paid time off in excess of accumulation limits and/or payment for unused accrued vacation upon separation from the university and/or a change in type of appointment. Thirty-three payments were made as per each respective athletic department employee’s contract. Seven employees received hiring bonuses (not to exceed 20% of their base salary). The remaining 42 payments were for rare instances, such as standard position-related uniform/fitness allowances, honorariums, a temporary housing allowance, certification/education pay, and payment of compensatory time off.

There were 188 SMGs in career appointments as of December 31, 2025, all of which were eligible for Executive Life Insurance and Executive Disability coverage. Thirty-one of the active career SMG appointees remain eligible to participate in the Senior Management Supplemental Benefit (SMSB) Program, which is no longer being offered to new SMG hires or new SMG appointees. The number of SMG members that remain eligible to participate in the SMSB Program will continue to decline as SMG members separate from their current positions or change positions within the University. Fifty-one of the active career SMG appointees have active mortgage accounts under one or more of the UC home loan products available to SMG members. Sixteen SMG appointees that were serving in an Interim or Acting capacity as of December 31, 2025, were not eligible to receive the aforementioned SMG benefits.

Attachments:
2025 AREC Report Summary
2025 AREC Report Addendum

Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff

Employee Name	Working Title	Location	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Comp Plan Amount Received	Actual Stipend Received	Actual Auto Allowance Received	Other Cash Compensation/ Payments Received	Total Cash Compensation Received	Moving Costs Reimbursed	UC Home Loan	University Provided Housing	Executive Life Insurance and Disability Coverage	Sr. Mgmt Supplemental Benefit
Adams, Paul	Associate Laboratory Director for Biosciences	LBNL	Market Reference Zone	Below 60th Percentile	\$467,220	\$450,630						\$450,630				Y	
Adler, Joshua	SVP, Chief Clinical Officer	UCSF	Market Reference Zone	Below 60th Percentile	\$937,011	\$946,774	\$162,681					\$1,109,455				Y	Y
Agarwal, Pradeep	Dean of University Extension	UCSC	Market Reference Zone	Below 60th Percentile	\$314,796	\$309,098						\$309,098				Y	
Agostini, Stephen J.	Vice Chancellor and Chief Financial Officer	UCLA	Market Reference Zone	Below 50th Percentile	\$510,840	\$501,600					\$25,000	\$526,600				Y	
Agrela, Ramona	Sr. Vice President, UCI Health & Vice Chancellor - HR, UC Irvine	UCI	Salary Range	At/Above Midpoint	\$609,612	\$598,580						\$598,580					
Ahn, Christine	Executive Director-Orthopaedics & Neurosciences Services, UCLA Health System	UCLA	Salary Range	Below Midpoint	\$403,276	\$398,244	\$54,708				\$27,984	\$480,936					
Alexander, Stacy	VP, Women & Children's Health	UCSF	Salary Range	At/Above Midpoint	\$405,323	\$411,004	\$68,732				\$14,219	\$493,955					
Allen, Herodia	Chief Operating Officer - UCR Health	UCR	Salary Range	At/Above Midpoint	\$448,920	\$440,800	\$43,206				\$12,500	\$496,506					
Alvarado-Gil, Cesar	Chief Campus Counsel	UCM	Market Reference Zone	Below 50th Percentile	\$325,080	\$319,200						\$319,200		\$595,650		Y	
Amodeo, Ronald	Chief Strategy Officer, UC Davis Health	UCD	Market Reference Zone	Below 60th Percentile	\$693,612	\$681,061	\$156,380					\$837,441				Y	
Ananthaswamy, Satish	Managing Director, Asia Investments and Global Rates and Trading	UCOP	Salary Range	At/Above Midpoint	\$466,140	\$457,705	\$414,209					\$871,914					
Anderson, Aileen	Vice Chancellor for Research	UCI	Market Reference Zone	Below 75th Percentile	\$475,000	\$358,081		\$73,169				\$431,250				Y	
Anderson, Ida Joy	Sr. Director, Critical Care Nursing, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$360,243	\$359,694	\$52,361				\$12,443	\$424,497					
Antrum, Sheila	SVP/COO, UCSF Health	UCSF	Market Reference Zone	Below 50th Percentile	\$1,115,911	\$1,135,821	\$193,740					\$1,329,561				Y	
Arkilic, Errol Bernard	Chief Innovation Officer and Executive Director	UCI	Salary Range	At/Above Midpoint	\$436,608	\$428,705						\$428,705					
Armbruster, Margaret A.	Executive Director, Occupational Health Programs	UCLA	Salary Range	Below Midpoint	\$406,951	\$411,459	\$59,147					\$470,606					
Armfield, Benjamin	Chief Financial Officer	UCSF	Salary Range	At/Above Midpoint	\$371,226	\$347,377	\$34,335		\$21,763		\$12,534	\$416,010					
Arrington, Jonathon Duane	Chief Financial Officer, Faculty Practice Group	UCLA	Salary Range	At/Above Midpoint	\$660,664	\$672,447	\$148,949				\$38,169	\$859,565					
Ashkar, Ghada Louis	Director, Ambulatory Services-Pharmacy, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$370,077	\$376,678	\$53,789				\$12,783	\$443,250					
Assadian, Hoda	Vice President of Operations	UCI	Salary Range	At/Above Midpoint	\$392,189	\$397,681	\$21,089				\$1,503	\$420,273					
Assanis, Dionissios	Chancellor - UC Santa Barbara	UCSB	Market Reference Zone	Below 50th Percentile	\$880,000	\$220,000					\$88,000	\$308,000			Y	Y	
Atkinson, Simon	Vice Chancellor for Research	UCD	Market Reference Zone	Below 75th Percentile	\$494,676	\$485,723						\$485,723		\$1,200,000		Y	
Avetisyan, Lucy Lusine	Associate Vice Chancellor & Chief Information Officer	UCLA	Salary Range	At/Above Midpoint	\$481,884	\$473,162	\$5,125					\$478,287					
Azar, Richard F	Chief Operating Officer, UCLA Health	UCLA	Market Reference Zone	Below 50th Percentile	\$1,097,056	\$1,116,630	\$247,339					\$1,363,968				Y	
Bachher, Jagdeep	Chief Investment Officer and Senior Vice President of Investments	UCOP	Market Reference Zone	Below 75th Percentile	\$1,083,600	\$1,064,000	\$1,320,333			\$8,916		\$2,393,249				Y	Y
Baggett, Margarita	Chief Clinical Officer	UCSD	Market Reference Zone	Below 75th Percentile	\$554,698	\$559,033	\$116,192					\$675,225				Y	Y
Bailey, Kenneth David	Chief Nursing Officer, Santa Monica Hospital	UCLA	Salary Range	At/Above Midpoint	\$390,247	\$397,208	\$42,540				\$13,464	\$453,213					
Banks, Willie	Vice Chancellor, Student Affairs	UCI	Market Reference Zone	Below 75th Percentile	\$377,712	\$370,880						\$370,880		\$2,370,000		Y	
Baxter, George	Chief Innovation and Economic Development Officer	UCD	Market Reference Zone	Below 50th Percentile	\$464,400	\$456,000						\$456,000	\$1,451			Y	
Becerra-Ortiz, Ivette	Chief of Advanced Practice	UCSF	Salary Range	Below Midpoint	\$372,938	\$355,767	\$41,946		\$49,947			\$447,660					
Beck, Michael John	Administrative Vice Chancellor	UCLA	Market Reference Zone	Below 75th Percentile	\$519,120	\$509,726						\$509,726				Y	Y
Benfield, Nerys	VP/CMO, Adult Services	UCSF	Salary Range	At/Above Midpoint	\$645,004	\$656,516	\$95,386				\$19,384	\$771,287					
Bengfort, Joseph	SVP/AVC, IT	UCSF	Salary Range	At/Above Midpoint	\$698,561	\$711,024	\$134,819					\$845,843					

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Beres, Kimberly	Chief Nurse Anesthetist	UCD	Salary Range	At/Above Midpoint	\$407,796	\$394,427	\$39,514		\$11,976		\$19,430	\$465,347					
Bergeron, Dyonne	Vice Chancellor, Inclusive Excellence	UCI	Market Reference Zone	Below 75th Percentile	\$375,132	\$368,347						\$368,347		\$787,850		Y	
Bernal, Dan	Vice Chancellor, Community & Governmental Relations	UCSF	Market Reference Zone	Below 60th Percentile	\$314,016	\$308,332						\$308,332				Y	
Bhayani, Manisha	Executive Director, Quality and Patient Safety, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$382,083	\$388,897	\$55,533					\$444,430					
Bierman, Kerry	Interim Vice Chancellor for Finance and Resource Management/Chief Financial Officer	UCSB	Market Reference Zone	Below 50th Percentile	\$438,600	\$381,083			\$12,500			\$393,583					
Bleichner-Jones, Kimberly	Interim Chief Operating Officer	UCD	Market Reference Zone	Below 25th Percentile	\$575,000	\$491,254	\$85,485		\$14,381		\$23,332	\$614,453					
Bo, Kosal	Vice President, Medical Staff Governance	UCSF	Salary Range	At/Above Midpoint	\$425,012	\$387,799	\$65,183		\$25,008		\$21,373	\$499,363					
Boehmer, Judie	Vice President/Chief Nursing Officer, Children's Services	UCSF	Salary Range	At/Above Midpoint	\$558,373	\$568,398	\$94,682				\$6,752	\$669,832					
Boileau, Elizabeth	Vice President & Chief Contracting Officer	UCD	Salary Range	At/Above Midpoint	\$408,636	\$401,244	\$56,425					\$457,669					
Boubelik, Jane Esther	Chief Legal Counsel, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$411,482	\$412,452	\$5,000				\$29,032	\$446,484					
Bourne, Parveen	VP, LPPH/Adult Behavioral Health Services	UCSF	Salary Range	At/Above Midpoint	\$365,609	\$372,134	\$48,712					\$420,847					
Bouzan, Patsy	Chief Contracting Officer	UCSD	Salary Range	Below Midpoint	\$351,139	\$357,401	\$79,165		\$50,926			\$487,492					
Bradley-Armstrong, Akirah	Vice Chancellor for Student Affairs and Success	UCSC	Market Reference Zone	Below 75th Percentile	\$403,140	\$376,946						\$376,946		\$1,196,800		Y	
Brandt, Michael	Deputy Director for Operations	LBNL	Market Reference Zone	Below 90th Percentile	\$568,488	\$553,358						\$553,358				Y	
Bray-Hanin, Laurel	Vice President/Chief Operating Officer , Cancer Services	UCSF	Salary Range	At/Above Midpoint	\$453,430	\$455,568	\$76,887				\$3,963	\$536,419					
Brostrom, Nathan	Executive Vice President - Chief Financial Officer	UCOP	Market Reference Zone	Below 75th Percentile	\$618,684	\$607,491				\$8,916		\$616,407				Y	Y
Brown, Pamela	Vice President -- IRAP	UCOP	Market Reference Zone	Below 75th Percentile	\$428,280	\$420,533						\$420,533				Y	Y
Brown, Terrence	Co-Defensive Coordinator/Defensive Backs - Football	UCB	As Per Contract	N/A	\$275,000	\$275,000	\$10,000				\$250,833	\$535,833					
Brusuelas-James, Rebecca	Vice President of Finance, Physician Enterprise & SOM	UCI	Salary Range	At/Above Midpoint	\$454,098	\$455,291	\$29,643				\$6,905	\$491,839					
Buchman, Brad	Medical Director-Student Health & Counseling, UC Health	UCOP	Market Reference Zone	Below 60th Percentile	\$504,588	\$495,460						\$495,460				Y	Y
Bullard, Eric	Dean, School of Continuing Education and UCLA Extension	UCLA	Market Reference Zone	Below 90th Percentile	\$375,324	\$368,531						\$368,531		\$922,500		Y	
Bunge, Jennifer	Interim Associate Vice President for Finance and Capital Planning	UCOP	Market Reference Zone	Below 50th Percentile	\$325,080	\$288,520			\$4,826			\$293,346					
Burger, Jennifer	Vice President of Applications	UCD	Salary Range	At/Above Midpoint	\$401,064	\$393,805	\$58,293					\$452,098					
Burke, Kathleen	VP, CNIO	UCSF	Salary Range	At/Above Midpoint	\$351,035	\$357,293	\$58,548				\$10,802	\$426,642					
Burke, Michael Alan	Chief Marketing and Development Officer, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$444,619	\$399,523	\$51,700		\$42,420		\$37,477	\$531,121					
Burns, Carol	Deputy Director for Research	LBNL	Market Reference Zone	Below 75th Percentile	\$568,488	\$529,528						\$529,528				Y	
Bustamante, Alexander	Sr. Vice President and Chief Compliance & Audit Officer	UCOP	Market Reference Zone	Below 75th Percentile	\$449,592	\$441,458						\$441,458				Y	
Butler, Jeffrey P.	Chief Ambulatory Officer, UCLA Health System	UCLA	Salary Range	At/Above Midpoint	\$609,780	\$564,172	\$122,746				\$22,956	\$709,875					
Campbell, Duncan	Chief Operating Officer, Physician Network	UCSD	Market Reference Zone	Below 75th Percentile	\$520,058	\$529,334	\$117,249					\$646,583				Y	Y
Carethers, John	Vice Chancellor, Health Sciences	UCSD	Market Reference Zone	Below 25th Percentile	\$1,068,588	\$1,049,254		\$120,000			\$40,000	\$1,209,254		\$2,520,000		Y	
Carmichael, Joe	Chief Medical Officer and Sr. Vice President, UCI Health	UCI	Market Reference Zone	Below 50th Percentile	\$769,776	\$755,848		\$244,953				\$1,000,801				Y	
Carter, Jonathan	Associate Laboratory Director for Computing Sciences	LBNL	Market Reference Zone	Below 60th Percentile	\$456,348	\$444,198						\$444,198				Y	
Cates, Douglas Addison	Chief Strategy Officer	UCSD	Salary Range	At/Above Midpoint	\$436,810	\$444,603	\$98,482					\$543,085					

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Cevallos, Barbara	Associate Vice President-Systemwide Controller	UCOP	Market Reference Zone	Below 75th Percentile	\$399,672	\$392,441						\$392,441		\$1,651,000		Y	
Chan, Michelle	Controller, UCLA Hospital System	UCLA	Salary Range	At/Above Midpoint	\$387,950	\$394,866	\$56,385		\$17,905			\$469,156					
Chapman, Noelle	Vice President, Chief Pharmacy Officer	UCSF	Salary Range	Below Midpoint	\$405,573	\$412,805	\$62,877					\$475,682					
Cheng, Eric M.	Chief Medical Informatics Officer, UCLA Health IT	UCLA	Salary Range	Below Midpoint	\$409,624	\$416,928	\$59,536				\$31,397	\$507,861					
Cherry, Robert A.	Chief Medical and Quality Officer, UCLA Health/Chief Clinical Officer, UC Health	UCLA/UCOP	Market Reference Zone	Below 75th Percentile (Both roles)	\$917,509	\$922,412	\$190,537		\$46,935			\$1,159,883				Y	
Chiu, Jeff	Vice President/Assistant Vice Chancellor, Talent Management	UCSF	Salary Range	At/Above Midpoint	\$484,312	\$484,598	\$102,277		\$50,766			\$637,641					
Choi, Lei	Medical Director, Lean Promotion Office	UCSF	Salary Range	At/Above Midpoint	\$392,481	\$399,486	\$49,440				\$20,301	\$469,226					
Chrisman, Maye	Vice Dean for Administration and Finance, School of Medicine	UCSF	Salary Range	At/Above Midpoint	\$509,400	\$500,181	\$78,975					\$579,156					
Clayton, Kent	Chief Executive Officer, UCI Health – Los Alamitos	UCI	Salary Range	Below Midpoint	\$543,318	\$550,998	\$54,911		\$13,200		\$2,017	\$621,126					
Close, Cori Rashel	Head Women's Basketball Coach	UCLA	As Per Contract	N/A	\$300,000	\$300,000	\$287,925				\$496,345	\$1,084,270					
Cloud-Glaab, Rebecca Ann	Vice President, Enterprise Revenue Cycle Management	UCI	Salary Range	At/Above Midpoint	\$454,077	\$441,141	\$44,777				\$27,643	\$513,561					
Clune, Michael	Sr. Associate Vice Chancellor and Chief Financial Officer	UCSF	Salary Range	At/Above Midpoint	\$419,664	\$412,069						\$412,069					
Cohen, Steven Paul	Sr. Executive Director, UCLA Resnick Neuropsychiatric Hospital	UCLA	Salary Range	Below Midpoint	\$367,968	\$374,530	\$53,482				\$8,466	\$436,479					
Collard, Harold	Vice Chancellor Research	UCSF	Market Reference Zone	Below 60th Percentile	\$449,940	\$441,799						\$441,799				Y	
Collins, Stephanie	Vice President/Assistant Vice Chancellor, People Wellness	UCSF	Salary Range	At/Above Midpoint	\$364,392	\$357,798	\$61,790					\$419,588					
Collins, Timothy	Chief Executive Officer - UCR Health	UCR	Market Reference Zone	Below 60th Percentile	\$591,456	\$580,753	\$143,277					\$724,030				Y	
Collins, William	Associate Laboratory Director for Earth & Environmental Sciences	LBNL	Market Reference Zone	Below 60th Percentile	\$456,324	\$444,174						\$444,174		\$980,000		Y	
Colwell, Dawn	Vice President, Patient Access Services	UCSF	Salary Range	At/Above Midpoint	\$376,383	\$383,101	\$63,824					\$446,925					
Condrin, Michael	Interim Chief Executive Officer, UC Davis Health	UCD	Market Reference Zone	Below 50th Percentile	\$1,096,603	\$1,042,750	\$247,240					\$1,289,990				Y	
Confetti, Kevin	Associate Vice President & Chief Risk Officer	UCOP	Market Reference Zone	Below 75th Percentile	\$365,580	\$358,965						\$358,965				Y	
Cook, John	Associate Chief Information Officer	UCD	Salary Range	At/Above Midpoint	\$417,660	\$410,100	\$92,861		\$82,020		\$23,437	\$608,418					
Cowell, Elizabeth	University Librarian	UCSC	Market Reference Zone	Below 75th Percentile	\$321,144	\$315,334						\$315,334				Y	Y
Cronin, Michael Walter	Head Coach Men Basketball	UCLA	As Per Contract	N/A	\$300,000	\$300,000	\$2,105,000				\$4,000,000	\$6,405,000					
Croughan, Mary	Provost and Executive Vice Chancellor	UCD	Market Reference Zone	Below 50th Percentile	\$520,632	\$511,210						\$511,210				Y	
Cruz, Melanie	Associate Vice Chancellor, Health Sciences Advancement	UCSD	Salary Range	At/Above Midpoint	\$419,544	\$411,949	\$4,000					\$415,949					
Cucina, Russ	Chief Health Information Officer	UCSF	Salary Range	Below Midpoint	\$556,974	\$566,906	\$107,492					\$674,398					
Czech, Jane	Associate Chair, Finance and Administration Neurology	UCSF	Salary Range	At/Above Midpoint	\$412,284	\$404,825	\$58,133					\$462,958					
Dangoria, Niraj	Vice Chancellor, Operations Management & Capital Programs	UCSD	Market Reference Zone	Below 75th Percentile	\$454,080	\$445,867						\$445,867		\$1,100,000		Y	
Davis Rodriguez, John	Vice Chancellor Student Affairs	UCSF	Market Reference Zone	Below 75th Percentile	\$423,120	\$329,553		\$65,425	\$5,000			\$399,978				Y	
Davis, Mark	Vice Chancellor for University Advancement	UCSC	Market Reference Zone	Below 50th Percentile	\$445,428	\$437,371						\$437,371		\$1,125,000		Y	
Davol Muxen, Scott Arthur	Associate Vice Chancellor, Campus Design & Construction	UCSF	Salary Range	At/Above Midpoint	\$441,888	\$433,894	\$55,664					\$489,558					
Day, Lukejohn	VP, UCSF Health System CMO	UCSF	Market Reference Zone	Below 60th Percentile	\$779,638	\$871,146	\$156,627					\$1,027,773				Y	
De La Cruz, Kim Thuc	Director, Cardiac Perfusion & ECMO Services at Ronald Reagan UCLA Medical Center	UCLA	Salary Range	At/Above Midpoint	\$361,600	\$362,930	\$52,555				\$12,474	\$427,959					

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Deas, Deborah	Vice Chancellor for Health Sciences and Mark and Pam Rubin Dean of the School of Medicine	UCR	Market Reference Zone	Below 50th Percentile	\$844,632	\$829,351		\$168,926				\$998,277		\$450,000		Y	
Denson, Michael	Chief of Police	UCSF	Salary Range	At/Above Midpoint	\$380,208	\$373,327			\$37,332		\$2,000	\$412,659					
Diaz, Cain	Associate Vice President - Budget Analysis and Planning	UCOP	Market Reference Zone	Below 50th Percentile	\$309,600	\$304,000						\$304,000				Y	
Doll, Jennifer	Chief Financial Officer, UC Davis Health	UCD	Market Reference Zone	Below 75th Percentile	\$877,200	\$840,500	\$197,774					\$1,038,274	\$48	\$100,000		Y	
Donaldson, Lori	Chief Financial Officer, Medical Center	UCSD	Market Reference Zone	Below 60th Percentile	\$817,285	\$831,870	\$184,264					\$1,016,134				Y	Y
Douglas, Melanie	Interim Vice Chancellor for Information Technology	UCSC	Market Reference Zone	Below 50th Percentile	\$335,000	\$255,240						\$255,240					
Drake, Michael	UC President Emeritus	UCOP	Faculty Pay Scale	N/A	\$1,349,856	\$1,325,440					\$312,324	\$1,637,764					
Drumm, Kelly	Deputy General Counsel, Legal Policy and Operations	UCOP	Market Reference Zone	Below 75th Percentile	\$475,704	\$431,530						\$431,530				Y	
Dugan, Nick	Vice Chancellor and Chief Information Officer	UCM	Market Reference Zone	Below 50th Percentile	\$338,580	\$332,455						\$332,455				Y	
Dumont, Betsy	Executive Vice Chancellor and Provost	UCM	Market Reference Zone	Below 50th Percentile	\$467,784	\$459,321						\$459,321				Y	
Duntugan, Albert Gonzales	Chief Data & Analytics Officer, UCLA Health Sciences	UCLA	Salary Range	At/Above Midpoint	\$393,546	\$400,565	\$57,200				\$18,102	\$475,866					
Durden, David	Director of Swimming & Diving/Ned Spieker Men's Swim Head Coach	UCB	As Per Contract	N/A	\$430,000	\$435,000	\$60,000				\$70,000	\$565,000					
Eaton, Andrea Gunn	Chief Campus Counsel and Vice Chancellor - Legal Affairs	UCI	Market Reference Zone	Below 60th Percentile	\$443,760	\$435,733						\$435,733				Y	
Ebert, Deborah Marie	Vice President, Surgical Services	UCSF	Salary Range	At/Above Midpoint	\$557,287	\$567,230	\$69,830					\$637,060	\$7,476				
Eftekhari, Kathy	Interim Associate Vice President - Administrative Services	UCOP	Market Reference Zone	Below 60th Percentile	\$323,292	\$276,335			\$18,720			\$295,055					
Engel, Elizabeth	VP, Chief of Staff to the CEO	UCSF	Salary Range	At/Above Midpoint	\$461,197	\$469,429	\$71,503				\$16,511	\$557,443					
Engelbach, Karl	Chief Strategy Officer	UCD	Salary Range	Below Midpoint	\$471,312	\$462,786						\$462,786					
Epperson, Liana	Interim Deputy General Counsel of Business, Transaction & Innovation	UCOP	Market Reference Zone	Below 50th Percentile	\$414,298	\$370,131						\$370,131					
Eskierka, Kimberlee	Chief Human Resources Officer, UCSD Health	UCSD	Salary Range	At/Above Midpoint	\$430,003	\$341,030	\$52,228		\$52,361			\$445,619	\$25,524				
Eversole, Nicholas	Assistant Vice Chancellor - Human Health Sciences & Chief of Staff	UCD	Salary Range	At/Above Midpoint	\$354,288	\$347,876	\$51,494				\$29,594	\$428,965					
Farrow, Joseph	Chief of Police	UCD	Salary Range	At/Above Midpoint	\$381,060	\$374,165			\$37,416		\$2,000	\$413,581					
Fierro-Peretti, Andrew	VP/CAO, Financial Operations	UCSF	Salary Range	At/Above Midpoint	\$350,199	\$356,440	\$58,408				\$11,447	\$426,295					
Fisher, Marc	Vice Chancellor for Administration	UCB	Market Reference Zone	Below 60th Percentile	\$489,300	\$480,445						\$480,445		\$500,000		Y	
Fortin, Judy	Chief of Communications, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$433,093	\$423,275	\$97,642				\$13,354	\$534,271					
Frenk, Julio	Chancellor - UCLA	UCLA	Market Reference Zone	Below 75th Percentile	\$1,010,232	\$954,878					\$97,890	\$1,052,768	\$221,044		Y	Y	
Fullerton, Kathleen	Associate Vice President & Director - State Government Relations	UCOP	Market Reference Zone	Below 75th Percentile	\$324,048	\$316,544						\$316,544				Y	
Fulton, Amanda	Nurse Anesthetist Manager	UCSF	Salary Range	At/Above Midpoint	\$383,983	\$390,829	\$32,741					\$423,570					
Galens, Jessica	Interim VP/CFO UCSF Benioff Children's Hospitals	UCSF	Salary Range	Below Midpoint	\$353,603	\$358,592	\$44,541		\$12,240		\$1,313	\$416,885					
Gallegos, Sergio	Former Associate Chief Technology Officer, Information Services & Solutions, UCLA Health/Chief Technology Officer, UCI Health	UCI	Salary Range	At/Above Midpoint	\$375,005	\$373,386	\$53,319				\$30,921	\$457,627					
Garrity, William	University Librarian and Vice Provost of Digital Scholarship	UCD	Market Reference Zone	Below 75th Percentile	\$317,232	\$311,491						\$311,491				Y	
Gaweco, Angelie	Vice President/Chief Financial Officer Medical Center and Adult Services	UCSF	Salary Range	At/Above Midpoint	\$537,681	\$547,273	\$91,175					\$638,447					
Gee, Debbie	Executive Director, Orthopedic Institute, Orthopedic Service Line and Ambulatory Surgery Center	UCSF	Salary Range	At/Above Midpoint	\$373,836	\$380,499	\$47,089				\$20,590	\$448,178					
Giacomi, Jon	Associate Vice Chancellor, Campus Life Services	UCSF	Salary Range	At/Above Midpoint	\$469,020	\$451,822						\$451,822					

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Gillman, Howard	Chancellor - UC Irvine	UCI	Market Reference Zone	Below 60th Percentile	\$923,640	\$906,933				\$8,916		\$915,849			Y	Y	
Glandorf, Josh James	Chief Information Officer, UCSD Health	UCSD	Salary Range	At/Above Midpoint	\$393,734	\$400,759	\$88,770					\$489,529					
Goldstein, Rhonda	Deputy General Counsel - Litigation	UCOP	Market Reference Zone	Below 60th Percentile	\$462,336	\$414,237						\$414,237				Y	
Goldstein, Steven	Vice Chancellor of Health Affairs	UCI	Market Reference Zone	Below 50th Percentile	\$1,120,392	\$1,100,120		\$150,000				\$1,250,120		\$549,850		Y	
Gonzalez, Julio	Technologist, RAD, Principal Supervisor	UCSF	Salary Range	At/Above Midpoint	\$247,386	\$455,487	\$8,330				\$11,759	\$475,577					
Gorden, Monroe	Vice Chancellor for Student Affairs	UCLA	Market Reference Zone	Below 90th Percentile	\$430,284	\$422,496						\$422,496				Y	
Gore, Erin	Sr. Vice Chancellor Finance & Administration	UCSF	Market Reference Zone	Below 75th Percentile	\$613,368	\$612,232						\$612,232		\$1,900,000		Y	
Grafton, Scott	Former Interim Vice Chancellor of Research/Recall Research Professor	UCSB	Faculty Pay Scale	N/A	\$196,811	\$193,338			\$7,628			\$200,967					
Grappone, Todd	University Librarian	UCSB	Market Reference Zone	Below 75th Percentile	\$319,920	\$258,474						\$258,474				Y	
Greenwood, Juliet	Dean of Continuing and Professional Education	UCD	Market Reference Zone	Below 50th Percentile	\$306,480	\$300,936						\$300,936		\$783,000		Y	
Grimley, Karen Ann	Chief Nursing Executive, UCLA Health	UCLA	Market Reference Zone	Below 75th Percentile	\$619,029	\$630,071	\$124,418					\$754,489				Y	Y
Guimaraes, Arthur	Chief Operating Officer and Co-Head of Real Estate	UCOP	Market Reference Zone	Below 60th Percentile	\$472,380	\$463,833	\$419,757					\$883,590		\$1,330,000		Y	Y
Gullatt, Yvette	VP - Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion/Chief Diversity Officer	UCOP	Market Reference Zone	Below 50th Percentile	\$428,280	\$420,533						\$420,533				Y	Y
Gunasekaran, Suresh	President and Chief Executive Officer UCSF Health	UCSF	Market Reference Zone	Below 60th Percentile	\$2,080,922	\$2,118,058	\$622,054					\$2,740,112		\$4,740,000		Y	
Gutekunst, Meghan	Associate Vice President - Capital Financial Planning & Analysis	UCOP	Market Reference Zone	Below 60th Percentile	\$397,896	\$390,693						\$390,693				Y	
Ha, Won	Vice Chancellor, UCSF Office of Communications	UCSF	Market Reference Zone	Below 75th Percentile	\$339,012	\$332,880						\$332,880				Y	
Hadley, Deneen P	Chief Contracting Officer, UCLA Health/Former Medical Care Manager, UCSF Health	UCLA	Salary Range	Below Midpoint	\$550,000	\$548,674	\$92,486		\$115,670			\$756,831					
Hagg, Scott	Vice Chancellor of Enrollment Management	UCM	Market Reference Zone	Below 50th Percentile	\$304,440	\$298,933						\$298,933	\$892			Y	
Haines, Chuck	Former VC-CFO/Executive Advisor	UCSB	Salary Range	Below Midpoint	\$184,908	\$307,176					\$77,925	\$385,101					
Hales, Brent	AVP - Research and Cooperative Extension	UCOP	Market Reference Zone	Below 60th Percentile	\$327,996	\$322,060						\$322,060		\$855,000		Y	
Hall, Bruce	Interim Vice Chancellor of Human Health Sciences	UCD	Market Reference Zone	Below 25th Percentile	\$1,018,020	\$895,172		\$191,142				\$1,086,314					
Hamill, Nancy	Chief Campus Counsel	UCSB	Market Reference Zone	Below 50th Percentile	\$386,796	\$379,796						\$379,796				Y	
Hansen Shinnerl, Clare	Vice Chancellor for Finance Operations and Administration	UCD	Market Reference Zone	Below 50th Percentile	\$475,944	\$467,334						\$467,334		\$819,000		Y	
Harrigan, Maureen	Interim Vice Chancellor, Chief Financial Officer	UCSD	Market Reference Zone	Below 50th Percentile	\$455,424	\$447,185						\$447,185					
Harrington, Christopher	Associate Vice President - Federal Government Relations	UCOP	Market Reference Zone	Below 50th Percentile	\$345,720	\$336,970	\$700				\$125	\$337,795				Y	
Harrison, Scott	Vice President & Chief Technology Officer	UCD	Salary Range	At/Above Midpoint	\$381,444	\$374,542	\$55,442					\$429,984					
Harsin, Bryan	Offensive Coordinator/Quarterbacks - Football	UCB	As Per Contract	N/A	\$275,000	\$240,909					\$800,000	\$1,040,909					
Hawgood, Sam	Chancellor - UCSF	UCSF	Market Reference Zone	Below 75th Percentile	\$1,227,324	\$1,205,120				\$8,916		\$1,214,036			Y	Y	
Haynes, Brian	Vice Chancellor for Student Affairs	UCR	Market Reference Zone	Below 60th Percentile	\$358,116	\$351,634						\$351,634				Y	
Hendryx-Powell, Elizabeth	Chief of Staff and Associate Vice Chancellor, Advancement Operations	UCSD	Salary Range	At/Above Midpoint	\$421,956	\$414,319	\$5,000					\$419,319					
Hermalin, Benjamin	Executive Vice Chancellor and Provost	UCB	Market Reference Zone	Below 75th Percentile	\$662,362	\$601,547						\$601,547				Y	
Hervey, Brian	Vice Chancellor, University Advancement and Alumni Relations	UCI	Market Reference Zone	Below 90th Percentile	\$670,800	\$658,667				\$8,916	\$65,000	\$732,583				Y	Y
Hickey, Erin	Vice Chancellor University Development Alumni Relations	UCSF	Market Reference Zone	Below 75th Percentile	\$624,288	\$612,990						\$612,990				Y	

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Holloway, Bill Joseph	Chief Academic Information Officer, UCLA Health IT	UCLA	Salary Range	Below Midpoint	\$373,585	\$380,251	\$54,299				\$11,472	\$446,023					
Holmes, Nicholas	Sr. Vice President, UCSF Children's Services and President of UCSF Benioff Children's Hospitals	UCSF	Market Reference Zone	Below 50th Percentile	\$1,238,414	\$1,260,510	\$239,009					\$1,499,519		\$2,370,000		Y	
Horton, Wendy	Senior Vice President & President - Adult Services	UCSF	Market Reference Zone	Above 90th Percentile	\$1,049,993	\$233,332					\$210,000	\$443,332	\$59,092			Y	
Hosoi, Mihoko	University Librarian	UCR	Market Reference Zone	Below 75th Percentile	\$305,004	\$30,942						\$30,942				Y	
Hu, Jack	Chancellor - UC Riverside	UCR	Market Reference Zone	Below 50th Percentile	\$824,000	\$313,478						\$313,478			Y	Y	
Huie, Craig	Managing Director of Private Credit	UCOP	Salary Range	Below Midpoint	\$412,248	\$404,786	\$226,115					\$630,901					
Humiston, Glenda	Vice President, Agriculture and Natural Resources	UCOP	Market Reference Zone	Below 50th Percentile	\$402,480	\$395,200						\$395,200				Y	Y
Hunt, Darrell Montez	Executive Vice Chancellor and Provost	UCLA	Market Reference Zone	Below 60th Percentile	\$579,288	\$574,040						\$574,040				Y	
Jackson, Aisha	Chief Information and Digital Strategy Executive	UCD	Market Reference Zone	Below 75th Percentile	\$450,000	\$364,488						\$364,488				Y	
Jackson, Athena Nicole	University Librarian	UCLA	Market Reference Zone	Below 75th Percentile	\$361,200	\$354,667						\$354,667				Y	
Jackson-Triche, Maga	Executive Advisor Diversity Equity and Inclusion	UCSF	Salary Range	At/Above Midpoint	\$385,361	\$392,232	\$16,429				\$29,622	\$438,283					
Jagels, Barbara Ann	Executive Director, Cancer Services, UCLA Health System	UCLA	Salary Range	At/Above Midpoint	\$423,446	\$431,003	\$61,547				\$16,224	\$508,774					
Jarmond, Martin David	Director of Intercollegiate Athletics	UCLA	As Per Contract	N/A	\$300,000	\$300,000	\$469,370			\$5,400	\$1,270,833	\$2,045,603					
Jenusaitis, Matthew	Chief Administrative Officer, Innovation and Transformation	UCSD	Salary Range	At/Above Midpoint	\$412,776	\$420,145	\$88,445					\$508,590					
Jo, Alice	Executive Director of Strategy & Business Development	UCSF	Salary Range	At/Above Midpoint	\$405,323	\$379,598	\$45,344		\$5,028			\$429,970					
Johnson, Laurie	Vice President, Ambulatory Care	UCI	Salary Range	At/Above Midpoint	\$516,007	\$515,632	\$21,871					\$537,503					
Johnstone, Lora Diaz	Director of Advanced Practice Providers, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$375,464	\$380,033	\$54,572				\$6,481	\$441,085					
Jones, Eunice	Vice President, Quality and Safety	UCSF	Salary Range	At/Above Midpoint	\$376,383	\$383,101	\$63,824					\$446,925					
Joslyn, Scott	Interim Chief Innovation Officer and Sr. Vice President, UCI Health	UCI	Market Reference Zone	Below 60th Percentile	\$651,150	\$624,870	\$83,771				\$1,951	\$710,592					
Kamiya, Emi	Administrative Director, Hematological Malignancies and Cellular Therapies	UCLA	Salary Range	At/Above Midpoint	\$371,915	\$378,546	\$54,055				\$25,656	\$458,257					
Kan, Tim	Sr. Vice President/Chief Strategy Officer, UCSF Health	UCSF	Market Reference Zone	Above 90th Percentile	\$941,709	\$930,474	\$181,747					\$1,112,221				Y	
Kang, Shawn K.	Chief Human Resources Officer, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$593,410	\$500,203	\$57,225				\$36,378	\$593,806					
Keister, Shaun	Vice Chancellor for Development and Alumni Relations	UCD	Market Reference Zone	Below 75th Percentile	\$595,488	\$532,041				\$8,916		\$540,957				Y	Y
Khargonekar, Pramod	Former Vice Chancellor for Research/Professor	UCI	Faculty Pay Scale	N/A	\$475,000	\$475,000					\$209,770	\$684,770					
Khosla, Pradeep	Chancellor - UC San Diego	UCSD	Market Reference Zone	Below 75th Percentile	\$1,227,324	\$1,225,093				\$8,916		\$1,234,009			Y	Y	
Kim, Kyle	Vice President of Finance, UCI Health	UCI	Salary Range	At/Above Midpoint	\$412,818	\$409,451	\$23,187				\$7,470	\$440,108					
Kim, Sandra	Interim Vice Chancellor for Planning, Budget & Administration & Chief Financial Officer	UCR	Market Reference Zone	Below 50th Percentile	\$390,000	\$249,705						\$249,705	\$10,000				
King Jr, Talmadge	Dean of the School of Medicine and Vice Chancellor, Medical Affairs	UCSF	Market Reference Zone	Below 60th Percentile	\$921,852	\$905,171		\$366,591				\$1,271,762				Y	
Kissinger, Megan A.	Assistant Vice Chancellor, College Development	UCLA	Salary Range	At/Above Midpoint	\$418,512	\$410,938	\$5,000					\$415,938					
Klein, Dianne	Investment Director & Sr. Advisor to the CIO	UCOP	Salary Range	At/Above Midpoint	\$349,368	\$343,046	\$151,452					\$494,498					
Kletzer, Lori	Former Campus Provost and Executive Vice Chancellor/Professor	UCSC	Faculty Pay Scale	N/A	\$269,200	\$500,337						\$500,337					
Klohn, Johanna Legath	Chief Risk Officer, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$428,124	\$435,763	\$62,227				\$13,127	\$511,116					
Klotzbier, E. Edward	Vice Chancellor and Chief External Relations Officer	UCM	Market Reference Zone	Below 50th Percentile	\$393,708	\$386,582						\$386,582				Y	

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Koch, Paul	Interim Campus Provost and Executive Vice Chancellor	UCSC	Market Reference Zone	Below 50th Percentile	\$465,000	\$335,634					\$13,454	\$349,088					
Koschmann, Matt	Vice President, Strategy Officer, Faculty Practice Group	UCSF	Salary Range	At/Above Midpoint	\$385,006	\$406,018	\$68,732				\$8,943	\$483,693					
Kotis, Desi	Chief Pharmacy Executive	UCSF	Salary Range	At/Above Midpoint	\$514,588	\$523,764	\$79,778				\$500	\$604,042					
Kremer, Brendan Reed	Chief Operating Officer, Medical Center	UCSD	Market Reference Zone	Below 50th Percentile	\$731,176	\$744,226	\$153,160					\$897,386				Y	
Lai, Ki	Vice President/Chief Data Officer, Information Technology	UCSF	Salary Range	At/Above Midpoint	\$593,096	\$572,718	\$94,500				\$19,812	\$687,031					
Lam, Mariam	Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer	UCR	Market Reference Zone	Below 75th Percentile	\$338,616	\$332,491						\$332,491				Y	
Lantz, Norman Daniel	Executive Director, General Services, UCLA Health	UCLA	Salary Range	Below Midpoint	\$400,061	\$402,244	\$58,146				\$23,764	\$484,154					
Larive, Cynthia	Chancellor - UC Santa Cruz	UCSC	Market Reference Zone	Below 50th Percentile	\$820,440	\$688,112						\$688,112			Y	Y	
Lazarus, Bill C.	Chief Technology Officer, UCLA Health IT	UCLA	Salary Range	At/Above Midpoint	\$442,593	\$450,486	\$64,328				\$37,307	\$552,120					
Leftleris, Chad Thurman	President and Chief Executive Officer, UCI Health	UCI	Market Reference Zone	Below 50th Percentile	\$1,290,420	\$1,267,075	\$265,585					\$1,532,660				Y	
Lehmann, Jennifer	UC Systems Revenue Cycle Director	UCLA	Salary Range	At/Above Midpoint	\$449,985	\$458,009	\$65,402				\$18,991	\$542,402					
Leinen, Margaret	Vice Chancellor Emerita of Marine Sciences	UCSD	Faculty Pay Scale	N/A	\$454,968	\$446,736					\$83,672	\$530,408					
Lennes, Inga	Executive Vice President - Physician Services/Vice Dean - Clinical Affairs	UCSF	Market Reference Zone	Below 50th Percentile	\$806,532	\$811,943	\$155,659					\$967,601	\$33,571	\$2,000,000		Y	
Leone, Therese	Chief Laboratory Counsel	LBNL	Market Reference Zone	Below 60th Percentile	\$422,568	\$411,318						\$411,318				Y	
Les, James	Head Coach - Men's Basketball	UCD	As Per Contract	N/A	\$356,928	\$348,920	\$10,000			\$5,400	\$122,083	\$486,403					
Levine, Michael S.	Vice Chancellor for Academic Affairs and Personnel	UCLA	Market Reference Zone	Above 90th Percentile	\$423,876	\$418,542						\$418,542				Y	
Li, Haipeng	University Librarian	UCM	Market Reference Zone	Below 60th Percentile	\$282,336	\$277,226						\$277,226				Y	Y
Light, Leti	Associate Vice Chancellor, University Development and Alumni Relations	UCSF	Salary Range	At/Above Midpoint	\$483,912	\$475,155						\$475,155					
Lloyd, Cheryl	Vice President - Human Resources and Chief Human Resource Officer	UCOP	Market Reference Zone	Below 75th Percentile	\$485,040	\$476,267						\$476,267				Y	
Lo, Tony	Director, Global Rates & Trading	UCOP	Salary Range	Below Midpoint	\$318,024	\$312,270	\$184,999					\$497,269					
Longbrake, John	Vice Chancellor of Institutional Advancement	UCSB	Market Reference Zone	Below 50th Percentile	\$445,524	\$414,780						\$414,780				Y	
Lu, Amy	Chief Quality Officer	UCSF	Salary Range	Below Midpoint	\$584,828	\$595,262	\$99,170				\$26,889	\$721,320					
Lucas, Julie	Vice Chancellor for University Development & Alumni Relations	UCB	Market Reference Zone	Below 90th Percentile	\$750,000	\$173,295						\$173,295	\$29,779			Y	
Lucey, Catherine R.	Executive Vice Chancellor and Provost	UCSF	Market Reference Zone	Below 75th Percentile	\$697,404	\$684,783						\$684,783		\$1,656,000		Y	
Lyall, Tricia	Secretary and Chief of Staff to The Regents	UCOP	Market Reference Zone	Below 50th Percentile	\$356,352	\$349,905						\$349,905				Y	
Lyons, Bradley	Director of Risk Management	UCOP	Salary Range	At/Above Midpoint	\$349,368	\$343,047	\$182,518					\$525,565					
Lyons, Richard	Chancellor - UC Berkeley	UCB	Market Reference Zone	Below 75th Percentile	\$976,740	\$959,068						\$959,068	\$4,980		Y	Y	
Mac Pherson, Garry	Vice Chancellor of Administrative Services	UCSB	Market Reference Zone	Below 50th Percentile	\$381,600	\$374,691						\$374,691				Y	
Macchione, Nick	Business Development Manager, Health Care	UCSD	Salary Range	At/Above Midpoint	\$645,004	\$632,596	\$145,422					\$778,018					
MacMillan, John	Vice Chancellor for Research	UCSC	Market Reference Zone	Below 50th Percentile	\$421,812	\$414,182						\$414,182		\$868,000		Y	
Madsen, Mark	Head Coach - Men's Basketball	UCB	As Per Contract	N/A	\$275,000	\$275,000	\$185,000				\$2,525,000	\$2,985,000					
Maldonado, Theresa	Vice President for Research & Innovation	UCOP	Market Reference Zone	Below 50th Percentile	\$466,032	\$457,597						\$457,597				Y	
Mancuso-Winding, Rebecca	Executive Director, Strategic Community and Business Relations, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$360,013	\$366,419	\$32,865				\$41,884	\$441,169					

Annual Report on Executive Compensation for Calendar Year 2025:
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Employee Name	Working Title	Location	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Comp Plan Amount Received	Actual Stipend Received	Actual Auto Allowance Received	Other Cash Compensation/ Payments Received	Total Cash Compensation Received	Moving Costs Reimbursed	UC Home Loan	University Provided Housing	Executive Life Insurance and Disability Coverage	Sr. Mgmt Supplemental Benefit
Markland, Jeanne M.	Interim Chief Information Officer	UCLA	Salary Range	At/Above Midpoint	\$467,461	\$475,797	\$67,942		\$33,971		\$17,919	\$595,630					
Marshall, David	Executive Vice Chancellor and Provost	UCSB	Market Reference Zone	Below 50th Percentile	\$516,516	\$529,538				\$8,916		\$538,454				Y	
Marsich, Veronica	Chief Health Counsel	UCSD	Salary Range	At/Above Midpoint	\$439,632	\$431,680						\$431,680					
Mastro, Dana	Former Acting Executive Vice Chancellor and Provost/Vice Provost for Academic Affairs	UCSB	Faculty Pay Scale	N/A	\$356,300	\$351,864					\$1,000	\$352,864					
May, Gary	Chancellor - UC Davis	UCD	Market Reference Zone	Below 60th Percentile	\$923,640	\$906,933				\$8,916		\$915,849			Y	Y	
Maysent, Patricia Spees	Chief Executive Officer, UCSD Health	UCSD	Market Reference Zone	Below 50th Percentile	\$1,510,564	\$1,537,519	\$519,909			\$9,259		\$2,066,687				Y	Y
Mazarei, Adam	Associate Head Coach - Men's Basketball	UCB	As Per Contract	N/A	\$275,000	\$275,000					\$143,750	\$418,750					
Mazziotto, John	Vice Chancellor for Health Sciences/Chief Executive Officer for UCLA Health	UCLA	Market Reference Zone	Below 25th Percentile	\$1,032,336	\$1,013,660		\$498,150				\$1,511,810				Y	
McDade, Kim	Interim Vice Chancellor for Development & Alumni Engagement	UCR	Market Reference Zone	Below 25th Percentile	\$330,000	\$266,287						\$266,287					
McRae, Deena	Associate Vice President, Academic Health Sciences	UCOP	Market Reference Zone	Below 50th Percentile	\$472,428	\$463,881						\$463,881				Y	
Mejia, Fabrizio	Interim Vice Chancellor for Equity and Inclusion	UCB	Market Reference Zone	Below 75th Percentile	\$361,200	\$346,580						\$346,580					
Merz, Marco	Managing Director, Defined Contributions Products	UCOP	Salary Range	Below Midpoint	\$400,032	\$392,794	\$287,824		\$4,845			\$685,463					
Miller, Michael	Interim Vice Chancellor of Student Affairs	UCSB	Market Reference Zone	Below 50th Percentile	\$325,080	\$281,358						\$281,358					
Milliken, James	President of the University	UCOP	Market Reference Zone	Above 90th Percentile	\$1,475,000	\$491,667						\$491,667	\$45,963		Y	Y	
Mitchell, Erik	University Librarian	UCSD	Market Reference Zone	Below 75th Percentile	\$316,908	\$311,175						\$311,175		\$643,500		Y	
Moreno, Fernando	Vice President/Chief Financial Officer, UCSF Health Affiliates Network	UCSF	Salary Range	At/Above Midpoint	\$505,422	\$489,414	\$78,587					\$568,000					
Morgan, David	Chief Operating Officer, UCLA West Valley Medical Center, UCLA Health	UCLA	Salary Range	Below Midpoint	\$412,839	\$420,198	\$60,003					\$480,201					
Morris, David	Vice Chancellor, Business Development, Innovation and Partnerships	UCSF	Market Reference Zone	Below 50th Percentile	\$499,812	\$490,768						\$490,768				Y	
Moxham, Tiffany	Interim University Librarian	UCR	Market Reference Zone	Below 50th Percentile	\$258,252	\$229,416			\$21,132			\$250,548					
Munoz, Santiago	Chief Strategy Officer, UCLA Health	UCLA	Market Reference Zone	Below 75th Percentile	\$837,852	\$852,799	\$174,691					\$1,027,490				Y	
Murali, Viji	Chief Information Officer and Vice Provost of Information and Education Technology	UCD	Market Reference Zone	Below 75th Percentile	\$447,000	\$438,908						\$438,908		\$810,000		Y	Y
Murasaki, Alicia	Assistant Vice Chancellor-Campus Planning	UCSF	Salary Range	At/Above Midpoint	\$474,660	\$462,585	\$59,791					\$522,377					
Murphy, Lisa Carole	Chief Administrative Officer	UCSD	Salary Range	At/Above Midpoint	\$412,756	\$420,123	\$93,060					\$513,183					
Muñoz, Juan	Chancellor - UC Merced	UCM	Market Reference Zone	Below 50th Percentile	\$810,120	\$795,467						\$795,467		\$706,500	Y	Y	
Myoung, Paul	VP/COO Adult Services	UCSF	Salary Range	At/Above Midpoint	\$464,413	\$472,699	\$49,907					\$522,607					
Naiberg, Amir Hanoch	Associate Vice Chancellor/CEO & President, Technology Development Group	UCLA	Salary Range	At/Above Midpoint	\$538,128	\$528,391	\$121,260					\$649,651					
Narbutas, Virgis	Chief Executive Officer, UCI Health – Lakewood	UCI	Salary Range	At/Above Midpoint	\$595,080	\$603,419	\$62,996				\$2,280	\$668,695					
Nava, Rachael	Executive Vice President - Chief Operating Officer	UCOP	Market Reference Zone	Below 50th Percentile	\$583,080	\$572,533				\$8,916		\$581,449		\$1,498,500		Y	Y
Navarro, Renee	Vice Chancellor, Inclusive Excellence	UCSF	Market Reference Zone	Below 75th Percentile	\$394,248	\$387,115						\$387,115				Y	Y
Neaton, Jeffrey	Associate Laboratory Director for Energy Sciences	LBNL	Market Reference Zone	Below 60th Percentile	\$470,136	\$457,616						\$457,616		\$666,750		Y	
Nelson, Zoanne	Associate Vice President, Finance and Strategy	UCOP	Market Reference Zone	Below 60th Percentile	\$569,556	\$530,035			\$9,415			\$539,450				Y	
Newman, Brian	Chief Real Estate Officer, and Vice President Sr. Associate Vice Chancellor	UCSF	Salary Range	At/Above Midpoint	\$710,860	\$723,545	\$110,210					\$833,754					
Newman, Katherine	Provost & Executive VP, Academic Affairs	UCOP	Market Reference Zone	Below 50th Percentile	\$617,136	\$605,973						\$605,973		\$750,000		Y	

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Niedzwiecki, Doug	Sr. Vice President, Community Network	UCI	Salary Range	At/Above Midpoint	\$545,010	\$545,334	\$62,648				\$12,208	\$620,190					
Nietupski, Jason	Vice President, Facilities Planning and Development	UCD	Salary Range	At/Above Midpoint	\$452,568	\$444,378	\$84,088				\$17,642	\$546,108					
Nimmagadda, Anitha	Medical Director of Occupational Health	UCI	Salary Range	At/Above Midpoint	\$412,818	\$404,556	\$27,579				\$15,620	\$447,755					
Nosowsky, Rachel	Chief Health Counsel	UCSF	Salary Range	At/Above Midpoint	\$600,000	\$494,342						\$494,342					
Novak, Jason	Head Athletic Performance Coach - Football	UCB	As Per Contract	N/A	\$275,000	\$242,029					\$200,000	\$442,029	\$9,240				
Novelero, Maria	Chair, Administration Officer, School of Medicine	UCSF	Salary Range	At/Above Midpoint	\$412,284	\$404,826	\$51,931		\$3,326			\$460,082					
O'Bruba, Brian	Former Interim Vice Chancellor - Student Affairs	UCM	Salary Range	Below Midpoint	\$209,955	\$193,314			\$17,041			\$210,355					
Okoli, Daniel	Vice Chancellor and Chief Operating Officer	UCM	Market Reference Zone	Below 50th Percentile	\$376,380	\$369,569						\$369,569		\$712,500		Y	
Ong, Byron	Director, Fixed-Income Investments & Credit Research	UCOP	Salary Range	Below Midpoint	\$318,792	\$313,024	\$156,841					\$469,865					
Orlowski, Anna	Chief Counsel	UCD	Salary Range	At/Above Midpoint	\$411,180	\$403,739					\$7,810	\$411,549					
Ortiz, Mary Lou	Chief Financial Officer and Vice Chancellor, Division of Finance and Administration	UCI	Market Reference Zone	Below 75th Percentile	\$573,180	\$562,808						\$562,808		\$982,850		Y	
Osako, Mary Miwa	Vice Chancellor for Strategic Communications	UCLA	Market Reference Zone	Below 75th Percentile	\$372,552	\$354,978						\$354,978				Y	
Oseguera, Tonantzin	Vice Chancellor, Student Affairs and Engagement	UCM	Market Reference Zone	Below 50th Percentile	\$325,080	\$283,820						\$283,820	\$10,349	\$526,500		Y	
Paardekooper, Janna M	Sr. Associate Dean of Finance and Administration, School of Medicine	UCLA	Salary Range	At/Above Midpoint	\$569,820	\$559,509	\$128,470					\$687,979					
Palmer, Rodwin	Assistant Coach, Men's Basketball	UCLA	As Per Contract	N/A	\$250,000	\$250,000	\$20,000				\$160,400	\$430,400					
Pandita, Deepthi	Chief Medical Informatics Officer	UCI	Salary Range	Below Midpoint	\$483,912	\$475,155	\$42,331					\$517,486					
Parero, Dominic	Vice President of Marketing and Communications	UCI	Salary Range	At/Above Midpoint	\$479,885	\$488,447	\$61,719				\$2,537	\$552,704					
Park, Daniel	Chief Campus Counsel	UCSD	Market Reference Zone	Below 75th Percentile	\$459,912	\$458,951						\$458,951				Y	Y
Parker, Laura Lavado	Associate Vice Chancellor, Development	UCLA	Salary Range	At/Above Midpoint	\$500,544	\$491,484	\$4,000					\$495,484					
Pasternack III, Joe	Head Coach - Men's Basketball	UCSB	As Per Contract	N/A	\$330,000	\$330,000					\$473,705	\$803,705					
Payne, Jasmine C.	Chief Development Officer - AVC Children's	UCSF	Salary Range	At/Above Midpoint	\$464,400	\$456,000						\$456,000					
Pease, James	Executive Director Health Design & Construction	UCSF	Salary Range	At/Above Midpoint	\$496,923	\$505,793	\$72,536					\$578,328					
Peek-Asa, Corinne Lee	Vice Chancellor, Research	UCSD	Market Reference Zone	Below 75th Percentile	\$470,196	\$461,691					\$20,000	\$481,691				Y	
Penaloza, Lorena	Chief Campus Counsel	UCR	Market Reference Zone	Below 50th Percentile	\$395,616	\$388,455						\$388,455		\$594,000		Y	
Perez, Ronald Dale	Executive Director, Perioperative Services, UCLA Health System	UCLA	Salary Range	At/Above Midpoint	\$475,500	\$480,769	\$69,111					\$549,880					
Petitt, Becky	Vice Chancellor, Equity, Diversity & Inclusion	UCSD	Market Reference Zone	Below 75th Percentile	\$413,664	\$411,979						\$411,979		\$1,800,000		Y	Y
Phelan, Patrick	Executive Director, Data Security	UCSF	Salary Range	At/Above Midpoint	\$398,411	\$403,407	\$50,187				\$17,221	\$470,814					
Phillips, David	AVP, Capital Programs, Energy & Sustainability	UCOP	Market Reference Zone	Below 50th Percentile	\$365,923	\$336,065						\$336,065				Y	Y
Piette, Mary Ann	Associate Laboratory Director for Energy Technologies	LBNL	Market Reference Zone	Below 60th Percentile	\$457,548	\$441,308						\$441,308				Y	
Polek, Elizabeth	Vice President, New Hospital Planning and Optimization	UCSF	Salary Range	At/Above Midpoint	\$385,361	\$392,232	\$59,744				\$9,274	\$461,250					
Popat, Mitesh Ghanshyam	Chief Executive Officer, Venice Family Clinic	UCLA	Salary Range	At/Above Midpoint	\$506,194	\$489,465	\$51,502					\$540,967					
Popkova, Tatyana	Chief Strategy Officer and Sr. Vice President, UCI Health	UCI	Market Reference Zone	Below 75th Percentile	\$756,876	\$743,182	\$98,202				\$8,227	\$849,611				Y	
Porter, Chong	Senior Associate Vice Chancellor for Health Sciences Development and Alumni Relations	UCD	Salary Range	At/Above Midpoint	\$412,416	\$404,955					\$32,332	\$437,286					

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Portwood, Robert John	Vice President, Supply Chain	UCSF	Salary Range	At/Above Midpoint	\$516,007	\$525,210	\$58,520					\$583,730	\$9,556				
Pulling, Elizabeth	Director of ESG Integration	UCOP	Salary Range	Below Midpoint	\$317,340	\$310,607	\$161,471					\$472,078					
Radtke, Gil	Vice President, Revenue Cycle	UCSF	Salary Range	At/Above Midpoint	\$423,175	\$430,722	\$71,757				\$11,400	\$513,880					
Rajabi, Erica	VP of System Operations	UCSF	Salary Range	At/Above Midpoint	\$457,021	\$465,176	\$70,855				\$3,666	\$539,697					
Rauschuber, Mark	Vice President and Chief Information Officer, Health	UCSF	Salary Range	At/Above Midpoint	\$628,342	\$597,350	\$100,142					\$697,491					
Rebhan, David Paul	Vice President, Strategy and Performance Management	UCI	Salary Range	Below Midpoint	\$376,383	\$381,659	\$30,842				\$15,863	\$428,364					
Reejhsinghani, Anju	Vice Chancellor for Diversity, Equity and Inclusion	UCSC	Market Reference Zone	Below 50th Percentile	\$309,336	\$303,736						\$303,736		\$1,500,000		Y	
Reguerin, Pablo	Vice Chancellor for Student Affairs	UCD	Market Reference Zone	Below 60th Percentile	\$351,120	\$344,764						\$344,764		\$652,500		Y	
Reiskin, Ed	Vice Chancellor for Finance, Operations and Administration and CFO	UCSC	Market Reference Zone	Below 60th Percentile	\$478,056	\$469,404						\$469,404				Y	
Rhodes, Lisa	Chief Administrative Officer	UCSD	Salary Range	At/Above Midpoint	\$451,655	\$459,714	\$98,941					\$558,655					
Ridley, Vanessa	Chief Compliance Officer & Chief Privacy Officer	UCSF	Salary Range	At/Above Midpoint	\$446,676	\$438,591						\$438,591					
Rimicci, Janet Lynne	Sr. Executive Director, UCLA Santa Monica Medical Center	UCLA	Salary Range	At/Above Midpoint	\$446,686	\$454,652	\$64,923				\$25,680	\$545,255					
Rivera, Ronald	General Manager - Football	UCB	As Per Contract	N/A	\$250,000	\$172,619					\$379,762	\$552,381					
Robinson, Charles	General Counsel and Senior Vice President – Legal Affairs	UCOP	Market Reference Zone	Below 75th Percentile	\$583,896	\$573,333				\$8,916		\$582,249				Y	Y
Robinson, David	Vice Chancellor for Legal Affairs and Chief Campus Counsel	UCB	Market Reference Zone	Below 60th Percentile	\$412,872	\$405,403						\$405,403				Y	
Robinson, Kia Lynn	Sr. Director, Community Clinic Network	UCLA	Salary Range	At/Above Midpoint	\$384,088	\$383,496	\$55,824				\$9,731	\$449,051					
Roe, Natalie	Associate Laboratory Director for Physical Sciences	LBNL	Market Reference Zone	Below 60th Percentile	\$450,816	\$438,816						\$438,816				Y	
Rogers, Randall	Chief Executive Officer, UCI Health – Fountain Valley	UCI	Salary Range	At/Above Midpoint	\$647,990	\$657,066	\$66,482				\$2,483	\$726,030					
Rosalsky, Mara	Vice President of Perioperative Services	UCI	Salary Range	At/Above Midpoint	\$374,149	\$368,188	\$36,895				\$19,967	\$425,051					
Roulan, Michael Todd	Chief Administrative Officer	UCSD	Salary Range	At/Above Midpoint	\$389,850	\$396,809	\$81,662					\$478,471					
Rubin, David	Executive Vice President - UC Health	UCOP	Market Reference Zone	Below 60th Percentile	\$1,032,336	\$1,013,660						\$1,013,660		\$1,400,000		Y	
Rubin, Erendira	Chief Campus Counsel	UCSC	Market Reference Zone	Below 50th Percentile	\$348,708	\$342,394						\$342,394				Y	
Saenz, Delia	Vice Chancellor and Chief Diversity Officer	UCM	Market Reference Zone	Below 75th Percentile	\$347,352	\$341,066						\$341,066		\$573,300		Y	
Santos, Christine Kim	Vice President of Financial Planning and Analysis	UCI	Salary Range	At/Above Midpoint	\$516,007	\$488,812	\$24,370				\$7,663	\$520,844					
Satterlund, Alysson	Vice Chancellor, Student Affairs	UCSD	Market Reference Zone	Below 75th Percentile	\$426,732	\$424,970						\$424,970				Y	
Savage, John Joseph	Head Baseball Coach	UCLA	As Per Contract	N/A	\$300,000	\$300,000	\$180,000				\$331,250	\$811,250					
Savino, Darren	Assistant Coach, Men's Basketball	UCLA	As Per Contract	N/A	\$250,000	\$250,000	\$20,000				\$282,000	\$552,000					
Schenk, Jason Louis	Chief, Business Operations & Shared Services, UCLA Health IT	UCLA	Salary Range	Below Midpoint	\$372,541	\$362,834	\$49,223				\$2,862	\$414,918					
Schibsted, Leslie	Former Interim Vice Chancellor for University Development & Alumni Relations/Campaign Director - Campaign Planning and Board of Visitors	UCB	Salary Range	At/Above Midpoint	\$264,816	\$353,323						\$353,323					
Schneider, Peter	Chief Health Sciences Counsel	UCI	Salary Range	At/Above Midpoint	\$440,568	\$432,595					\$25,320	\$457,915					
Schnier, Kurt	Vice Chancellor and Chief Financial Officer	UCM	Market Reference Zone	Below 50th Percentile	\$435,312	\$427,437						\$427,437				Y	
Segalman, Rachel	Vice Chancellor of Research	UCSB	Market Reference Zone	Below 75th Percentile	\$472,140	\$405,033					\$33,981	\$439,014				Y	
Selinger, Jason	Vice President, Children's Ambulatory Services	UCSF	Salary Range	At/Above Midpoint	\$393,734	\$400,759	\$66,766				\$10,937	\$478,462					

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Seo, Ryan G.	Associate Chief of Pharmacy -- Acute Care, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$368,970	\$371,819	\$51,484					\$423,303					
Shaffer, Chris	University Librarian/Assistant VC Academic Information Management	UCSF	Market Reference Zone	Below 75th Percentile	\$353,244	\$346,853						\$346,853				Y	Y
Shinagawa, Nathan	Chief Operating Officer and Sr. Vice President, UCI Health	UCI	Market Reference Zone	Below 50th Percentile	\$808,476	\$793,848	\$94,556					\$888,404		\$1,620,000		Y	
Shinn, Tracy	Associate Vice Chancellor for Berkeley IT and Chief Information Officer	UCB	Salary Range	At/Above Midpoint	\$464,400	\$456,000						\$456,000	\$5,416				
Simmons, Elizabeth	Executive Vice Chancellor, Academic Affairs	UCSD	Market Reference Zone	Below 50th Percentile	\$545,208	\$535,345						\$535,345				Y	
Sina, Julie A	Chief of Staff to the Chancellor	UCLA	Salary Range	At/Above Midpoint	\$445,908	\$437,837	\$4,000					\$441,837					
Sinotte, Brian	President, Health Network at UCSF Health	UCSF	Market Reference Zone	Below 25th Percentile	\$824,990	\$104,309						\$104,309	\$9,082	\$1,500,000		Y	
Sisodiya, Deepak Ram	Chief Pharmacy Officer, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$583,471	\$593,880	\$77,738		\$5,496		\$13,592	\$690,706					
Siwabessy, Randolph	Chief Financial Officer and Sr. Vice President, UCI Health	UCI	Market Reference Zone	Below 75th Percentile	\$885,456	\$866,153	\$90,819				\$3,287	\$960,260		\$578,400		Y	
Skillens, Ronald	Chief Compliance and Privacy Officer	UCSD	Salary Range	At/Above Midpoint	\$446,707	\$454,674						\$454,674					
Skipper, Tim	Former Interim Head Football Coach	UCLA	As Per Contract	N/A	\$1,028,571	\$236,957					\$419,482	\$656,439					
Smith, Brian	Chief Ethics and Compliance Officer at UCSF and Sr. Associate Vice Chancellor Research, Infrastructure & Operations	UCSF	Salary Range	At/Above Midpoint	\$454,020	\$445,807						\$445,807					
Smith, Charmin	Head Coach - Women's Basketball	UCB	As Per Contract	N/A	\$275,000	\$275,000	\$100,000				\$461,400	\$836,400					
So'oto, Vitale	Co- Defensive Coordinator/Outside Linebackers - Football	UCB	As Per Contract	N/A	\$275,000	\$275,000	\$10,000				\$285,667	\$570,667					
Sparks, Kelly	Vice Chancellor for Finance and Chief Financial Officer	UCB	Market Reference Zone	Below 75th Percentile	\$535,000	\$222,917						\$222,917	\$41,362	\$1,975,500		Y	
Spira Campbell, Ann	Vice Chancellor, Development & University Relations	UCSD	Market Reference Zone	Below 60th Percentile	\$535,644	\$525,949						\$525,949				Y	
Spisso, Johnese Maria	President, UCLA Health/CEO for UCLA Hospital System/Associate Vice Chancellor, UCLA Health Sciences	UCLA	Market Reference Zone	Below 75th Percentile	\$2,209,730	\$2,176,382	\$760,555			\$9,259		\$2,946,196				Y	Y
Srivastava, Garima	Vice President/Associate Chief Information Officer, Enterprise Systems	UCSF	Salary Range	At/Above Midpoint	\$466,835	\$475,160	\$79,160				\$19,396	\$573,716					
Staines, Aaron	Director, Global Rates & Trading	UCOP	Salary Range	Below Midpoint	\$318,792	\$313,024	\$180,491					\$493,515					
Stayn, Susan	Deputy General Counsel - Health Affairs, Privacy and Data Protection	UCOP	Market Reference Zone	Below 60th Percentile	\$504,096	\$489,645						\$489,645				Y	
Stephens, Eunice Lorraine	Vice Dean and COO	UCSF	Salary Range	Below Midpoint	\$412,800	\$376,113	\$39,990					\$416,103					
Sterman, Steve	Sr. Managing Director, Fixed-Income Investments & Credit Research	UCOP	Market Reference Zone	Below 50th Percentile	\$454,200	\$445,982	\$287,929					\$733,911				Y	Y
Stern, Hal	Provost and Executive Vice Chancellor	UCI	Market Reference Zone	Below 60th Percentile	\$589,488	\$578,820						\$578,820				Y	
Stewart, Jeffrey	Vice Chancellor of Inclusive Excellence	UCSB	Market Reference Zone	Below 75th Percentile	\$375,240	\$368,450			\$25,698			\$394,148				Y	
Sutton, Stephen	Vice Chancellor for Student Affairs	UCB	Market Reference Zone	Below 75th Percentile	\$399,672	\$392,441						\$392,441				Y	
Sweeney, Jen	Chief Operating Officer of the UCSF Health Affiliates Network	UCSF	Salary Range	At/Above Midpoint	\$466,146	\$443,658	\$71,856				\$7,591	\$523,105					
Sweeney, Michael	Chief Campus Counsel and Vice Chancellor of Legal Affairs	UCD	Market Reference Zone	Below 60th Percentile	\$410,568	\$403,141						\$403,141				Y	
Swerdlow, Robert Michael	Vice Chancellor for Legal Affairs and Chief Campus Counsel	UCLA	Market Reference Zone	Below 60th Percentile	\$411,876	\$404,423						\$404,423				Y	
Swett, Michael	Director, Fixed-Income Investments & Credit Research	UCOP	Salary Range	Below Midpoint	\$324,240	\$318,374	\$188,616					\$506,990					
Tanji, Lorelei	Endowed University Librarian	UCI	Market Reference Zone	Below 75th Percentile	\$319,968	\$314,179						\$314,179				Y	Y
Taylor, Donald	Chief Ventures Officer	UCD	Salary Range	At/Above Midpoint	\$456,336	\$468,549						\$468,549					
Terrill, Mandy	Assistant Vice Chancellor and Associate CIO of Research	UCSF	Salary Range	At/Above Midpoint	\$430,152	\$422,368	\$54,185					\$476,553					
Thallapaneni, Rambabu	Physician Advisor	UCSF	Salary Range	Below Midpoint	\$376,508	\$383,219	\$43,632		\$16,218		\$17,311	\$460,380					

Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff

Employee Name	Working Title	Location	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Comp Plan Amount Received	Actual Stipend Received	Actual Auto Allowance Received	Other Cash Compensation/ Payments Received	Total Cash Compensation Received	Moving Costs Reimbursed	UC Home Loan	University Provided Housing	Executive Life Insurance and Disability Coverage	Sr. Mgmt Supplemental Benefit
Tijerino, Edgar Byron	Chief Information Security Officer, UCLA Health IT	UCLA	Salary Range	At/Above Midpoint	\$379,640	\$386,414	\$55,180				\$23,273	\$464,867					
Tincher, Susan	Vice President/Information Technology Infrastructure	UCSF	Salary Range	At/Above Midpoint	\$466,835	\$475,160	\$79,160				\$15,148	\$569,468					
Torres, Rodolfo	Vice Chancellor for Research	UCR	Market Reference Zone	Below 50th Percentile	\$431,892	\$408,575						\$408,575		\$728,000		Y	
Tull, Renetta	Vice Chancellor of Inclusive Excellence	UCD	Market Reference Zone	Below 75th Percentile	\$366,612	\$359,976						\$359,976		\$866,500		Y	
Turner, Calvin W.	Interim Vice President - Systemwide Shared Services	UCOP	Market Reference Zone	Below 50th Percentile	\$405,000	\$371,279						\$371,279					
Turner, Doug	Vice President, Enterprise Applications	UCI	Salary Range	Below Midpoint	\$366,381	\$354,140	\$33,076				\$48,000	\$435,216					
Turner, Meredith	Sr. Vice President - External Relations & Communications	UCOP	Market Reference Zone	Below 50th Percentile	\$390,612	\$384,452						\$384,452				Y	
Turner, Russell Devlin	Head Coach - Men's Basketball	UCI	As Per Contract	N/A	\$428,531	\$423,330					\$309,083	\$732,413					
Turteltaub, Rhea P.	Vice Chancellor for External Affairs	UCLA	Market Reference Zone	Below 75th Percentile	\$630,792	\$619,376				\$8,916		\$628,292				Y	Y
Valtairo, Frederick	Chief Executive Officer, UCI Health – Placentia	UCI	Salary Range	Below Midpoint	\$521,440	\$386,231	\$73,396				\$1,427	\$461,054					
Vandenberg, Chad Everett	Chief Quality and Patient Safety Officer	UCSD	Salary Range	At/Above Midpoint	\$381,582	\$388,390	\$83,590					\$471,979					
Vaughn, Kevin	Dean University Extension	UCR	Market Reference Zone	Below 60th Percentile	\$319,080	\$313,305						\$313,305				Y	
Velez, Pablo	Chief Executive Officer, El Centro Regional Medical Center	UCSD	Salary Range	At/Above Midpoint	\$720,506	\$733,367	\$127,537					\$860,904					
Vigo, Miguel Angelo	Chief Revenue Cycle, Medical Center	UCSD	Salary Range	At/Above Midpoint	\$393,734	\$400,759	\$88,770					\$489,529					
Villar, Hugo	Dean, University Extension	UCSD	Market Reference Zone	Below 60th Percentile	\$317,388	\$311,641						\$311,641				Y	
Wadhwa, Meenakshi	Vice Chancellor, Marine Sciences	UCSD	Market Reference Zone	Above 90th Percentile	\$500,000	\$83,333					\$50,000	\$133,333				Y	
Wakimoto, Roger M.	Vice Chancellor for Research & Creative Activities	UCLA	Market Reference Zone	Below 75th Percentile	\$500,676	\$491,615						\$491,615				Y	
Wallace, Tammy Lehr	Chief Financial Officer, UCLA Health	UCLA	Market Reference Zone	Below 50th Percentile	\$921,581	\$938,026	\$207,778				\$34,214	\$1,180,019				Y	
Watkins, Anne Marie	Chief Nursing Executive and Sr. Vice President, UCI Health	UCI	Market Reference Zone	Below 75th Percentile	\$553,056	\$543,048	\$65,567				\$31,029	\$639,644				Y	
Watkins, Elizabeth	Provost and Executive Vice Chancellor	UCR	Market Reference Zone	Below 50th Percentile	\$514,572	\$505,262						\$505,262				Y	
Weiss, George	Vice President, Operations for UCSF Benioff Children's Hospitals	UCSF	Salary Range	Below Midpoint	\$423,760	\$431,316	\$71,856					\$503,172					
Wentz, James	Sr. Vice President - Finance/Chief Financial Officer	UCSF	Market Reference Zone	Below 60th Percentile	\$1,021,220	\$1,077,358	\$147,954					\$1,225,312				Y	
Wilcox, Kim	Chancellor Emeritus - UC Riverside	UCR	Faculty Pay Scale	N/A	\$835,920	\$820,800						\$820,800					
Williams, Christine	Chief Nursing Executive and Chief Nursing Informatics Officer	UCD	Market Reference Zone	Below 50th Percentile	\$496,824	\$481,149	\$106,453					\$587,602				Y	
Williams, Lindsey Ann	Assistant Vice Chancellor, Health Sciences Development	UCLA	Salary Range	At/Above Midpoint	\$505,416	\$496,274	\$4,000				\$35,000	\$535,274					
Williams, Paul	AVP & Chief Procurement Officer	UCOP	Market Reference Zone	Below 75th Percentile	\$391,428	\$384,344						\$384,344		\$1,588,550		Y	
Williams, Van	Chief Information Officer and Vice President for Information Technology	UCOP	Market Reference Zone	Below 60th Percentile	\$458,448	\$450,153						\$450,153				Y	
Wilson, Gillian	Vice Chancellor for Research, Innovation and Economic Development	UCM	Market Reference Zone	Below 50th Percentile	\$392,520	\$385,415						\$385,415				Y	
Wilson, Lesley Jeko	Chief Experience Officer	UCSD	Salary Range	At/Above Midpoint	\$354,897	\$361,222	\$80,011					\$441,232					
Wilson, Rosa Coleen	Chief Nursing Officer, West Valley Hospital, UCLA Health	UCLA	Salary Range	At/Above Midpoint	\$366,360	\$367,514	\$39,935		\$16,596		\$30,881	\$454,926					
Wilson, Stephen	Vice President & Chief Clinical Strategy Officer, UCSF Benioff Children's Hospitals	UCSF	Salary Range	At/Above Midpoint	\$590,841	\$601,382	\$114,029				\$9,692	\$725,103					
Witherell, Michael	Laboratory Director	LBNL	Market Reference Zone	Below 50th Percentile	\$605,412	\$589,772				\$8,916	\$200,000	\$798,688				Y	
Wones, Suzanne	University Librarian	UCB	Market Reference Zone	Below 90th Percentile	\$397,320	\$387,217						\$387,217		\$900,000		Y	

Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff

Employee Name	Working Title	Location	MRZ/Salary Range	MRZ/Salary Range Comments	Annualized Base Salary as of Dec. 31	Actual Base Salary Received	Actual Bonuses/ Incentives Received	Actual Health Sciences Comp Plan Amount Received	Actual Stipend Received	Actual Auto Allowance Received	Other Cash Compensation/ Payments Received	Total Cash Compensation Received	Moving Costs Reimbursed	UC Home Loan	University Provided Housing	Executive Life Insurance and Disability Coverage	Sr. Mgmt Supplemental Benefit
Wong, Joanne C.	Administrative Lab Director	UCSF	Salary Range	At/Above Midpoint	\$334,602	\$340,574	\$42,149		\$22,446		\$19,230	\$424,399					
Woodall, Allison	Deputy General Counsel - Education Affairs, Employment & Governance	UCOP	Market Reference Zone	Below 50th Percentile	\$486,492	\$440,750						\$440,750				Y	Y
Woods, Denise	Vice Chancellor for Health, Well-Being, and Safety	UCR	Market Reference Zone	Below 50th Percentile	\$327,996	\$322,060						\$322,060		\$711,000		Y	
Workman-Braden, Toni	Vice President Clinical Services for the Office of the Chief Operating Officer at UCSF Health	UCSF	Salary Range	At/Above Midpoint	\$464,392	\$472,678	\$63,701		\$15,422		\$26,689	\$578,490					
Wright, Adam Perry	Head Coach, Men's Water Polo	UCLA	As Per Contract	N/A	\$300,000	\$297,500	\$140,000					\$437,500					
Wright, Darnele	Chief Campus Counsel/ Associate General Counsel	UCSF	Market Reference Zone	Below 75th Percentile	\$450,984	\$414,375						\$414,375				Y	
Yang, Henry	Chancellor Emeritus - UC Santa Barbara	UCSB	Faculty Pay Scale	N/A	\$846,240	\$830,933				\$5,524	\$308,715	\$1,145,173					
Yelick, Kathy	Vice Chancellor for Research	UCB	Market Reference Zone	Below 75th Percentile	\$505,464	\$496,315						\$496,315				Y	
Yoo, Donald Wayne	Chief Compliance Officer, Regulatory and Compliance, UCLA Health System	UCLA	Salary Range	At/Above Midpoint	\$473,183	\$481,626					\$2,089	\$483,715					
Yost, Laura Brandsen	Executive Director-Surgery & Clinical Laboratory Services, UCLA Health System	UCLA	Salary Range	Below Midpoint	\$403,276	\$410,474	\$58,615				\$21,997	\$491,086					
Youngman, Jeffrey	Director, Private Equity	UCOP	Salary Range	At/Above Midpoint	\$348,348	\$342,041	\$155,617					\$497,658					
Yu, June	Vice President - National Labs	UCOP	Market Reference Zone	Below 50th Percentile	\$471,108	\$462,587						\$462,587		\$441,000		Y	
Zack, Mitchell	Executive Director -- Facility Payer Contracting for Health Plan Strategy	UCSF	Salary Range	At/Above Midpoint	\$388,702	\$395,632	\$32,767				\$6,981	\$435,380					
Zhang, Sharon	Director, Fixed-Income Investments & Credit Research	UCOP	Salary Range	Below Midpoint	\$318,192	\$312,431	\$156,543					\$468,974					
Ziemba, Michelle Lee	Chief Operating Officer	UCSD	Salary Range	Below Midpoint	\$358,572	\$354,318	\$97,022		\$92,799			\$544,139					
Zoltanski, Joan	CMO Benioff Hospital	UCSF	Market Reference Zone	Below 60th Percentile	\$745,103	\$758,398	\$126,348					\$884,746		\$2,130,000		Y	
Zscherpel, Lori	Chief Financial Officer	LBNL	Market Reference Zone	Below 50th Percentile	\$420,780	\$396,070						\$396,070				Y	

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Adams, Paul	Associate Laboratory Director for Biosciences	LBNL	Annual Base as of Dec 31	\$467,220	Annual base salary includes a merit-based increase consistent with FY 2025-26 Berkeley Lab Salary Program.
Adams, Paul	Associate Laboratory Director for Biosciences	LBNL	Actual Base Salary Received	\$450,630	Actual base salary paid during calendar year 2025.
Adams, Paul	Associate Laboratory Director for Biosciences	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Adler, Joshua	SVP, Chief Clinical Officer	UCSF	Annual Base as of Dec 31	\$937,011	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Adler, Joshua	SVP, Chief Clinical Officer	UCSF	Actual Base Salary Received	\$946,774	Actual base salary paid during calendar year 2025.
Adler, Joshua	SVP, Chief Clinical Officer	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$162,681	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Adler, Joshua	SVP, Chief Clinical Officer	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Adler, Joshua	SVP, Chief Clinical Officer	UCSF	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Agarwal, Pradeep	Dean of University Extension	UCSC	Annual Base as of Dec 31	\$314,796	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Agarwal, Pradeep	Dean of University Extension	UCSC	Actual Base Salary Received	\$309,098	Actual base salary paid during calendar year 2025.
Agarwal, Pradeep	Dean of University Extension	UCSC	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Agostini, Stephen J.	Vice Chancellor and Chief Financial Officer	UCLA	Annual Base as of Dec 31	\$510,840	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Agostini, Stephen J.	Vice Chancellor and Chief Financial Officer	UCLA	Actual Base Salary Received	\$501,600	Actual base salary paid during calendar year 2025.
Agostini, Stephen J.	Vice Chancellor and Chief Financial Officer	UCLA	Other Cash Compensation/Payments	\$25,000	Per policy, a hiring bonus was approved to be paid in three installments; action within the Chancellor's local approval authority. Data reflects the second installment payment, which was made in 2025.
Agostini, Stephen J.	Vice Chancellor and Chief Financial Officer	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Agrela, Ramona	Sr. Vice President, UCI Health & Vice Chancellor - HR, UC Irvine	UCI	Annual Base as of Dec 31	\$609,612	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Agrela, Ramona	Sr. Vice President, UCI Health & Vice Chancellor - HR, UC Irvine	UCI	Actual Base Salary Received	\$598,580	Actual base salary paid during calendar year 2025.
Ahn, Christine	Executive Director-Orthopaedics & Neurosciences Services, UCLA Health System	UCLA	Annual Base as of Dec 31	\$403,276	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Ahn, Christine	Executive Director-Orthopaedics & Neurosciences Services, UCLA Health System	UCLA	Actual Base Salary Received	\$398,244	Actual base salary paid during calendar year 2025.
Ahn, Christine	Executive Director-Orthopaedics & Neurosciences Services, UCLA Health System	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$54,708	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Ahn, Christine	Executive Director-Orthopaedics & Neurosciences Services, UCLA Health System	UCLA	Other Cash Compensation/Payments	\$27,984	Data reflects payment for paid time off amount in excess of accumulation limits.
Alexander, Stacy	VP, Women & Children's Health	UCSF	Annual Base as of Dec 31	\$405,323	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Alexander, Stacy	VP, Women & Children's Health	UCSF	Actual Base Salary Received	\$411,004	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Alexander, Stacy	VP, Women & Children's Health	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$68,732	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Alexander, Stacy	VP, Women & Children's Health	UCSF	Other Cash Compensation/Payments	\$14,219	Data reflects payment for paid time off amount in excess of accumulation limits.
Allen, Herodia	Chief Operating Officer - UCR Health	UCR	Annual Base as of Dec 31	\$448,920	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Allen, Herodia	Chief Operating Officer - UCR Health	UCR	Actual Base Salary Received	\$440,800	Actual base salary paid during calendar year 2025.
Allen, Herodia	Chief Operating Officer - UCR Health	UCR	Clinical Enterprise Management Recognition Plan (CEMRP)	\$43,206	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Allen, Herodia	Chief Operating Officer - UCR Health	UCR	Other Cash Compensation/Payments	\$12,500	Per policy, a hiring bonus was approved to be paid in two installments; action within the Chancellor's local approval authority. Data reflects the second and final installment payment, which was made in 2025.
Alvarado-Gil, Cesar	Chief Campus Counsel	UCM	Annual Base as of Dec 31	\$325,080	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Alvarado-Gil, Cesar	Chief Campus Counsel	UCM	Actual Base Salary Received	\$319,200	Actual base salary paid during calendar year 2025.
Alvarado-Gil, Cesar	Chief Campus Counsel	UCM	UC Home Loan	\$595,650	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Alvarado-Gil, Cesar	Chief Campus Counsel	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Amodeo, Ronald	Chief Strategy Officer, UC Davis Health	UCD	Annual Base as of Dec 31	\$693,612	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Amodeo, Ronald	Chief Strategy Officer, UC Davis Health	UCD	Actual Base Salary Received	\$681,061	Actual base salary paid during calendar year 2025.
Amodeo, Ronald	Chief Strategy Officer, UC Davis Health	UCD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$156,380	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Amodeo, Ronald	Chief Strategy Officer, UC Davis Health	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Ananthaswamy, Satish	Managing Director, Asia Investments and Global Rates and Trading	UCOP	Annual Base as of Dec 31	\$466,140	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Ananthaswamy, Satish	Managing Director, Asia Investments and Global Rates and Trading	UCOP	Actual Base Salary Received	\$457,705	Actual base salary paid during calendar year 2025.
Ananthaswamy, Satish	Managing Director, Asia Investments and Global Rates and Trading	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$414,209	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Anderson, Aileen	Vice Chancellor for Research	UCI	Annual Base as of Dec 31	\$475,000	Annual base salary includes appointment and compensation as Vice Chancellor - Research, effective 7/1/25; action within the President's approval authority.
Anderson, Aileen	Vice Chancellor for Research	UCI	Actual Base Salary Received	\$358,081	Actual base salary paid during calendar year 2025.
Anderson, Aileen	Vice Chancellor for Research	UCI	Health Sciences Compensation Plan	\$73,169	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP). Data reflects a payment of a "Y" and/or "Z" payment.
Anderson, Aileen	Vice Chancellor for Research	UCI	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Anderson, Aileen	Vice Chancellor for Research	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Anderson, Ida Joy	Sr. Director, Critical Care Nursing, UCLA Health	UCLA	Annual Base as of Dec 31	\$360,243	Annual base salary includes an equity increase, effective 2/2/25; action within local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Anderson, Ida Joy	Sr. Director, Critical Care Nursing, UCLA Health	UCLA	Actual Base Salary Received	\$359,694	Actual base salary paid during calendar year 2025.
Anderson, Ida Joy	Sr. Director, Critical Care Nursing, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$52,361	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Anderson, Ida Joy	Sr. Director, Critical Care Nursing, UCLA Health	UCLA	Other Cash Compensation/Payments	\$12,443	Data reflects payment for paid time off amount in excess of accumulation limits.
Antrum, Sheila	SVP/COO, UCSF Health	UCSF	Annual Base as of Dec 31	\$1,115,911	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Antrum, Sheila	SVP/COO, UCSF Health	UCSF	Actual Base Salary Received	\$1,135,821	Actual base salary paid during calendar year 2025.
Antrum, Sheila	SVP/COO, UCSF Health	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$193,740	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Antrum, Sheila	SVP/COO, UCSF Health	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Arkilic, Errol Bernard	Chief Innovation Officer and Executive Director	UCI	Annual Base as of Dec 31	\$436,608	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Arkilic, Errol Bernard	Chief Innovation Officer and Executive Director	UCI	Actual Base Salary Received	\$428,705	Actual base salary paid during calendar year 2025.
Armbruster, Margaret A.	Executive Director, Occupational Health Programs	UCLA	Annual Base as of Dec 31	\$406,951	Annual base salary includes an equity increase, effective 1/5/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Armbruster, Margaret A.	Executive Director, Occupational Health Programs	UCLA	Actual Base Salary Received	\$411,459	Actual base salary paid during calendar year 2025.
Armbruster, Margaret A.	Executive Director, Occupational Health Programs	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$59,147	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Armfield, Benjamin	Chief Financial Officer	UCSF	Annual Base as of Dec 31	\$371,226	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 11/9/25; action within local approval authority.
Armfield, Benjamin	Chief Financial Officer	UCSF	Actual Base Salary Received	\$347,377	Actual base salary paid during calendar year 2025.
Armfield, Benjamin	Chief Financial Officer	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$34,335	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Armfield, Benjamin	Chief Financial Officer	UCSF	Stipend	\$21,763	Stipend received for temporary additional duties.
Armfield, Benjamin	Chief Financial Officer	UCSF	Other Cash Compensation/Payments	\$12,534	Data reflects payment for paid time off amount in excess of accumulation limits.
Arrington, Jonathon Duane	Chief Financial Officer, Faculty Practice Group	UCLA	Annual Base as of Dec 31	\$660,664	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Arrington, Jonathon Duane	Chief Financial Officer, Faculty Practice Group	UCLA	Actual Base Salary Received	\$672,447	Actual base salary paid during calendar year 2025.
Arrington, Jonathon Duane	Chief Financial Officer, Faculty Practice Group	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$148,949	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Arrington, Jonathon Duane	Chief Financial Officer, Faculty Practice Group	UCLA	Other Cash Compensation/Payments	\$38,169	Data reflects payment for paid time off amount in excess of accumulation limits.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Ashkar, Ghada Louis	Director, Ambulatory Services-Pharmacy, UCLA Health	UCLA	Annual Base as of Dec 31	\$370,077	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Ashkar, Ghada Louis	Director, Ambulatory Services-Pharmacy, UCLA Health	UCLA	Actual Base Salary Received	\$376,678	Actual base salary paid during calendar year 2025.
Ashkar, Ghada Louis	Director, Ambulatory Services-Pharmacy, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$53,789	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Ashkar, Ghada Louis	Director, Ambulatory Services-Pharmacy, UCLA Health	UCLA	Other Cash Compensation/Payments	\$12,783	Data reflects payment for paid time off amount in excess of accumulation limits.
Assadian, Hoda	Vice President of Operations	UCI	Annual Base as of Dec 31	\$392,189	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Assadian, Hoda	Vice President of Operations	UCI	Actual Base Salary Received	\$397,681	Actual base salary paid during calendar year 2025.
Assadian, Hoda	Vice President of Operations	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$21,089	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Assadian, Hoda	Vice President of Operations	UCI	Other Cash Compensation/Payments	\$1,503	Payment of compensatory time earned.
Assanis, Dionissios	Chancellor - UC Santa Barbara	UCSB	Annual Base as of Dec 31	\$880,000	Annual base salary includes appointment and compensation as Chancellor - Santa Barbara, effective 9/1/25; action within the Regents' approval authority.
Assanis, Dionissios	Chancellor - UC Santa Barbara	UCSB	Actual Base Salary Received	\$220,000	Actual base salary paid during calendar year 2025.
Assanis, Dionissios	Chancellor - UC Santa Barbara	UCSB	Other Cash Compensation/Payments	\$88,000	Per policy, a hiring bonus was approved to be paid in two installments; action within the Regents' approval authority. Data reflects the first installment payment, which was made in 2025.
Assanis, Dionissios	Chancellor - UC Santa Barbara	UCSB	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Assanis, Dionissios	Chancellor - UC Santa Barbara	UCSB	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Assanis, Dionissios	Chancellor - UC Santa Barbara	UCSB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Atkinson, Simon	Vice Chancellor for Research	UCD	Annual Base as of Dec 31	\$494,676	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Atkinson, Simon	Vice Chancellor for Research	UCD	Actual Base Salary Received	\$485,723	Actual base salary paid during calendar year 2025.
Atkinson, Simon	Vice Chancellor for Research	UCD	UC Home Loan	\$1,200,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Atkinson, Simon	Vice Chancellor for Research	UCD	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Atkinson, Simon	Vice Chancellor for Research	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Avetisyan, Lucy Lusine	Associate Vice Chancellor & Chief Information Officer	UCLA	Annual Base as of Dec 31	\$481,884	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Avetisyan, Lucy Lusine	Associate Vice Chancellor & Chief Information Officer	UCLA	Actual Base Salary Received	\$473,162	Actual base salary paid during calendar year 2025.
Avetisyan, Lucy Lusine	Associate Vice Chancellor & Chief Information Officer	UCLA	Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service.
Avetisyan, Lucy Lusine	Associate Vice Chancellor & Chief Information Officer	UCLA	Recognition Award	\$125	Recognition award received for university service.
Azar, Richard F	Chief Operating Officer, UCLA Health	UCLA	Annual Base as of Dec 31	\$1,097,056	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Azar, Richard F	Chief Operating Officer, UCLA Health	UCLA	Actual Base Salary Received	\$1,116,630	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Azar, Richard F	Chief Operating Officer, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$247,339	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Azar, Richard F	Chief Operating Officer, UCLA Health	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Bachher, Jagdeep	Chief Investment Officer and Senior Vice President of Investments	UCOP	Annual Base as of Dec 31	\$1,083,600	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bachher, Jagdeep	Chief Investment Officer and Senior Vice President of Investments	UCOP	Actual Base Salary Received	\$1,064,000	Actual base salary paid during calendar year 2025.
Bachher, Jagdeep	Chief Investment Officer and Senior Vice President of Investments	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$1,320,333	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 100% and 200%, respectively. Incentive payout award was approved by the Administrative Oversight Committee and the Board of Regents.
Bachher, Jagdeep	Chief Investment Officer and Senior Vice President of Investments	UCOP	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Bachher, Jagdeep	Chief Investment Officer and Senior Vice President of Investments	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Bachher, Jagdeep	Chief Investment Officer and Senior Vice President of Investments	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Baggett, Margarita	Chief Clinical Officer	UCSD	Annual Base as of Dec 31	\$554,698	Annual base salary includes a market-based salary adjustment, effective 1/19/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Baggett, Margarita	Chief Clinical Officer	UCSD	Actual Base Salary Received	\$559,033	Actual base salary paid during calendar year 2025.
Baggett, Margarita	Chief Clinical Officer	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$116,192	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Baggett, Margarita	Chief Clinical Officer	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Baggett, Margarita	Chief Clinical Officer	UCSD	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Bailey, Kenneth David	Chief Nursing Officer, Santa Monica Hospital	UCLA	Annual Base as of Dec 31	\$390,247	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bailey, Kenneth David	Chief Nursing Officer, Santa Monica Hospital	UCLA	Actual Base Salary Received	\$397,208	Actual base salary paid during calendar year 2025.
Bailey, Kenneth David	Chief Nursing Officer, Santa Monica Hospital	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$42,540	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Bailey, Kenneth David	Chief Nursing Officer, Santa Monica Hospital	UCLA	Other Cash Compensation/Payments	\$13,464	Data reflects payment for paid time off amount in excess of accumulation limits.
Banks, Willie	Vice Chancellor, Student Affairs	UCI	Annual Base as of Dec 31	\$377,712	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Banks, Willie	Vice Chancellor, Student Affairs	UCI	Actual Base Salary Received	\$370,880	Actual base salary paid during calendar year 2025.
Banks, Willie	Vice Chancellor, Student Affairs	UCI	UC Home Loan	\$2,370,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Banks, Willie	Vice Chancellor, Student Affairs	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Baxter, George	Chief Innovation and Economic Development Officer	UCD	Annual Base as of Dec 31	\$464,400	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Baxter, George	Chief Innovation and Economic Development Officer	UCD	Actual Base Salary Received	\$456,000	Actual base salary paid during calendar year 2025.
Baxter, George	Chief Innovation and Economic Development Officer	UCD	Moving Expenses	\$1,451	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Baxter, George	Chief Innovation and Economic Development Officer	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Becerra-Ortiz, Ivette	Chief of Advanced Practice	UCSF	Annual Base as of Dec 31	\$372,938	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 7/20/25; action within local approval authority.
Becerra-Ortiz, Ivette	Chief of Advanced Practice	UCSF	Actual Base Salary Received	\$355,767	Actual base salary paid during calendar year 2025.
Becerra-Ortiz, Ivette	Chief of Advanced Practice	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$41,946	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Becerra-Ortiz, Ivette	Chief of Advanced Practice	UCSF	Stipend	\$49,947	Stipend received for temporary additional duties.
Beck, Michael John	Administrative Vice Chancellor	UCLA	Annual Base as of Dec 31	\$519,120	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Beck, Michael John	Administrative Vice Chancellor	UCLA	Actual Base Salary Received	\$509,726	Actual base salary paid during calendar year 2025.
Beck, Michael John	Administrative Vice Chancellor	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Beck, Michael John	Administrative Vice Chancellor	UCLA	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Benfield, Nerys	VP/CMO, Adult Services	UCSF	Annual Base as of Dec 31	\$645,004	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Benfield, Nerys	VP/CMO, Adult Services	UCSF	Actual Base Salary Received	\$656,516	Actual base salary paid during calendar year 2025.
Benfield, Nerys	VP/CMO, Adult Services	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$95,386	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. The actual CEMRP award amount for 2024-25 as approved by the Administrative Oversight Committee was \$67,671, based on performance against pre-established objectives. Prior to CEMRP eligibility, received variable compensation as a clinical physician in the amount of \$27,715.
Benfield, Nerys	VP/CMO, Adult Services	UCSF	Other Cash Compensation/Payments	\$19,384	Data reflects payment for paid time off amount in excess of accumulation limits.
Bengfort, Joseph	SVP/AVC, IT	UCSF	Annual Base as of Dec 31	\$698,561	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bengfort, Joseph	SVP/AVC, IT	UCSF	Actual Base Salary Received	\$711,024	Actual base salary paid during calendar year 2025.
Bengfort, Joseph	SVP/AVC, IT	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$134,819	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Beres, Kimberly	Chief Nurse Anesthetist	UCD	Annual Base as of Dec 31	\$407,796	Annual base salary includes an upward job reclassification, effective 2/1/25; action within the Chancellor's local approval authority. Annual base salary also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Beres, Kimberly	Chief Nurse Anesthetist	UCD	Actual Base Salary Received	\$394,427	Actual base salary paid during calendar year 2025.
Beres, Kimberly	Chief Nurse Anesthetist	UCD	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$39,514	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Beres, Kimberly	Chief Nurse Anesthetist	UCD	Stipend	\$11,976	Stipend received for temporary additional duties.
Beres, Kimberly	Chief Nurse Anesthetist	UCD	Other Cash Compensation/Payments	\$19,430	Data reflects payment for paid time off amount in excess of accumulation limits.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Bergeron, Dyonne	Vice Chancellor, Inclusive Excellence	UCI	Annual Base as of Dec 31	\$375,132	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bergeron, Dyonne	Vice Chancellor, Inclusive Excellence	UCI	Actual Base Salary Received	\$368,347	Actual base salary paid during calendar year 2025.
Bergeron, Dyonne	Vice Chancellor, Inclusive Excellence	UCI	UC Home Loan	\$787,850	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Bergeron, Dyonne	Vice Chancellor, Inclusive Excellence	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Bernal, Dan	Vice Chancellor, Community & Governmental Relations	UCSF	Annual Base as of Dec 31	\$314,016	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bernal, Dan	Vice Chancellor, Community & Governmental Relations	UCSF	Actual Base Salary Received	\$308,332	Actual base salary paid during calendar year 2025.
Bernal, Dan	Vice Chancellor, Community & Governmental Relations	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Bhayani, Manisha	Executive Director, Quality and Patient Safety, UCLA Health	UCLA	Annual Base as of Dec 31	\$382,083	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bhayani, Manisha	Executive Director, Quality and Patient Safety, UCLA Health	UCLA	Actual Base Salary Received	\$388,897	Actual base salary paid during calendar year 2025.
Bhayani, Manisha	Executive Director, Quality and Patient Safety, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$55,533	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Bierman, Kerry	Interim Vice Chancellor for Finance and Resource Management/Chief Financial Officer	UCSB	Annual Base as of Dec 31	\$438,600	Annual base salary includes appointment and compensation as Interim Vice Chancellor for Finance and Resource Management/Chief Financial Officer, effective 7/1/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bierman, Kerry	Interim Vice Chancellor for Finance and Resource Management/Chief Financial Officer	UCSB	Actual Base Salary Received	\$381,083	Actual base salary paid during calendar year 2025.
Bierman, Kerry	Interim Vice Chancellor for Finance and Resource Management/Chief Financial Officer	UCSB	Stipend	\$12,500	Stipend received for temporary additional duties prior to Interim SMG appointment.
Bleichner-Jones, Kimberly	Interim Chief Operating Officer	UCD	Annual Base as of Dec 31	\$575,000	Annual base salary includes appointment and compensation as Interim Chief Operating Officer, effective 7/1/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bleichner-Jones, Kimberly	Interim Chief Operating Officer	UCD	Actual Base Salary Received	\$491,254	Actual base salary paid during calendar year 2025.
Bleichner-Jones, Kimberly	Interim Chief Operating Officer	UCD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$85,485	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Bleichner-Jones, Kimberly	Interim Chief Operating Officer	UCD	Stipend	\$14,381	Stipend received for temporary additional duties prior to Interim SMG appointment.
Bleichner-Jones, Kimberly	Interim Chief Operating Officer	UCD	Other Cash Compensation/Payments	\$23,332	Data reflects payment for paid time off amount in excess of accumulation limits.
Bo, Kosal	Vice President, Medical Staff Governance	UCSF	Annual Base as of Dec 31	\$425,012	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. Annual base salary also includes an upward job reclassification, effective 11/9/25; action within the Chancellor's local approval authority.
Bo, Kosal	Vice President, Medical Staff Governance	UCSF	Actual Base Salary Received	\$387,799	Actual base salary paid during calendar year 2025.
Bo, Kosal	Vice President, Medical Staff Governance	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$65,183	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Bo, Kosal	Vice President, Medical Staff Governance	UCSF	Stipend	\$25,008	Stipend received for temporary additional duties.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Bo, Kosal	Vice President, Medical Staff Governance	UCSF	Other Cash Compensation/Payments	\$21,373	Data reflects payment for paid time off amount in excess of accumulation limits.
Boehmer, Judie	Vice President/Chief Nursing Officer, Children's Services	UCSF	Annual Base as of Dec 31	\$558,373	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Boehmer, Judie	Vice President/Chief Nursing Officer, Children's Services	UCSF	Actual Base Salary Received	\$568,398	Actual base salary paid during calendar year 2025.
Boehmer, Judie	Vice President/Chief Nursing Officer, Children's Services	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$94,682	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Boehmer, Judie	Vice President/Chief Nursing Officer, Children's Services	UCSF	Other Cash Compensation/Payments	\$6,752	Data reflects payment for paid time off amount in excess of accumulation limits.
Boileau, Elizabeth	Vice President & Chief Contracting Officer	UCD	Annual Base as of Dec 31	\$408,636	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Boileau, Elizabeth	Vice President & Chief Contracting Officer	UCD	Actual Base Salary Received	\$401,244	Actual base salary paid during calendar year 2025.
Boileau, Elizabeth	Vice President & Chief Contracting Officer	UCD	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$56,425	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Boubelik, Jane Esther	Chief Legal Counsel, UCLA Health	UCLA	Annual Base as of Dec 31	\$411,482	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Boubelik, Jane Esther	Chief Legal Counsel, UCLA Health	UCLA	Actual Base Salary Received	\$412,452	Actual base salary paid during calendar year 2025.
Boubelik, Jane Esther	Chief Legal Counsel, UCLA Health	UCLA	Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service.
Boubelik, Jane Esther	Chief Legal Counsel, UCLA Health	UCLA	Other Cash Compensation/Payments	\$29,032	Data reflects payment for paid time off amount in excess of accumulation limits.
Bourne, Parveen	VP, LPPH/Adult Behavioral Health Services	UCSF	Annual Base as of Dec 31	\$365,609	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bourne, Parveen	VP, LPPH/Adult Behavioral Health Services	UCSF	Actual Base Salary Received	\$372,134	Actual base salary paid during calendar year 2025.
Bourne, Parveen	VP, LPPH/Adult Behavioral Health Services	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$48,712	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Bouzan, Patsy	Chief Contracting Officer	UCSD	Annual Base as of Dec 31	\$351,139	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bouzan, Patsy	Chief Contracting Officer	UCSD	Actual Base Salary Received	\$357,401	Actual base salary paid during calendar year 2025.
Bouzan, Patsy	Chief Contracting Officer	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$79,165	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Bouzan, Patsy	Chief Contracting Officer	UCSD	Stipend	\$50,926	Stipend received for temporary additional duties.
Bradley-Armstrong, Akirah	Vice Chancellor for Student Affairs and Success	UCSC	Annual Base as of Dec 31	\$403,140	Annual base salary includes a market-based salary adjustment, effective 12/16/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bradley-Armstrong, Akirah	Vice Chancellor for Student Affairs and Success	UCSC	Actual Base Salary Received	\$376,946	Actual base salary paid during calendar year 2025.
Bradley-Armstrong, Akirah	Vice Chancellor for Student Affairs and Success	UCSC	UC Home Loan	\$1,196,800	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Bradley-Armstrong, Akirah	Vice Chancellor for Student Affairs and Success	UCSC	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Brandt, Michael	Deputy Director for Operations	LBNL	Annual Base as of Dec 31	\$568,488	Annual base salary includes a merit-based increase consistent with FY 2025-26 Berkeley Lab Salary Program.
Brandt, Michael	Deputy Director for Operations	LBNL	Actual Base Salary Received	\$553,358	Actual base salary paid during calendar year 2025.
Brandt, Michael	Deputy Director for Operations	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Bray-Hanin, Laurel	Vice President/Chief Operating Officer , Cancer Services	UCSF	Annual Base as of Dec 31	\$453,430	Annual base salary includes an equity increase, effective 2/21/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bray-Hanin, Laurel	Vice President/Chief Operating Officer , Cancer Services	UCSF	Actual Base Salary Received	\$455,568	Actual base salary paid during calendar year 2025.
Bray-Hanin, Laurel	Vice President/Chief Operating Officer , Cancer Services	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$76,887	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Bray-Hanin, Laurel	Vice President/Chief Operating Officer , Cancer Services	UCSF	Other Cash Compensation/Payments	\$3,963	Data reflects payment for paid time off amount in excess of accumulation limits.
Brostrom, Nathan	Executive Vice President - Chief Financial Officer	UCOP	Annual Base as of Dec 31	\$618,684	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Brostrom, Nathan	Executive Vice President - Chief Financial Officer	UCOP	Actual Base Salary Received	\$607,491	Actual base salary paid during calendar year 2025.
Brostrom, Nathan	Executive Vice President - Chief Financial Officer	UCOP	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Brostrom, Nathan	Executive Vice President - Chief Financial Officer	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Brostrom, Nathan	Executive Vice President - Chief Financial Officer	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Brown, Pamela	Vice President – IRAP	UCOP	Annual Base as of Dec 31	\$428,280	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Brown, Pamela	Vice President – IRAP	UCOP	Actual Base Salary Received	\$420,533	Actual base salary paid during calendar year 2025.
Brown, Pamela	Vice President – IRAP	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Brown, Pamela	Vice President – IRAP	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Brown, Terrence	Co-Defensive Coordinator/Defensive Backs - Football	UCB	Annual Base as of Dec 31	\$275,000	Base salary approved as part of negotiated athletics contract.
Brown, Terrence	Co-Defensive Coordinator/Defensive Backs - Football	UCB	Actual Base Salary Received	\$275,000	Actual base salary paid during calendar year 2025.
Brown, Terrence	Co-Defensive Coordinator/Defensive Backs - Football	UCB	Coach - Incentive	\$10,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Brown, Terrence	Co-Defensive Coordinator/Defensive Backs - Football	UCB	Other Cash Compensation/Payments	\$230,000	Contingent retention bonus approved as part of negotiated athletics contract.
Brown, Terrence	Co-Defensive Coordinator/Defensive Backs - Football	UCB	Other Cash Compensation/Payments	\$20,833	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Brown, Terrence	Co-Defensive Coordinator/Defensive Backs - Football	UCB	Taxable Benefit/Perquisite	\$2,227	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Brusuelas-James, Rebecca	Vice President of Finance, Physician Enterprise & SOM	UCI	Annual Base as of Dec 31	\$454,098	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Brusuelas-James, Rebecca	Vice President of Finance, Physician Enterprise & SOM	UCI	Actual Base Salary Received	\$455,291	Actual base salary paid during calendar year 2025.
Brusuelas-James, Rebecca	Vice President of Finance, Physician Enterprise & SOM	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$29,643	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Brusuelas-James, Rebecca	Vice President of Finance, Physician Enterprise & SOM	UCI	Other Cash Compensation/Payments	\$1,686	Payment of compensatory time earned.
Brusuelas-James, Rebecca	Vice President of Finance, Physician Enterprise & SOM	UCI	Other Cash Compensation/Payments	\$5,220	Data reflects payment for continuing education.
Buchman, Brad	Medical Director-Student Health & Counseling, UC Health	UCOP	Annual Base as of Dec 31	\$504,588	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Buchman, Brad	Medical Director-Student Health & Counseling, UC Health	UCOP	Actual Base Salary Received	\$495,460	Actual base salary paid during calendar year 2025.
Buchman, Brad	Medical Director-Student Health & Counseling, UC Health	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Buchman, Brad	Medical Director-Student Health & Counseling, UC Health	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Bullard, Eric	Dean, School of Continuing Education and UCLA Extension	UCLA	Annual Base as of Dec 31	\$375,324	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bullard, Eric	Dean, School of Continuing Education and UCLA Extension	UCLA	Actual Base Salary Received	\$368,531	Actual base salary paid during calendar year 2025.
Bullard, Eric	Dean, School of Continuing Education and UCLA Extension	UCLA	UC Home Loan	\$922,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Bullard, Eric	Dean, School of Continuing Education and UCLA Extension	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Bunge, Jennifer	Interim Associate Vice President for Finance and Capital Planning	UCOP	Annual Base as of Dec 31	\$325,080	Annual base salary includes appointment and compensation as Interim Associate Vice President for Finance and Capital Planning, effective 7/1/25; action within the EVP-COO's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bunge, Jennifer	Interim Associate Vice President for Finance and Capital Planning	UCOP	Actual Base Salary Received	\$288,520	Actual base salary paid during calendar year 2025.
Bunge, Jennifer	Interim Associate Vice President for Finance and Capital Planning	UCOP	Stipend	\$4,826	Stipend received for temporary additional duties prior to Interim SMG appointment.
Burger, Jennifer	Vice President of Applications	UCD	Annual Base as of Dec 31	\$401,064	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Burger, Jennifer	Vice President of Applications	UCD	Actual Base Salary Received	\$393,805	Actual base salary paid during calendar year 2025.
Burger, Jennifer	Vice President of Applications	UCD	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$58,293	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Burke, Kathleen	VP, CNIO	UCSF	Annual Base as of Dec 31	\$351,035	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Burke, Kathleen	VP, CNIO	UCSF	Actual Base Salary Received	\$357,293	Actual base salary paid during calendar year 2025.
Burke, Kathleen	VP, CNIO	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$58,548	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Burke, Kathleen	VP, CNIO	UCSF	Other Cash Compensation/Payments	\$10,802	Data reflects payment for paid time off amount in excess of accumulation limits.
Burke, Michael Alan	Chief Marketing and Development Officer, UCLA Health	UCLA	Annual Base as of Dec 31	\$444,619	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. Annual base salary also includes an upward job reclassification, effective 7/20/25; action within the Chancellor's local approval authority.
Burke, Michael Alan	Chief Marketing and Development Officer, UCLA Health	UCLA	Actual Base Salary Received	\$399,523	Actual base salary paid during calendar year 2025.
Burke, Michael Alan	Chief Marketing and Development Officer, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$51,700	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Burke, Michael Alan	Chief Marketing and Development Officer, UCLA Health	UCLA	Stipend	\$42,420	Stipend received for temporary additional duties.
Burke, Michael Alan	Chief Marketing and Development Officer, UCLA Health	UCLA	Other Cash Compensation/Payments	\$37,477	Data reflects payment for paid time off amount in excess of accumulation limits.
Burns, Carol	Deputy Director for Research	LBNL	Annual Base as of Dec 31	\$568,488	Annual base salary includes a market-based salary adjustment; action within the President's approval authority and a merit-based increase consistent with the FY 2025-26 Berkeley Lab Salary Program and , both effective 10/1/25.
Burns, Carol	Deputy Director for Research	LBNL	Actual Base Salary Received	\$529,528	Actual base salary paid during calendar year 2025.
Burns, Carol	Deputy Director for Research	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Bustamante, Alexander	Sr. Vice President and Chief Compliance & Audit Officer	UCOP	Annual Base as of Dec 31	\$449,592	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Bustamante, Alexander	Sr. Vice President and Chief Compliance & Audit Officer	UCOP	Actual Base Salary Received	\$441,458	Actual base salary paid during calendar year 2025.
Bustamante, Alexander	Sr. Vice President and Chief Compliance & Audit Officer	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Butler, Jeffrey P.	Chief Ambulatory Officer, UCLA Health System	UCLA	Annual Base as of Dec 31	\$609,780	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. Annual base salary also includes an upward job reclassification, effective 10/26/25; action within the Chancellor's local approval authority.
Butler, Jeffrey P.	Chief Ambulatory Officer, UCLA Health System	UCLA	Actual Base Salary Received	\$564,172	Actual base salary paid during calendar year 2025.
Butler, Jeffrey P.	Chief Ambulatory Officer, UCLA Health System	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$122,746	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Butler, Jeffrey P.	Chief Ambulatory Officer, UCLA Health System	UCLA	Other Cash Compensation/Payments	\$22,956	Data reflects payment for paid time off amount in excess of accumulation limits.
Campbell, Duncan	Chief Operating Officer, Physician Network	UCSD	Annual Base as of Dec 31	\$520,058	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Campbell, Duncan	Chief Operating Officer, Physician Network	UCSD	Actual Base Salary Received	\$529,334	Actual base salary paid during calendar year 2025.
Campbell, Duncan	Chief Operating Officer, Physician Network	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$117,249	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Campbell, Duncan	Chief Operating Officer, Physician Network	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Campbell, Duncan	Chief Operating Officer, Physician Network	UCSD	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Carethers, John	Vice Chancellor, Health Sciences	UCSD	Annual Base as of Dec 31	\$1,068,588	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Carethers, John	Vice Chancellor, Health Sciences	UCSD	Actual Base Salary Received	\$1,049,254	Actual base salary paid during calendar year 2025.
Carethers, John	Vice Chancellor, Health Sciences	UCSD	Health Sciences Compensation Plan	\$120,000	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP). Data reflects a payment of a "Y" and/or "Z" payment.
Carethers, John	Vice Chancellor, Health Sciences	UCSD	Other Cash Compensation/Payments	\$40,000	Per policy, a hiring bonus was approved to be paid in four installments; action within the President's approval authority. Data reflects the third installment payment, which was made in 2025.
Carethers, John	Vice Chancellor, Health Sciences	UCSD	UC Home Loan	\$2,520,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Carethers, John	Vice Chancellor, Health Sciences	UCSD	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Carethers, John	Vice Chancellor, Health Sciences	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Carmichael, Joe	Chief Medical Officer and Sr. Vice President, UCI Health	UCI	Annual Base as of Dec 31	\$769,776	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Carmichael, Joe	Chief Medical Officer and Sr. Vice President, UCI Health	UCI	Actual Base Salary Received	\$755,848	Actual base salary paid during calendar year 2025.
Carmichael, Joe	Chief Medical Officer and Sr. Vice President, UCI Health	UCI	Health Sciences Compensation Plan	\$244,953	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP). Data reflects a payment of a "Y" and/or "Z" payment.
Carmichael, Joe	Chief Medical Officer and Sr. Vice President, UCI Health	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Carter, Jonathan	Associate Laboratory Director for Computing Sciences	LBNL	Annual Base as of Dec 31	\$456,348	Annual base salary includes a merit-based increase consistent with FY 2025-26 Berkeley Lab Salary Program.
Carter, Jonathan	Associate Laboratory Director for Computing Sciences	LBNL	Actual Base Salary Received	\$444,198	Actual base salary paid during calendar year 2025.
Carter, Jonathan	Associate Laboratory Director for Computing Sciences	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Cates, Douglas Addison	Chief Strategy Officer	UCSD	Annual Base as of Dec 31	\$436,810	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Cates, Douglas Addison	Chief Strategy Officer	UCSD	Actual Base Salary Received	\$444,603	Actual base salary paid during calendar year 2025.
Cates, Douglas Addison	Chief Strategy Officer	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$98,482	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Cevallos, Barbara	Associate Vice President-Systemwide Controller	UCOP	Annual Base as of Dec 31	\$399,672	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Cevallos, Barbara	Associate Vice President-Systemwide Controller	UCOP	Actual Base Salary Received	\$392,441	Actual base salary paid during calendar year 2025.
Cevallos, Barbara	Associate Vice President-Systemwide Controller	UCOP	UC Home Loan	\$1,651,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Cevallos, Barbara	Associate Vice President-Systemwide Controller	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Chan, Michelle	Controller, UCLA Hospital System	UCLA	Annual Base as of Dec 31	\$387,950	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Chan, Michelle	Controller, UCLA Hospital System	UCLA	Actual Base Salary Received	\$394,866	Actual base salary paid during calendar year 2025.
Chan, Michelle	Controller, UCLA Hospital System	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$56,385	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Chan, Michelle	Controller, UCLA Hospital System	UCLA	Stipend	\$17,905	Stipend received for temporary additional duties.
Chapman, Noelle	Vice President, Chief Pharmacy Officer	UCSF	Annual Base as of Dec 31	\$405,573	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Chapman, Noelle	Vice President, Chief Pharmacy Officer	UCSF	Actual Base Salary Received	\$412,805	Actual base salary paid during calendar year 2025.
Chapman, Noelle	Vice President, Chief Pharmacy Officer	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$62,877	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Cheng, Eric M.	Chief Medical Informatics Officer, UCLA Health IT	UCLA	Annual Base as of Dec 31	\$409,624	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Cheng, Eric M.	Chief Medical Informatics Officer, UCLA Health IT	UCLA	Actual Base Salary Received	\$416,928	Actual base salary paid during calendar year 2025.
Cheng, Eric M.	Chief Medical Informatics Officer, UCLA Health IT	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$59,536	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Cheng, Eric M.	Chief Medical Informatics Officer, UCLA Health IT	UCLA	Other Cash Compensation/Payments	\$31,397	Data reflects payment for paid time off amount in excess of accumulation limits.
Cherry, Robert A.	Chief Medical and Quality Officer, UCLA Health/Chief Clinical Officer, UC Health	UCLA/UCOP	Annual Base as of Dec 31	\$917,509	Annual base salary includes appointment and compensation as Associate Vice President - Clinical Affairs and Chief Health Officer, UC Health at 35 percent time and a market-based salary adjustment for existing appointment as Chief Medical and Quality Officer, UCLA Health, which was reduced to 65 percent time. Both actions were effective 5/1/25 and within the President's approval authority. Annual base also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. Annual base salary of \$917,509 includes \$284,421 at 35% (\$812,631 at 100%) for the AVP, UC Health role and \$633,070 at 65 percent (\$973,953 at 100%) for the CMO, UCLA role.
Cherry, Robert A.	Chief Medical and Quality Officer, UCLA Health/Chief Clinical Officer, UC Health	UCLA/UCOP	Actual Base Salary Received	\$922,412	Actual base salary paid during calendar year 2025.
Cherry, Robert A.	Chief Medical and Quality Officer, UCLA Health/Chief Clinical Officer, UC Health	UCLA/UCOP	Clinical Enterprise Management Recognition Plan (CEMRP)	\$190,537	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Cherry, Robert A.	Chief Medical and Quality Officer, UCLA Health/Chief Clinical Officer, UC Health	UCLA/UCOP	Stipend	\$46,935	Stipend received for temporary additional duties.
Cherry, Robert A.	Chief Medical and Quality Officer, UCLA Health/Chief Clinical Officer, UC Health	UCLA/UCOP	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Cherry, Robert A.	Chief Medical and Quality Officer, UCLA Health/Chief Clinical Officer, UC Health	UCLA/UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Chiu, Jeff	Vice President/Assistant Vice Chancellor, Talent Management	UCSF	Annual Base as of Dec 31	\$484,312	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Chiu, Jeff	Vice President/Assistant Vice Chancellor, Talent Management	UCSF	Actual Base Salary Received	\$484,598	Actual base salary paid during calendar year 2025.
Chiu, Jeff	Vice President/Assistant Vice Chancellor, Talent Management	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$102,277	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Chiu, Jeff	Vice President/Assistant Vice Chancellor, Talent Management	UCSF	Stipend	\$50,766	Stipend received for temporary additional duties.
Choi, Lei	Medical Director, Lean Promotion Office	UCSF	Annual Base as of Dec 31	\$392,481	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Choi, Lei	Medical Director, Lean Promotion Office	UCSF	Actual Base Salary Received	\$399,486	Actual base salary paid during calendar year 2025.
Choi, Lei	Medical Director, Lean Promotion Office	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$49,440	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Choi, Lei	Medical Director, Lean Promotion Office	UCSF	Other Cash Compensation/Payments	\$20,301	Data reflects payment for paid time off amount in excess of accumulation limits.
Chrisman, Maye	Vice Dean for Administration and Finance (School of Medicine)	UCSF	Annual Base as of Dec 31	\$509,400	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Chrisman, Maye	Vice Dean for Administration and Finance, School of Medicine	UCSF	Actual Base Salary Received	\$500,181	Actual base salary paid during calendar year 2025.
Chrisman, Maye	Vice Dean for Administration and Finance (School of Medicine)	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$78,975	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Clayton, Kent	Chief Executive Officer, UCI Health – Los Alamitos	UCI	Annual Base as of Dec 31	\$543,318	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Clayton, Kent	Chief Executive Officer, UCI Health – Los Alamitos	UCI	Actual Base Salary Received	\$550,998	Actual base salary paid during calendar year 2025.
Clayton, Kent	Chief Executive Officer, UCI Health – Los Alamitos	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$54,911	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Clayton, Kent	Chief Executive Officer, UCI Health – Los Alamitos	UCI	Stipend	\$13,200	Stipend received for temporary additional duties.
Clayton, Kent	Chief Executive Officer, UCI Health – Los Alamitos	UCI	Other Cash Compensation/Payments	\$2,017	Payment of compensatory time earned.
Close, Cori Rashel	Head Women's Basketball Coach	UCLA	Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Close, Cori Rashel	Head Women's Basketball Coach	UCLA	Actual Base Salary Received	\$300,000	Actual base salary paid during calendar year 2025.
Close, Cori Rashel	Head Women's Basketball Coach	UCLA	Coach - Incentive	\$287,925	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Close, Cori Rashel	Head Women's Basketball Coach	UCLA	Other Cash Compensation/Payments	\$493,125	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Close, Cori Rashel	Head Women's Basketball Coach	UCLA	Other Cash Compensation/Payments	\$3,220	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Close, Cori Rashel	Head Women's Basketball Coach	UCLA	Taxable Benefit/Perquisite	\$7,042	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Cloud-Glaab, Rebecca Ann	Vice President, Enterprise Revenue Cycle Management	UCI	Annual Base as of Dec 31	\$454,077	Annual base salary also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 6/22/25; action within the Chancellor's local approval authority.
Cloud-Glaab, Rebecca Ann	Vice President, Enterprise Revenue Cycle Management	UCI	Actual Base Salary Received	\$441,141	Actual base salary paid during calendar year 2025.
Cloud-Glaab, Rebecca Ann	Vice President, Enterprise Revenue Cycle Management	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$44,777	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Cloud-Glaab, Rebecca Ann	Vice President, Enterprise Revenue Cycle Management	UCI	Other Cash Compensation/Payments	\$1,547	Payment of compensatory time earned.
Cloud-Glaab, Rebecca Ann	Vice President, Enterprise Revenue Cycle Management	UCI	Other Cash Compensation/Payments	\$26,096	Data reflects payment for paid time off amount in excess of accumulation limits.
Clune, Michael	Sr. Associate Vice Chancellor and Chief Financial Officer	UCSF	Annual Base as of Dec 31	\$419,664	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Clune, Michael	Sr. Associate Vice Chancellor and Chief Financial Officer	UCSF	Actual Base Salary Received	\$412,069	Actual base salary paid during calendar year 2025.
Cohen, Steven Paul	Sr. Executive Director, UCLA Resnick Neuropsychiatric Hospital	UCLA	Annual Base as of Dec 31	\$367,968	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Cohen, Steven Paul	Sr. Executive Director, UCLA Resnick Neuropsychiatric Hospital	UCLA	Actual Base Salary Received	\$374,530	Actual base salary paid during calendar year 2025.
Cohen, Steven Paul	Sr. Executive Director, UCLA Resnick Neuropsychiatric Hospital	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$53,482	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Cohen, Steven Paul	Sr. Executive Director, UCLA Resnick Neuropsychiatric Hospital	UCLA	Other Cash Compensation/Payments	\$8,466	Data reflects payment for paid time off amount in excess of accumulation limits.
Collard, Harold	Vice Chancellor Research	UCSF	Annual Base as of Dec 31	\$449,940	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Collard, Harold	Vice Chancellor Research	UCSF	Actual Base Salary Received	\$441,799	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Collard, Harold	Vice Chancellor Research	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Collins, Stephanie	Vice President/Assistant Vice Chancellor, People Wellness	UCSF	Annual Base as of Dec 31	\$364,392	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Collins, Stephanie	Vice President/Assistant Vice Chancellor, People Wellness	UCSF	Actual Base Salary Received	\$357,798	Actual base salary paid during calendar year 2025.
Collins, Stephanie	Vice President/Assistant Vice Chancellor, People Wellness	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$61,790	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Collins, Timothy	Chief Executive Officer - UCR Health	UCR	Annual Base as of Dec 31	\$591,456	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Collins, Timothy	Chief Executive Officer - UCR Health	UCR	Actual Base Salary Received	\$580,753	Actual base salary paid during calendar year 2025.
Collins, Timothy	Chief Executive Officer - UCR Health	UCR	Clinical Enterprise Management Recognition Plan (CEMRP)	\$143,277	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with an STI target award of 20 percent, a maximum potential STI award of 30 percent, an LTI target award of 10 percent, and a maximum potential LTI award of 15 percent of annual salary. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Collins, Timothy	Chief Executive Officer - UCR Health	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Collins, William	Associate Laboratory Director for Earth & Environmental Sciences	LBNL	Annual Base as of Dec 31	\$456,324	Annual base salary includes a merit-based increase consistent with FY 2025-26 Berkeley Lab Salary Program.
Collins, William	Associate Laboratory Director for Earth & Environmental Sciences	LBNL	Actual Base Salary Received	\$444,174	Actual base salary paid during calendar year 2025.
Collins, William	Associate Laboratory Director for Earth & Environmental Sciences	LBNL	UC Home Loan	\$980,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Collins, William	Associate Laboratory Director for Earth & Environmental Sciences	LBNL	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Collins, William	Associate Laboratory Director for Earth & Environmental Sciences	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Colwell, Dawn	Vice President, Patient Access Services	UCSF	Annual Base as of Dec 31	\$376,383	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Colwell, Dawn	Vice President, Patient Access Services	UCSF	Actual Base Salary Received	\$383,101	Actual base salary paid during calendar year 2025.
Colwell, Dawn	Vice President, Patient Access Services	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$63,824	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Condrin, Michael	Interim Chief Executive Officer, UC Davis Health	UCD	Annual Base as of Dec 31	\$1,096,603	Annual base salary includes appointment and compensation as Interim Chief Executive Officer, UC Davis Health, effective 1/27/25; action within the Regents' approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Condrin, Michael	Interim Chief Executive Officer, UC Davis Health	UCD	Actual Base Salary Received	\$1,042,750	Actual base salary paid during calendar year 2025.
Condrin, Michael	Interim Chief Executive Officer, UC Davis Health	UCD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$247,240	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Condrin, Michael	Interim Chief Executive Officer, UC Davis Health	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Confetti, Kevin	Associate Vice President & Chief Risk Officer	UCOP	Annual Base as of Dec 31	\$365,580	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Confetti, Kevin	Associate Vice President & Chief Risk Officer	UCOP	Actual Base Salary Received	\$358,965	Actual base salary paid during calendar year 2025.
Confetti, Kevin	Associate Vice President & Chief Risk Officer	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Cook, John	Associate Chief Information Officer	UCD	Annual Base as of Dec 31	\$417,660	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Cook, John	Associate Chief Information Officer	UCD	Actual Base Salary Received	\$410,100	Actual base salary paid during calendar year 2025.
Cook, John	Associate Chief Information Officer	UCD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$92,861	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Cook, John	Associate Chief Information Officer	UCD	Stipend	\$82,020	Stipend received for temporary additional duties.
Cook, John	Associate Chief Information Officer	UCD	Other Cash Compensation/Payments	\$23,437	Data reflects payment for paid time off amount in excess of accumulation limits.
Cowell, Elizabeth	University Librarian	UCSC	Annual Base as of Dec 31	\$321,144	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Cowell, Elizabeth	University Librarian	UCSC	Actual Base Salary Received	\$315,334	Actual base salary paid during calendar year 2025.
Cowell, Elizabeth	University Librarian	UCSC	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Cowell, Elizabeth	University Librarian	UCSC	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Cronin, Michael Walter	Head Coach Men Basketball	UCLA	Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Cronin, Michael Walter	Head Coach Men Basketball	UCLA	Actual Base Salary Received	\$300,000	Actual base salary paid during calendar year 2025.
Cronin, Michael Walter	Head Coach Men Basketball	UCLA	Coach - Incentive	\$2,105,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Cronin, Michael Walter	Head Coach Men Basketball	UCLA	Other Cash Compensation/Payments	\$4,000,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Cronin, Michael Walter	Head Coach Men Basketball	UCLA	Taxable Benefit/Perquisite	\$46,526	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Cronin, Michael Walter	Head Coach Men Basketball	UCLA	Taxable Benefit/Perquisite	\$1,500	W-2 taxable travel costs for spouse/family members.
Croughan, Mary	Provost and Executive Vice Chancellor	UCD	Annual Base as of Dec 31	\$520,632	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Croughan, Mary	Provost and Executive Vice Chancellor	UCD	Actual Base Salary Received	\$511,210	Actual base salary paid during calendar year 2025.
Croughan, Mary	Provost and Executive Vice Chancellor	UCD	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Croughan, Mary	Provost and Executive Vice Chancellor	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Cruz, Melanie	Associate Vice Chancellor, Health Sciences Advancement	UCSD	Annual Base as of Dec 31	\$419,544	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Cruz, Melanie	Associate Vice Chancellor, Health Sciences Advancement	UCSD	Actual Base Salary Received	\$411,949	Actual base salary paid during calendar year 2025.
Cruz, Melanie	Associate Vice Chancellor, Health Sciences Advancement	UCSD	Recognition Award	\$4,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service.
Cucina, Russ	Chief Health Information Officer	UCSF	Annual Base as of Dec 31	\$556,974	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Cucina, Russ	Chief Health Information Officer	UCSF	Actual Base Salary Received	\$566,906	Actual base salary paid during calendar year 2025.
Cucina, Russ	Chief Health Information Officer	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$107,492	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Czech, Jane	Associate Chair, Finance and Administration Neurology	UCSF	Annual Base as of Dec 31	\$412,284	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Czech, Jane	Associate Chair, Finance and Administration Neurology	UCSF	Actual Base Salary Received	\$404,825	Actual base salary paid during calendar year 2025.
Czech, Jane	Associate Chair, Finance and Administration Neurology	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$50,133	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Czech, Jane	Associate Chair, Finance and Administration Neurology	UCSF	Recognition Award	\$8,000	Recognition award received (Holly Smith Award) for exceptional service to the UCSF School of Medicine.
Dangoria, Niraj	Vice Chancellor, Operations Management & Capital Programs	UCSD	Annual Base as of Dec 31	\$454,080	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Dangoria, Niraj	Vice Chancellor, Operations Management & Capital Programs	UCSD	Actual Base Salary Received	\$445,867	Actual base salary paid during calendar year 2025.
Dangoria, Niraj	Vice Chancellor, Operations Management & Capital Programs	UCSD	UC Home Loan	\$1,100,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Dangoria, Niraj	Vice Chancellor, Operations Management & Capital Programs	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Davis Rodriguez, John	Vice Chancellor Student Affairs	UCSF	Annual Base as of Dec 31	\$423,120	Annual base salary includes appointment and compensation as Vice Chancellor Student Affairs, effective 5/12/25; action within the President's approval authority. Annual base salary also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Davis Rodriguez, John	Vice Chancellor Student Affairs	UCSF	Actual Base Salary Received	\$329,553	Actual base salary paid during calendar year 2025.
Davis Rodriguez, John	Vice Chancellor Student Affairs	UCSF	Health Sciences Compensation Plan	\$65,425	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP). Data reflects a payment of a "Y" and/or "Z" payment.
Davis Rodriguez, John	Vice Chancellor Student Affairs	UCSF	Stipend	\$5,000	Stipend received for temporary additional duties prior to SMG appointment.
Davis Rodriguez, John	Vice Chancellor Student Affairs	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Davis, Mark	Vice Chancellor for University Advancement	UCSC	Annual Base as of Dec 31	\$445,428	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Davis, Mark	Vice Chancellor for University Advancement	UCSC	Actual Base Salary Received	\$437,371	Actual base salary paid during calendar year 2025.
Davis, Mark	Vice Chancellor for University Advancement	UCSC	UC Home Loan	\$1,125,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Davis, Mark	Vice Chancellor for University Advancement	UCSC	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Davol Muxen, Scott Arthur	Associate Vice Chancellor, Campus Design & Construction	UCSF	Annual Base as of Dec 31	\$441,888	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Davol Muxen, Scott Arthur	Associate Vice Chancellor, Campus Design & Construction	UCSF	Actual Base Salary Received	\$433,894	Actual base salary paid during calendar year 2025.
Davol Muxen, Scott Arthur	Associate Vice Chancellor, Campus Design & Construction	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$55,664	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Day, Lukejohn	VP, UCSF Health System CMO	UCSF	Annual Base as of Dec 31	\$779,638	Annual base salary includes appointment and compensation as Interim President - Adult Services in addition to existing appointment as Chief Medical Officer, effective 1/6/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Day, Lukejohn	VP, UCSF Health System CMO	UCSF	Actual Base Salary Received	\$871,146	Actual base salary paid during calendar year 2025.
Day, Lukejohn	VP, UCSF Health System CMO	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$156,627	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Day, Lukejohn	VP, UCSF Health System CMO	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
De La Cruz, Kim Thuc	Director, Cardiac Perfusion & ECMO Services at Ronald Reagan UCLA Medical Center	UCLA	Annual Base as of Dec 31	\$361,600	Annual base salary includes an equity increase, effective 3/30/25; action within local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
De La Cruz, Kim Thuc	Director, Cardiac Perfusion & ECMO Services at Ronald Reagan UCLA Medical Center	UCLA	Actual Base Salary Received	\$362,930	Actual base salary paid during calendar year 2025.
De La Cruz, Kim Thuc	Director, Cardiac Perfusion & ECMO Services at Ronald Reagan UCLA Medical Center	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$52,555	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
De La Cruz, Kim Thuc	Director, Cardiac Perfusion & ECMO Services at Ronald Reagan UCLA Medical Center	UCLA	Other Cash Compensation/Payments	\$12,474	Data reflects payment for paid time off amount in excess of accumulation limits.
Deas, Deborah	Vice Chancellor for Health Sciences and Mark and Pam Rubin Dean of the School of Medicine	UCR	Annual Base as of Dec 31	\$844,632	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Deas, Deborah	Vice Chancellor for Health Sciences and Mark and Pam Rubin Dean of the School of Medicine	UCR	Actual Base Salary Received	\$829,351	Actual base salary paid during calendar year 2025.
Deas, Deborah	Vice Chancellor for Health Sciences and Mark and Pam Rubin Dean of the School of Medicine	UCR	Health Sciences Compensation Plan	\$168,926	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP). Data reflects a payment of a "Y" and/or "Z" payment.
Deas, Deborah	Vice Chancellor for Health Sciences and Mark and Pam Rubin Dean of the School of Medicine	UCR	UC Home Loan	\$450,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Deas, Deborah	Vice Chancellor for Health Sciences and Mark and Pam Rubin Dean of the School of Medicine	UCR	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Deas, Deborah	Vice Chancellor for Health Sciences and Mark and Pam Rubin Dean of the School of Medicine	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Denson, Michael	Chief of Police	UCSF	Annual Base as of Dec 31	\$380,208	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Denson, Michael	Chief of Police	UCSF	Actual Base Salary Received	\$373,327	Actual base salary paid during calendar year 2025.
Denson, Michael	Chief of Police	UCSF	Stipend	\$37,332	Stipend received for temporary additional duties.
Denson, Michael	Chief of Police	UCSF	Other Cash Compensation/Payments	\$2,000	Data reflects annual allowance payments for fitness and uniform expenses, which are standard for this position.
Diaz, Cain	Associate Vice President - Budget Analysis and Planning	UCOP	Annual Base as of Dec 31	\$309,600	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Diaz, Cain	Associate Vice President - Budget Analysis and Planning	UCOP	Actual Base Salary Received	\$304,000	Actual base salary paid during calendar year 2025.
Diaz, Cain	Associate Vice President - Budget Analysis and Planning	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Doll, Jennifer	Chief Financial Officer, UC Davis Health	UCD	Annual Base as of Dec 31	\$877,200	Annual base salary includes a market-based salary adjustment, effective 5/1/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Doll, Jennifer	Chief Financial Officer, UC Davis Health	UCD	Actual Base Salary Received	\$840,500	Actual base salary paid during calendar year 2025.
Doll, Jennifer	Chief Financial Officer, UC Davis Health	UCD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$197,774	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Doll, Jennifer	Chief Financial Officer, UC Davis Health	UCD	Moving Expenses	\$48	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Doll, Jennifer	Chief Financial Officer, UC Davis Health	UCD	UC Home Loan	\$100,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Doll, Jennifer	Chief Financial Officer, UC Davis Health	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Donaldson, Lori	Chief Financial Officer, Medical Center	UCSD	Annual Base as of Dec 31	\$817,285	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Donaldson, Lori	Chief Financial Officer, Medical Center	UCSD	Actual Base Salary Received	\$831,870	Actual base salary paid during calendar year 2025.
Donaldson, Lori	Chief Financial Officer, Medical Center	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$184,264	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Donaldson, Lori	Chief Financial Officer, Medical Center	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Donaldson, Lori	Chief Financial Officer, Medical Center	UCSD	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Douglas, Melanie	Interim Vice Chancellor for Information Technology	UCSC	Annual Base as of Dec 31	\$335,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an appointment and compensation as Interim Vice Chancellor for Information technology, effective 12/1/25; action within the Chancellor's local approval authority.
Douglas, Melanie	Interim Vice Chancellor for Information Technology	UCSC	Actual Base Salary Received	\$255,240	Actual base salary paid during calendar year 2025.
Drake, Michael	UC President Emeritus	UCOP	Annual Base as of Dec 31	\$1,349,856	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. SMG appointment as President of the University ended on 7/31/25 at an ending SMG annual base salary of \$1,349,856, which was below the 90th percentile of the position's Market Reference Zone.
Drake, Michael	UC President Emeritus	UCOP	Actual Base Salary Received	\$1,325,440	Actual base salary paid during calendar year 2025, which includes base salary for SMG position and base salary received as faculty, once the SMG appointment ended.
Drake, Michael	UC President Emeritus	UCOP	Other Cash Compensation/Payments	\$248,249	Data reflects vacation payout upon stepping down from SMG appointment.
Drake, Michael	UC President Emeritus	UCOP	Other Cash Compensation/Payments	\$61,075	Data reflects recurring monthly housing allowance payments while serving as UC President; action is within the Regents' approval authority.
Drake, Michael	UC President Emeritus	UCOP	Other Cash Compensation/Payments	\$3,000	Data reflects honorarium payment received after SMG appointment ended.
Drake, Michael	UC President Emeritus	UCOP	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Drumm, Kelly	Deputy General Counsel, Legal Policy and Operations	UCOP	Annual Base as of Dec 31	\$475,704	Annual base salary includes a market-based salary adjustment, effective 4/15/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Drumm, Kelly	Deputy General Counsel, Legal Policy and Operations	UCOP	Actual Base Salary Received	\$431,530	Actual base salary paid during calendar year 2025.
Drumm, Kelly	Deputy General Counsel, Legal Policy and Operations	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Dugan, Nick	Vice Chancellor and Chief Information Officer	UCM	Annual Base as of Dec 31	\$338,580	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Dugan, Nick	Vice Chancellor and Chief Information Officer	UCM	Actual Base Salary Received	\$332,455	Actual base salary paid during calendar year 2025.
Dugan, Nick	Vice Chancellor and Chief Information Officer	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Dumont, Betsy	Executive Vice Chancellor and Provost	UCM	Annual Base as of Dec 31	\$467,784	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Dumont, Betsy	Executive Vice Chancellor and Provost	UCM	Actual Base Salary Received	\$459,321	Actual base salary paid during calendar year 2025.

Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Dumont, Betsy	Executive Vice Chancellor and Provost	UCM	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Dumont, Betsy	Executive Vice Chancellor and Provost	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Duntugan, Albert Gonzales	Chief Data & Analytics Officer, UCLA Health Sciences	UCLA	Annual Base as of Dec 31	\$393,546	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Duntugan, Albert Gonzales	Chief Data & Analytics Officer, UCLA Health Sciences	UCLA	Actual Base Salary Received	\$400,565	Actual base salary paid during calendar year 2025.
Duntugan, Albert Gonzales	Chief Data & Analytics Officer, UCLA Health Sciences	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$57,200	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Duntugan, Albert Gonzales	Chief Data & Analytics Officer, UCLA Health Sciences	UCLA	Other Cash Compensation/Payments	\$18,102	Data reflects payment for paid time off amount in excess of accumulation limits.
Durden, David	Director of Swimming & Diving / Ned Spieker Men's Swim Head Coach	UCB	Annual Base as of Dec 31	\$430,000	Base salary approved as part of negotiated athletics contract.
Durden, David	Director of Swimming & Diving / Ned Spieker Men's Swim Head Coach	UCB	Actual Base Salary Received	\$435,000	Actual base salary paid during calendar year 2025.
Durden, David	Director of Swimming & Diving / Ned Spieker Men's Swim Head Coach	UCB	Coach - Incentive	\$60,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Durden, David	Director of Swimming & Diving / Ned Spieker Men's Swim Head Coach	UCB	Other Cash Compensation/Payments	\$70,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Durden, David	Director of Swimming & Diving / Ned Spieker Men's Swim Head Coach	UCB	Taxable Benefit/Perquisite	\$154	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Eaton, Andrea Gunn	Chief Campus Counsel and Vice Chancellor - Legal Affairs	UCI	Annual Base as of Dec 31	\$443,760	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Eaton, Andrea Gunn	Chief Campus Counsel and Vice Chancellor - Legal Affairs	UCI	Actual Base Salary Received	\$435,733	Actual base salary paid during calendar year 2025.
Eaton, Andrea Gunn	Chief Campus Counsel and Vice Chancellor - Legal Affairs	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Ebert, Deborah Marie	Vice President, Surgical Services	UCSF	Annual Base as of Dec 31	\$557,287	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Ebert, Deborah Marie	Vice President, Surgical Services	UCSF	Actual Base Salary Received	\$567,230	Actual base salary paid during calendar year 2025.
Ebert, Deborah Marie	Vice President, Surgical Services	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$69,830	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Ebert, Deborah Marie	Vice President, Surgical Services	UCSF	Moving Expenses	\$7,476	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Eftekhari, Kathy	Interim Associate Vice President - Administrative Services	UCOP	Annual Base as of Dec 31	\$323,292	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an appointment and compensation as Interim Associate Vice President -Administrative Services, effective 9/1/25; action within the EVP-COO's approval authority.
Eftekhari, Kathy	Interim Associate Vice President - Administrative Services	UCOP	Actual Base Salary Received	\$276,335	Actual base salary paid during calendar year 2025.
Eftekhari, Kathy	Interim Associate Vice President - Administrative Services	UCOP	Stipend	\$18,720	Stipend received for temporary additional duties.
Engel, Elizabeth	VP, Chief of Staff to the CEO	UCSF	Annual Base as of Dec 31	\$461,197	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Engel, Elizabeth	VP, Chief of Staff to the CEO	UCSF	Actual Base Salary Received	\$469,429	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Engel, Elizabeth	VP, Chief of Staff to the CEO	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$71,503	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Engel, Elizabeth	VP, Chief of Staff to the CEO	UCSF	Other Cash Compensation/Payments	\$16,511	Data reflects payment for paid time off amount in excess of accumulation limits.
Engelbach, Karl	Chief Strategy Officer	UCD	Annual Base as of Dec 31	\$471,312	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Engelbach, Karl	Chief Strategy Officer	UCD	Actual Base Salary Received	\$462,786	Actual base salary paid during calendar year 2025.
Epperson, Liana	Interim Deputy General Counsel of Business, Transaction & Innovation	UCOP	Annual Base as of Dec 31	\$414,298	Annual base salary includes appointment and compensation as Interim Deputy General Counsel of Business, Transaction & Innovation, effective 5/19/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Epperson, Liana	Interim Deputy General Counsel of Business, Transaction & Innovation	UCOP	Actual Base Salary Received	\$370,131	Actual base salary paid during calendar year 2025.
Eskierka, Kimberlee	Chief Human Resources Officer, UCSD Health	UCSD	Annual Base as of Dec 31	\$430,003	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. Annual base salary includes an upward job reclassification, effective 8/31/25; action within the Chancellor's local approval authority.
Eskierka, Kimberlee	Chief Human Resources Officer, UCSD Health	UCSD	Actual Base Salary Received	\$341,030	Actual base salary paid during calendar year 2025.
Eskierka, Kimberlee	Chief Human Resources Officer, UCSD Health	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$52,228	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Eskierka, Kimberlee	Chief Human Resources Officer, UCSD Health	UCSD	Stipend	\$52,361	Stipend received for temporary additional duties.
Eskierka, Kimberlee	Chief Human Resources Officer, UCSD Health	UCSD	Moving Expenses	\$25,524	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Eversole, Nicholas	Assistant Vice Chancellor - Human Health Sciences & Chief of Staff	UCD	Annual Base as of Dec 31	\$354,288	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Eversole, Nicholas	Assistant Vice Chancellor - Human Health Sciences & Chief of Staff	UCD	Actual Base Salary Received	\$347,876	Actual base salary paid during calendar year 2025.
Eversole, Nicholas	Assistant Vice Chancellor - Human Health Sciences & Chief of Staff	UCD	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$51,494	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Eversole, Nicholas	Assistant Vice Chancellor - Human Health Sciences & Chief of Staff	UCD	Other Cash Compensation/Payments	\$29,594	Data reflects payment for paid time off amount in excess of accumulation limits.
Farrow, Joseph	Chief of Police	UCD	Annual Base as of Dec 31	\$381,060	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Farrow, Joseph	Chief of Police	UCD	Actual Base Salary Received	\$374,165	Actual base salary paid during calendar year 2025.
Farrow, Joseph	Chief of Police	UCD	Stipend	\$37,416	Stipend received for temporary additional duties.
Farrow, Joseph	Chief of Police	UCD	Other Cash Compensation/Payments	\$2,000	Data reflects annual allowance payments for fitness and uniform expenses, which are standard for this position.
Fierro-Peretti, Andrew	VP/CAO, Financial Operations	UCSF	Annual Base as of Dec 31	\$350,199	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Fierro-Peretti, Andrew	VP/CAO, Financial Operations	UCSF	Actual Base Salary Received	\$356,440	Actual base salary paid during calendar year 2025.
Fierro-Peretti, Andrew	VP/CAO, Financial Operations	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$58,408	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Fierro-Peretti, Andrew	VP/CAO, Financial Operations	UCSF	Other Cash Compensation/Payments	\$11,447	Data reflects payment for paid time off amount in excess of accumulation limits.
Fisher, Marc	Vice Chancellor for Administration	UCB	Annual Base as of Dec 31	\$489,300	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Fisher, Marc	Vice Chancellor for Administration	UCB	Actual Base Salary Received	\$480,445	Actual base salary paid during calendar year 2025.
Fisher, Marc	Vice Chancellor for Administration	UCB	Taxable Benefit/Perquisite	\$155	W-2 taxable value of athletic tickets received for personal use in 2025.
Fisher, Marc	Vice Chancellor for Administration	UCB	UC Home Loan	\$500,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Fisher, Marc	Vice Chancellor for Administration	UCB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Fortin, Judy	Chief of Communications, UCLA Health	UCLA	Annual Base as of Dec 31	\$433,093	Annual base salary includes an equity increase, effective 5/25/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Fortin, Judy	Chief of Communications, UCLA Health	UCLA	Actual Base Salary Received	\$423,275	Actual base salary paid during calendar year 2025.
Fortin, Judy	Chief of Communications, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$97,642	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Fortin, Judy	Chief of Communications, UCLA Health	UCLA	Other Cash Compensation/Payments	\$13,354	Data reflects payment for paid time off amount in excess of accumulation limits.
Frenk, Julio	Chancellor - UCLA	UCLA	Annual Base as of Dec 31	\$1,010,232	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Frenk, Julio	Chancellor - UCLA	UCLA	Actual Base Salary Received	\$954,878	Actual base salary paid during calendar year 2025.
Frenk, Julio	Chancellor - UCLA	UCLA	Other Cash Compensation/Payments	\$97,890	Per policy, a hiring bonus was approved to be paid in two installments; action within the Regents' approval authority. Data reflects the first installment payment, which was made in 2025.
Frenk, Julio	Chancellor - UCLA	UCLA	Moving Expenses	\$221,044	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Frenk, Julio	Chancellor - UCLA	UCLA	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor. Due to renovations to the Chancellor's residence. Regents approved alternative housing arrangements.
Frenk, Julio	Chancellor - UCLA	UCLA	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Frenk, Julio	Chancellor - UCLA	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Fullerton, Kathleen	Assoc. Vice President & Director - State Government Relations	UCOP	Annual Base as of Dec 31	\$324,048	Annual base salary includes a market-based salary adjustment, effective 1/1/25; action within the EVP-COO's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Fullerton, Kathleen	Assoc. Vice President & Director - State Government Relations	UCOP	Actual Base Salary Received	\$316,544	Actual base salary paid during calendar year 2025.
Fullerton, Kathleen	Associate Vice President & Director - State Government Relations	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Fulton, Amanda	Nurse Anesthetist Manager	UCSF	Annual Base as of Dec 31	\$383,983	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Fulton, Amanda	Nurse Anesthetist Manager	UCSF	Actual Base Salary Received	\$390,829	Actual base salary paid during calendar year 2025.
Fulton, Amanda	Nurse Anesthetist Manager	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$32,741	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Galens, Jessica	Interim VP/CFO UCSF Benioff Children's Hospitals	UCSF	Annual Base as of Dec 31	\$353,603	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Galens, Jessica	Interim VP/CFO UCSF Benioff Children's Hospitals	UCSF	Actual Base Salary Received	\$358,592	Actual base salary paid during calendar year 2025.
Galens, Jessica	Interim VP/CFO UCSF Benioff Children's Hospitals	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$44,541	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Galens, Jessica	Interim VP/CFO UCSF Benioff Children's Hospitals	UCSF	Stipend	\$12,240	Stipend received for temporary additional duties.
Galens, Jessica	Interim VP/CFO UCSF Benioff Children's Hospitals	UCSF	Other Cash Compensation/Payments	\$1,313	Payment of compensatory time earned.
Gallegos, Sergio	Former Associate Chief Technology Officer, Information Services & Solutions, UCLA Health/Chief Technology Officer, UCI Health	UCI	Annual Base as of Dec 31	\$375,005	Data reflects the annual base salary (which is at/above midpoint of salary range), effective 12/29/25, for new role at UCI as Chief Technology Officer. Employee transferred from UCLA with an ending base salary of \$366,841 (which was below midpoint of salary range) and included a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Gallegos, Sergio	Former Associate Chief Technology Officer, Information Services & Solutions, UCLA Health/Chief Technology Officer, UCI Health	UCI	Actual Base Salary Received	\$373,386	Actual base salary paid during calendar year 2025.
Gallegos, Sergio	Former Associate Chief Technology Officer, Information Services & Solutions, UCLA Health/Chief Technology Officer, UCI Health	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$53,319	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Gallegos, Sergio	Former Associate Chief Technology Officer, Information Services & Solutions, UCLA Health/Chief Technology Officer, UCI Health	UCI	Other Cash Compensation/Payments	\$30,921	Data reflects payment for paid time off amount in excess of accumulation limits.
Garrity, William	University Librarian and Vice Provost of Digital Scholarship	UCD	Annual Base as of Dec 31	\$317,232	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Garrity, William	University Librarian and Vice Provost of Digital Scholarship	UCD	Actual Base Salary Received	\$311,491	Actual base salary paid during calendar year 2025.
Garrity, William	University Librarian and Vice Provost of Digital Scholarship	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Gaweco, Angelie	Vice President/Chief Financial Officer Medical Center and Adult Services	UCSF	Annual Base as of Dec 31	\$537,681	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Gaweco, Angelie	Vice President/Chief Financial Officer Medical Center and Adult Services	UCSF	Actual Base Salary Received	\$547,273	Actual base salary paid during calendar year 2025.
Gaweco, Angelie	Vice President/Chief Financial Officer Medical Center and Adult Services	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$91,175	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Gee, Debbie	Executive Director, Orthopedic Institute, Orthopedic Service Line and Ambulatory Surgery Center	UCSF	Annual Base as of Dec 31	\$373,836	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Gee, Debbie	Executive Director, Orthopedic Institute, Orthopedic Service Line and Ambulatory Surgery Center	UCSF	Actual Base Salary Received	\$380,499	Actual base salary paid during calendar year 2025.
Gee, Debbie	Executive Director, Orthopedic Institute, Orthopedic Service Line and Ambulatory Surgery Center	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$47,089	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Gee, Debbie	Executive Director, Orthopedic Institute, Orthopedic Service Line and Ambulatory Surgery Center	UCSF	Other Cash Compensation/Payments	\$20,590	Data reflects payment for paid time off amount in excess of accumulation limits.
Giacomi, Jon	Associate Vice Chancellor, Campus Life Services	UCSF	Annual Base as of Dec 31	\$469,020	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Giacomi, Jon	Associate Vice Chancellor, Campus Life Services	UCSF	Actual Base Salary Received	\$451,822	Actual base salary paid during calendar year 2025.
Gillman, Howard	Chancellor - UC Irvine	UCI	Annual Base as of Dec 31	\$923,640	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Gillman, Howard	Chancellor - UC Irvine	UCI	Actual Base Salary Received	\$906,933	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Gillman, Howard	Chancellor - UC Irvine	UCI	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Gillman, Howard	Chancellor - UC Irvine	UCI	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Gillman, Howard	Chancellor - UC Irvine	UCI	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Gillman, Howard	Chancellor - UC Irvine	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Glandorf, Josh James	Chief Information Officer, UCSD Health	UCSD	Annual Base as of Dec 31	\$393,734	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Glandorf, Josh James	Chief Information Officer, UCSD Health	UCSD	Actual Base Salary Received	\$400,759	Actual base salary paid during calendar year 2025.
Glandorf, Josh James	Chief Information Officer, UCSD Health	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$88,770	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Goldstein, Rhonda	Deputy General Counsel - Litigation	UCOP	Annual Base as of Dec 31	\$462,336	Annual base salary includes a market-based salary adjustment, effective 4/15/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Goldstein, Rhonda	Deputy General Counsel - Litigation	UCOP	Actual Base Salary Received	\$414,237	Actual base salary paid during calendar year 2025.
Goldstein, Rhonda	Deputy General Counsel - Litigation	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Goldstein, Steven	Vice Chancellor of Health Affairs	UCI	Annual Base as of Dec 31	\$1,120,392	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Goldstein, Steven	Vice Chancellor of Health Affairs	UCI	Actual Base Salary Received	\$1,100,120	Actual base salary paid during calendar year 2025.
Goldstein, Steven	Vice Chancellor of Health Affairs	UCI	Health Sciences Compensation Plan	\$150,000	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP). Data reflects a payment of a "Y" and/or "Z" payment.
Goldstein, Steven	Vice Chancellor of Health Affairs	UCI	UC Home Loan	\$549,850	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Goldstein, Steven	Vice Chancellor of Health Affairs	UCI	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Goldstein, Steven	Vice Chancellor of Health Affairs	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Gonzalez, Julio	Technologist, RAD, Principal Supervisor	UCSF	Annual Base as of Dec 31	\$247,386	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Gonzalez, Julio	Technologist, RAD, Principal Supervisor	UCSF	Actual Base Salary Received	\$455,487	Actual base salary paid during calendar year 2025.
Gonzalez, Julio	Technologist, RAD, Principal Supervisor	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$8,330	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Gonzalez, Julio	Technologist, RAD, Principal Supervisor	UCSF	Other Cash Compensation/Payments	\$10,841	Data reflects payment for paid time off amount in excess of accumulation limits.
Gonzalez, Julio	Technologist, RAD, Principal Supervisor	UCSF	Other Cash Compensation/Payments	\$918	Payment of compensatory time earned.
Gorden, Monroe	Vice Chancellor for Student Affairs	UCLA	Annual Base as of Dec 31	\$430,284	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Gorden, Monroe	Vice Chancellor for Student Affairs	UCLA	Actual Base Salary Received	\$422,496	Actual base salary paid during calendar year 2025.
Gorden, Monroe	Vice Chancellor for Student Affairs	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Gore, Erin	Sr. Vice Chancellor Finance & Administration	UCSF	Annual Base as of Dec 31	\$613,368	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Gore, Erin	Sr. Vice Chancellor Finance & Administration	UCSF	Actual Base Salary Received	\$612,232	Actual base salary paid during calendar year 2025.
Gore, Erin	Sr. Vice Chancellor Finance & Administration	UCSF	UC Home Loan	\$1,900,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Gore, Erin	Sr. Vice Chancellor Finance & Administration	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Grafton, Scott	Former Interim Vice Chancellor of Research/Recall Research Professor	UCSB	Annual Base as of Dec 31	\$196,811	Effective 2/14/25, appointed as rehired retiree at 43 percent time as Interim Vice Chancellor for Research; action within the Chancellor's local approval authority. Data reflects Interim SMG annual base salary at 43 percent time (\$457,700 at 100 percent time), which is below the 60th percentile of the position's Market Reference Zone. Annual base salary also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Grafton, Scott	Former Interim Vice Chancellor of Research/Recall Research Professor	UCSB	Actual Base Salary Received	\$193,338	Actual base salary paid during calendar year 2025, which includes base salary for Interim SMG position and base salary received as faculty, once the Interim SMG appointment ended.
Grafton, Scott	Former Interim Vice Chancellor of Research/Recall Research Professor	UCSB	Stipend	\$7,628	Stipend received for temporary additional duties prior to Interim SMG appointment.
Grafton, Scott	Former Interim Vice Chancellor of Research/Recall Research Professor	UCSB	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Grappone, Todd	University Librarian	UCSB	Annual Base as of Dec 31	\$319,920	Annual base salary includes appointment and compensation as University Librarian, effective 7/1/25; action within the President's approval authority. Annual base salary also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Grappone, Todd	University Librarian	UCSB	Actual Base Salary Received	\$258,474	Actual base salary paid during calendar year 2025.
Grappone, Todd	University Librarian	UCSB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Greenwood, Juliet	Dean of Continuing and Professional Education	UCD	Annual Base as of Dec 31	\$306,480	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Greenwood, Juliet	Dean of Continuing and Professional Education	UCD	Actual Base Salary Received	\$300,936	Actual base salary paid during calendar year 2025.
Greenwood, Juliet	Dean of Continuing and Professional Education	UCD	UC Home Loan	\$783,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Greenwood, Juliet	Dean of Continuing and Professional Education	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Grimley, Karen Ann	Chief Nursing Executive, UCLA Health	UCLA	Annual Base as of Dec 31	\$619,029	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Grimley, Karen Ann	Chief Nursing Executive, UCLA Health	UCLA	Actual Base Salary Received	\$630,071	Actual base salary paid during calendar year 2025.
Grimley, Karen Ann	Chief Nursing Executive, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$124,418	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Grimley, Karen Ann	Chief Nursing Executive, UCLA Health	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Grimley, Karen Ann	Chief Nursing Executive, UCLA Health	UCLA	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Guimaraes, Arthur	Chief Operating Officer and Co-Head of Real Estate	UCOP	Annual Base as of Dec 31	\$472,380	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Guimaraes, Arthur	Chief Operating Officer and Co-Head of Real Estate	UCOP	Actual Base Salary Received	\$463,833	Actual base salary paid during calendar year 2025.
Guimaraes, Arthur	Chief Operating Officer and Co-Head of Real Estate	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$419,757	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Guimaraes, Arthur	Chief Operating Officer and Co-Head of Real Estate	UCOP	UC Home Loan	\$1,330,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Guimaraes, Arthur	Chief Operating Officer and Co-Head of Real Estate	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Guimaraes, Arthur	Chief Operating Officer and Co-Head of Real Estate	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Gullatt, Yvette	VP - Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion/Chief Diversity Officer	UCOP	Annual Base as of Dec 31	\$428,280	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Gullatt, Yvette	VP - Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion/Chief Diversity Officer	UCOP	Actual Base Salary Received	\$420,533	Actual base salary paid during calendar year 2025.
Gullatt, Yvette	VP - Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion/Chief Diversity Officer	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Gullatt, Yvette	VP - Graduate and Undergraduate Affairs and Vice Provost for Equity, Diversity and Inclusion/Chief Diversity Officer	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Gunasekaran, Suresh	President and Chief Executive Officer UCSF Health	UCSF	Annual Base as of Dec 31	\$2,080,922	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Gunasekaran, Suresh	President and Chief Executive Officer UCSF Health	UCSF	Actual Base Salary Received	\$2,118,058	Actual base salary paid during calendar year 2025.
Gunasekaran, Suresh	President and Chief Executive Officer UCSF Health	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$622,054	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with an STI target award of 20 percent, a maximum potential STI award of 30 percent, an LTI target award of 10 percent, and a maximum potential LTI award of 15 percent of annual salary. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Gunasekaran, Suresh	President and Chief Executive Officer UCSF Health	UCSF	UC Home Loan	\$4,740,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Gunasekaran, Suresh	President and Chief Executive Officer UCSF Health	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Gutekunst, Meghan	Associate Vice President - Capital Financial Planning & Analysis	UCOP	Annual Base as of Dec 31	\$397,896	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Gutekunst, Meghan	Associate Vice President - Capital Financial Planning & Analysis	UCOP	Actual Base Salary Received	\$390,693	Actual base salary paid during calendar year 2025.
Gutekunst, Meghan	Associate Vice President - Capital Financial Planning & Analysis	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Ha, Won	Vice Chancellor, UCSF Office of Communications	UCSF	Annual Base as of Dec 31	\$339,012	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Ha, Won	Vice Chancellor, UCSF Office of Communications	UCSF	Actual Base Salary Received	\$332,880	Actual base salary paid during calendar year 2025.
Ha, Won	Vice Chancellor, UCSF Office of Communications	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Hadley, Deneen P	Chief Contracting Officer, UCLA Health/Former Medical Care Manager, UCSF Health	UCLA	Annual Base as of Dec 31	\$550,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hadley, Deneen P	Chief Contracting Officer, UCLA Health/Former Medical Care Manager, UCSF Health	UCLA	Actual Base Salary Received	\$548,674	Actual base salary paid during calendar year 2025.
Hadley, Deneen P	Chief Contracting Officer, UCLA Health/Former Medical Care Manager, UCSF Health	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$92,486	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Hadley, Deneen P	Chief Contracting Officer, UCLA Health/Former Medical Care Manager, UCSF Health	UCLA	Stipend	\$115,670	Stipend received for temporary additional duties.
Hagg, Scott	Vice Chancellor of Enrollment Management	UCM	Annual Base as of Dec 31	\$304,440	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hagg, Scott	Vice Chancellor of Enrollment Management	UCM	Actual Base Salary Received	\$298,933	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Hagg, Scott	Vice Chancellor of Enrollment Management	UCM	Moving Expenses	\$892	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Hagg, Scott	Vice Chancellor of Enrollment Management	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Haines, Chuck	Former VC-CFO/Executive Advisor	UCSB	Annual Base as of Dec 31	\$184,908	Rehired retiree; data reflects 43 percent of full time equivalent compensation.
Haines, Chuck	Former VC-CFO/Executive Advisor	UCSB	Actual Base Salary Received	\$307,176	Actual base salary paid during calendar year 2025, which includes base salary for SMG position; Retired June 2025; Rehired into Staff position at 43 percent of full time equivalent compensation, effective 8/4/25.
Haines, Chuck	Former VC-CFO/Executive Advisor	UCSB	Other Cash Compensation/Payments	\$77,925	Data reflects vacation payout upon stepping down from SMG appointment.
Hales, Brent	AVP - Research and Cooperative Extension	UCOP	Annual Base as of Dec 31	\$327,996	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hales, Brent	AVP - Research and Cooperative Extension	UCOP	Actual Base Salary Received	\$322,060	Actual base salary paid during calendar year 2025.
Hales, Brent	AVP - Research and Cooperative Extension	UCOP	UC Home Loan	\$855,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Hales, Brent	AVP - Research and Cooperative Extension	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Hall, Bruce	Interim Vice Chancellor of Human Health Sciences	UCD	Annual Base as of Dec 31	\$1,018,020	Annual base salary includes appointment and compensation as Interim Vice Chancellor for Human Health Sciences, effective 2/15/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hall, Bruce	Interim Vice Chancellor of Human Health Sciences	UCD	Actual Base Salary Received	\$895,172	Actual base salary paid during calendar year 2025.
Hall, Bruce	Interim Vice Chancellor of Human Health Sciences	UCD	Health Sciences Compensation Plan	\$191,142	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP). Data reflects a payment of a "Y" and/or "Z" payment.
Hall, Bruce	Interim Vice Chancellor of Human Health Sciences	UCD	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Hamill, Nancy	Chief Campus Counsel	UCSB	Annual Base as of Dec 31	\$386,796	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hamill, Nancy	Chief Campus Counsel	UCSB	Actual Base Salary Received	\$379,796	Actual base salary paid during calendar year 2025.
Hamill, Nancy	Chief Campus Counsel	UCSB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Hansen Shinnerl, Clare	Vice Chancellor for Finance Operations and Administration	UCD	Annual Base as of Dec 31	\$475,944	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hansen Shinnerl, Clare	Vice Chancellor for Finance Operations and Administration	UCD	Actual Base Salary Received	\$467,334	Actual base salary paid during calendar year 2025.
Hansen Shinnerl, Clare	Vice Chancellor for Finance Operations and Administration	UCD	UC Home Loan	\$819,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Hansen Shinnerl, Clare	Vice Chancellor for Finance Operations and Administration	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Harrigan, Maureen	Interim Vice Chancellor, Chief Financial Officer	UCSD	Annual Base as of Dec 31	\$455,424	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Harrigan, Maureen	Interim Vice Chancellor, Chief Financial Officer	UCSD	Actual Base Salary Received	\$447,185	Actual base salary paid during calendar year 2025.
Harrington, Christopher	Associate Vice President - Federal Government Relations	UCOP	Annual Base as of Dec 31	\$345,720	Annual base salary includes a market-based salary adjustment, effective 1/1/25; action within the EVP-COO's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Harrington, Christopher	Associate Vice President - Federal Government Relations	UCOP	Actual Base Salary Received	\$336,970	Actual base salary paid during calendar year 2025.
Harrington, Christopher	Associate Vice President - Federal Government Relations	UCOP	Recognition Award	\$700	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service. Award received in error; location processed correction in CY2026.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Harrington, Christopher	Associate Vice President - Federal Government Relations	UCOP	Other Cash Compensation/Payments	\$125	Offset for annual health insurance cost for UCDC employees
Harrington, Christopher	Associate Vice President - Federal Government Relations	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Harrison, Scott	Vice President & Chief Technology Officer	UCD	Annual Base as of Dec 31	\$381,444	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Harrison, Scott	Vice President & Chief Technology Officer	UCD	Actual Base Salary Received	\$374,542	Actual base salary paid during calendar year 2025.
Harrison, Scott	Vice President & Chief Technology Officer	UCD	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$55,442	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Harsin, Bryan	Offensive Coordinator/Quarterbacks - Football	UCB	Annual Base as of Dec 31	\$275,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Harsin, Bryan	Offensive Coordinator/Quarterbacks - Football	UCB	Actual Base Salary Received	\$240,909	Actual base salary paid during calendar year 2025.
Harsin, Bryan	Offensive Coordinator/Quarterbacks - Football	UCB	Other Cash Compensation/Payments	\$75,000	One-time signing bonus approved as part of negotiated contract.
Harsin, Bryan	Offensive Coordinator/Quarterbacks - Football	UCB	Other Cash Compensation/Payments	\$725,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Harsin, Bryan	Offensive Coordinator/Quarterbacks - Football	UCB	Taxable Benefit/Perquisite	\$4,260	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Hawgood, Sam	Chancellor - UCSF	UCSF	Annual Base as of Dec 31	\$1,227,324	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hawgood, Sam	Chancellor - UCSF	UCSF	Actual Base Salary Received	\$1,205,120	Actual base salary paid during calendar year 2025.
Hawgood, Sam	Chancellor - UCSF	UCSF	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Hawgood, Sam	Chancellor - UCSF	UCSF	Taxable Benefit/Perquisite	\$18,714	Per policy, W-2 taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
Hawgood, Sam	Chancellor - UCSF	UCSF	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Hawgood, Sam	Chancellor - UCSF	UCSF	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Hawgood, Sam	Chancellor - UCSF	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Haynes, Brian	Vice Chancellor for Student Affairs	UCR	Annual Base as of Dec 31	\$358,116	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Haynes, Brian	Vice Chancellor for Student Affairs	UCR	Actual Base Salary Received	\$351,634	Actual base salary paid during calendar year 2025.
Haynes, Brian	Vice Chancellor for Student Affairs	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Hendryx-Powell, Elizabeth	Chief of Staff and Associate Vice Chancellor, Advancement Operations	UCSD	Annual Base as of Dec 31	\$421,956	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hendryx-Powell, Elizabeth	Chief of Staff and Associate Vice Chancellor, Advancement Operations	UCSD	Actual Base Salary Received	\$414,319	Actual base salary paid during calendar year 2025.
Hendryx-Powell, Elizabeth	Chief of Staff and Associate Vice Chancellor, Advancement Operations	UCSD	Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service.
Hermalin, Benjamin	Executive Vice Chancellor and Provost	UCB	Annual Base as of Dec 31	\$662,362	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and a market-based salary adjustment, both effective 7/1/25; action within the Regents' approval authority.
Hermalin, Benjamin	Executive Vice Chancellor and Provost	UCB	Actual Base Salary Received	\$601,547	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Hermalin, Benjamin	Executive Vice Chancellor and Provost	UCB	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Hermalin, Benjamin	Executive Vice Chancellor and Provost	UCB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Hervey, Brian	Vice Chancellor, University Advancement and Alumni Relations	UCI	Annual Base as of Dec 31	\$670,800	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hervey, Brian	Vice Chancellor, University Advancement and Alumni Relations	UCI	Actual Base Salary Received	\$658,667	Actual base salary paid during calendar year 2025.
Hervey, Brian	Vice Chancellor, University Advancement and Alumni Relations	UCI	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Hervey, Brian	Vice Chancellor, University Advancement and Alumni Relations	UCI	Other Cash Compensation/Payments	\$65,000	Retention payment was approved by the Board of Regents to be paid in two installments. Data reflects the second and final installment payment, which was made in 2025.
Hervey, Brian	Vice Chancellor, University Advancement and Alumni Relations	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Hervey, Brian	Vice Chancellor, University Advancement and Alumni Relations	UCI	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Hickey, Erin	Vice Chancellor University Development Alumni Relations	UCSF	Annual Base as of Dec 31	\$624,288	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hickey, Erin	Vice Chancellor University Development Alumni Relations	UCSF	Actual Base Salary Received	\$612,990	Actual base salary paid during calendar year 2025.
Hickey, Erin	Vice Chancellor University Development Alumni Relations	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Holloway, Bill Joseph	Chief Academic Information Officer, UCLA Health IT	UCLA	Annual Base as of Dec 31	\$373,585	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Holloway, Bill Joseph	Chief Academic Information Officer, UCLA Health IT	UCLA	Actual Base Salary Received	\$380,251	Actual base salary paid during calendar year 2025.
Holloway, Bill Joseph	Chief Academic Information Officer, UCLA Health IT	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$54,299	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Holloway, Bill Joseph	Chief Academic Information Officer, UCLA Health IT	UCLA	Other Cash Compensation/Payments	\$11,472	Data reflects payment for paid time off amount in excess of accumulation limits.
Holmes, Nicholas	Sr. Vice President, UCSF Children's Services and President of UCSF Benioff Children's Hospitals	UCSF	Annual Base as of Dec 31	\$1,238,414	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Holmes, Nicholas	Sr. Vice President, UCSF Children's Services and President of UCSF Benioff Children's Hospitals	UCSF	Actual Base Salary Received	\$1,260,510	Actual base salary paid during calendar year 2025.
Holmes, Nicholas	Sr. Vice President, UCSF Children's Services and President of UCSF Benioff Children's Hospitals	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$239,009	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Holmes, Nicholas	Sr. Vice President, UCSF Children's Services and President of UCSF Benioff Children's Hospitals	UCSF	UC Home Loan	\$2,370,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Holmes, Nicholas	Sr. Vice President, UCSF Children's Services and President of UCSF Benioff Children's Hospitals	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Horton, Wendy	Senior Vice President & President - Adult Services	UCSF	Annual Base as of Dec 31	\$1,049,993	Annual base salary includes appointment and compensation as Senior Vice President - Adult Services, effective 10/1/25; action within the Regents' approval authority.
Horton, Wendy	Senior Vice President & President - Adult Services	UCSF	Actual Base Salary Received	\$233,332	Actual base salary paid during calendar year 2025.
Horton, Wendy	Senior Vice President & President - Adult Services	UCSF	Other Cash Compensation/Payments	\$210,000	Per policy, a hiring bonus was approved to be paid as a one-time lump sum in 2025; action within the Regents' approval authority.
Horton, Wendy	Senior Vice President & President - Adult Services	UCSF	Moving Expenses	\$59,092	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Horton, Wendy	Senior Vice President & President - Adult Services	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Hosoi, Mihoko	University Librarian	UCR	Annual Base as of Dec 31	\$305,004	Annual base salary includes appointment and compensation as University Librarian, effective 10/27/25; action within the Chancellor's local approval authority.
Hosoi, Mihoko	University Librarian	UCR	Actual Base Salary Received	\$30,942	Actual base salary paid during calendar year 2025.
Hosoi, Mihoko	University Librarian	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Hu, Jack	Chancellor - UC Riverside	UCR	Annual Base as of Dec 31	\$824,000	Annual base salary includes appointment and compensation as Chancellor - Riverside, effective 7/15/25; action within the Regents' approval authority.
Hu, Jack	Chancellor - UC Riverside	UCR	Actual Base Salary Received	\$313,478	Actual base salary paid during calendar year 2025.
Hu, Jack	Chancellor - UC Riverside	UCR	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Hu, Jack	Chancellor - UC Riverside	UCR	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Hu, Jack	Chancellor - UC Riverside	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Huie, Craig	Managing Director of Private Credit	UCOP	Annual Base as of Dec 31	\$412,248	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Huie, Craig	Managing Director of Private Credit	UCOP	Actual Base Salary Received	\$404,786	Actual base salary paid during calendar year 2025.
Huie, Craig	Managing Director of Private Credit	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$226,115	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Humiston, Glenda	Vice President, Agriculture and Natural Resources	UCOP	Annual Base as of Dec 31	\$402,480	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Humiston, Glenda	Vice President, Agriculture and Natural Resources	UCOP	Actual Base Salary Received	\$395,200	Actual base salary paid during calendar year 2025.
Humiston, Glenda	Vice President, Agriculture and Natural Resources	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Humiston, Glenda	Vice President, Agriculture and Natural Resources	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Hunt, Darnell Montez	Executive Vice Chancellor and Provost	UCLA	Annual Base as of Dec 31	\$579,288	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Hunt, Darnell Montez	Executive Vice Chancellor and Provost	UCLA	Actual Base Salary Received	\$574,040	Actual base salary paid during calendar year 2025.
Hunt, Darnell Montez	Executive Vice Chancellor and Provost	UCLA	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Hunt, Darnell Montez	Executive Vice Chancellor and Provost	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Jackson, Aisha	Chief Information and Digital Strategy Executive	UCD	Annual Base as of Dec 31	\$450,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an appointment and compensation as Chief Information and Digital Strategy Executive, effective 12/1/25; action within the Chancellor's local approval authority.
Jackson, Aisha	Chief Information and Digital Strategy Executive	UCD	Actual Base Salary Received	\$364,488	Actual base salary paid during calendar year 2025.
Jackson, Aisha	Chief Information and Digital Strategy Executive	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Jackson, Athena Nicole	University Librarian	UCLA	Annual Base as of Dec 31	\$361,200	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Jackson, Athena Nicole	University Librarian	UCLA	Actual Base Salary Received	\$354,667	Actual base salary paid during calendar year 2025.
Jackson, Athena Nicole	University Librarian	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.

Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Jackson-Triche, Maga	Executive Advisor Diversity Equity and Inclusion	UCSF	Annual Base as of Dec 31	\$385,361	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Jackson-Triche, Maga	Executive Advisor Diversity Equity and Inclusion	UCSF	Actual Base Salary Received	\$392,232	Actual base salary paid during calendar year 2025.
Jackson-Triche, Maga	Executive Advisor Diversity Equity and Inclusion	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$16,429	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Jackson-Triche, Maga	Executive Advisor Diversity Equity and Inclusion	UCSF	Other Cash Compensation/Payments	\$29,622	Data reflects payment for paid time off amount in excess of accumulation limits.
Jagels, Barbara Ann	Executive Director, Cancer Services, UCLA Health System	UCLA	Annual Base as of Dec 31	\$423,446	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Jagels, Barbara Ann	Executive Director, Cancer Services, UCLA Health System	UCLA	Actual Base Salary Received	\$431,003	Actual base salary paid during calendar year 2025.
Jagels, Barbara Ann	Executive Director, Cancer Services, UCLA Health System	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$61,547	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Jagels, Barbara Ann	Executive Director, Cancer Services, UCLA Health System	UCLA	Other Cash Compensation/Payments	\$16,224	Data reflects payment for paid time off amount in excess of accumulation limits.
Jarmond, Martin David	Director of Intercollegiate Athletics	UCLA	Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Jarmond, Martin David	Director of Intercollegiate Athletics	UCLA	Actual Base Salary Received	\$300,000	Actual base salary paid during calendar year 2025.
Jarmond, Martin David	Director of Intercollegiate Athletics	UCLA	Coach - Incentive	\$469,370	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Jarmond, Martin David	Director of Intercollegiate Athletics	UCLA	Auto Allowance	\$5,400	Per policy, eligible for annual auto allowance.
Jarmond, Martin David	Director of Intercollegiate Athletics	UCLA	Other Cash Compensation/Payments	\$1,270,833	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Jarmond, Martin David	Director of Intercollegiate Athletics	UCLA	Taxable Benefit/Perquisite	\$14,911	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Jenusaitis, Matthew	Chief Administrative Officer, Innovation and Transformation	UCSD	Annual Base as of Dec 31	\$412,776	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Jenusaitis, Matthew	Chief Administrative Officer, Innovation and Transformation	UCSD	Actual Base Salary Received	\$420,145	Actual base salary paid during calendar year 2025.
Jenusaitis, Matthew	Chief Administrative Officer, Innovation and Transformation	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$88,445	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Jo, Alice	Executive Director of Strategy & Business Development	UCSF	Annual Base as of Dec 31	\$405,323	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. Annual base salary also includes an upward job reclassification, effective 9/5/25; action within the Chancellor's local approval authority.
Jo, Alice	Executive Director of Strategy & Business Development	UCSF	Actual Base Salary Received	\$379,598	Actual base salary paid during calendar year 2025.
Jo, Alice	Executive Director of Strategy & Business Development	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$45,344	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Jo, Alice	Executive Director of Strategy & Business Development	UCSF	Stipend	\$5,028	Stipend received for temporary additional duties.
Johnson, Laurie	Vice President, Ambulatory Care	UCI	Annual Base as of Dec 31	\$516,007	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Johnson, Laurie	Vice President, Ambulatory Care	UCI	Actual Base Salary Received	\$515,632	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Johnson, Laurie	Vice President, Ambulatory Care	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$21,871	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Johnstone, Lora Diaz	Director of Advanced Practice Providers, UCLA Health	UCLA	Annual Base as of Dec 31	\$375,464	Annual base salary includes an equity increase, effective 2/2/25; action within local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Johnstone, Lora Diaz	Director of Advanced Practice Providers, UCLA Health	UCLA	Actual Base Salary Received	\$380,033	Actual base salary paid during calendar year 2025.
Johnstone, Lora Diaz	Director of Advanced Practice Providers, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$54,572	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Johnstone, Lora Diaz	Director of Advanced Practice Providers, UCLA Health	UCLA	Other Cash Compensation/Payments	\$6,481	Data reflects payment for paid time off amount in excess of accumulation limits.
Jones, Eunice	Vice President, Quality and Safety	UCSF	Annual Base as of Dec 31	\$376,383	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Jones, Eunice	Vice President, Quality and Safety	UCSF	Actual Base Salary Received	\$383,101	Actual base salary paid during calendar year 2025.
Jones, Eunice	Vice President, Quality and Safety	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$63,824	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Joslyn, Scott	Interim Chief Innovation Officer and Sr. Vice President, UCI Health	UCI	Annual Base as of Dec 31	\$651,150	Annual base salary includes appointment and compensation as Interim Chief Innovation Officer and Sr. Vice President, UCI Health, effective 4/7/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Joslyn, Scott	Interim Chief Innovation Officer and Sr. Vice President, UCI Health	UCI	Actual Base Salary Received	\$624,870	Actual base salary paid during calendar year 2025.
Joslyn, Scott	Interim Chief Innovation Officer and Sr. Vice President, UCI Health	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$83,771	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Joslyn, Scott	Interim Chief Innovation Officer and Sr. Vice President, UCI Health	UCI	Other Cash Compensation/Payments	\$1,951	Data reflects payment for paid time off amount in excess of accumulation limits.
Kamiya, Emi	Administrative Director, Hematological Malignancies and Cellular Therapies	UCLA	Annual Base as of Dec 31	\$371,915	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Kamiya, Emi	Administrative Director, Hematological Malignancies and Cellular Therapies	UCLA	Actual Base Salary Received	\$378,546	Actual base salary paid during calendar year 2025.
Kamiya, Emi	Administrative Director, Hematological Malignancies and Cellular Therapies	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$54,055	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Kamiya, Emi	Administrative Director, Hematological Malignancies and Cellular Therapies	UCLA	Other Cash Compensation/Payments	\$25,656	Data reflects payment for paid time off amount in excess of accumulation limits.
Kan, Tim	Sr. Vice President/Chief Strategy Officer, UCSF Health	UCSF	Annual Base as of Dec 31	\$941,709	Annual base salary includes appointment and compensation as Sr. Vice President/Chief Strategy Officer, UCSF Health, effective 4/1/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Kan, Tim	Sr. Vice President/Chief Strategy Officer, UCSF Health	UCSF	Actual Base Salary Received	\$930,474	Actual base salary paid during calendar year 2025.
Kan, Tim	Sr. Vice President/Chief Strategy Officer, UCSF Health	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$181,747	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Kan, Tim	Sr. Vice President/Chief Strategy Officer, UCSF Health	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.

Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Kang, Shawn K.	Chief Human Resources Officer, UCLA Health	UCLA	Annual Base as of Dec 31	\$593,410	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. Annual base salary also includes an upward job reclassification, effective 6/22/25; action within the Chancellor's local approval authority.
Kang, Shawn K.	Chief Human Resources Officer, UCLA Health	UCLA	Actual Base Salary Received	\$500,203	Actual base salary paid during calendar year 2025.
Kang, Shawn K.	Chief Human Resources Officer, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$57,225	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Kang, Shawn K.	Chief Human Resources Officer, UCLA Health	UCLA	Other Cash Compensation/Payments	\$36,378	Data reflects payment for paid time off amount in excess of accumulation limits.
Keister, Shaun	Vice Chancellor for Development and Alumni Relations	UCD	Annual Base as of Dec 31	\$595,488	Annual base salary includes a market-based salary adjustment, effective 11/1/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Keister, Shaun	Vice Chancellor for Development and Alumni Relations	UCD	Actual Base Salary Received	\$532,041	Actual base salary paid during calendar year 2025.
Keister, Shaun	Vice Chancellor for Development and Alumni Relations	UCD	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Keister, Shaun	Vice Chancellor for Development and Alumni Relations	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Keister, Shaun	Vice Chancellor for Development and Alumni Relations	UCD	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Khargonekar, Pramod	Former Vice Chancellor for Research/Professor	UCI	Annual Base as of Dec 31	\$475,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. SMG appointment as Vice Chancellor for Research ended on 6/30/25 at an ending SMG annual base salary of \$475,000, which was below the 75th percentile of the position's Market Reference Zone.
Khargonekar, Pramod	Former Vice Chancellor for Research/Professor	UCI	Actual Base Salary Received	\$475,000	Data reflects actual base salary paid during calendar year 2025, which includes base salary as Vice Chancellor for Research and base salary as Professor, once stepped down from the SMG position.
Khargonekar, Pramod	Former Vice Chancellor for Research/Professor	UCI	Other Cash Compensation/Payments	\$133,333	Data reflects payment received as faculty research compensation.
Khargonekar, Pramod	Former Vice Chancellor for Research/Professor	UCI	Other Cash Compensation/Payments	\$76,437	Data reflects vacation payout upon stepping down from SMG appointment.
Khargonekar, Pramod	Former Vice Chancellor for Research/Professor	UCI	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Khosla, Pradeep	Chancellor - UC San Diego	UCSD	Annual Base as of Dec 31	\$1,227,324	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Khosla, Pradeep	Chancellor - UC San Diego	UCSD	Actual Base Salary Received	\$1,225,093	Actual base salary paid during calendar year 2025.
Khosla, Pradeep	Chancellor - UC San Diego	UCSD	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Khosla, Pradeep	Chancellor - UC San Diego	UCSD	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Khosla, Pradeep	Chancellor - UC San Diego	UCSD	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Khosla, Pradeep	Chancellor - UC San Diego	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Kim, Kyle	Vice President of Finance, UCI Health	UCI	Annual Base as of Dec 31	\$412,818	Annual base salary includes an equity increase, effective 2/2/25; action within local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Kim, Kyle	Vice President of Finance, UCI Health	UCI	Actual Base Salary Received	\$409,451	Actual base salary paid during calendar year 2025.
Kim, Kyle	Vice President of Finance, UCI Health	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$13,187	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Kim, Kyle	Vice President of Finance, UCI Health	UCI	Recognition Award	\$10,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service.
Kim, Kyle	Vice President of Finance, UCI Health	UCI	Other Cash Compensation/Payments	\$1,533	Payment of compensatory time earned.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Kim, Kyle	Vice President of Finance, UCI Health	UCI	Other Cash Compensation/Payments	\$5,937	Data reflects payment for paid time off amount in excess of accumulation limits.
Kim, Sandra	Interim Vice Chancellor for Planning, Budget & Administration & Chief Financial Officer	UCR	Annual Base as of Dec 31	\$390,000	Annual base salary includes appointment and compensation as Interim Vice Chancellor for Planning, Budget & Administration & Chief Financial Officer, effective 6/18/25; action within the Chancellor's local approval authority.
Kim, Sandra	Interim Vice Chancellor for Planning, Budget & Administration & Chief Financial Officer	UCR	Actual Base Salary Received	\$249,705	Actual base salary paid during calendar year 2025.
Kim, Sandra	Interim Vice Chancellor for Planning, Budget & Administration & Chief Financial Officer	UCR	Moving Expenses	\$10,000	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
King Jr, Talmadge	Dean of the School of Medicine and Vice Chancellor, Medical Affairs	UCSF	Annual Base as of Dec 31	\$921,852	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
King Jr, Talmadge	Dean of the School of Medicine and Vice Chancellor, Medical Affairs	UCSF	Actual Base Salary Received	\$905,171	Actual base salary paid during calendar year 2025.
King Jr, Talmadge	Dean of the School of Medicine and Vice Chancellor, Medical Affairs	UCSF	Health Sciences Compensation Plan	\$366,591	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP). Data reflects a payment of a "Y" and/or "Z" payment.
King Jr, Talmadge	Dean of the School of Medicine and Vice Chancellor, Medical Affairs	UCSF	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
King Jr, Talmadge	Dean of the School of Medicine and Vice Chancellor, Medical Affairs	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Kissinger, Megan A.	Assistant Vice Chancellor, College Development	UCLA	Annual Base as of Dec 31	\$418,512	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Kissinger, Megan A.	Assistant Vice Chancellor, College Development	UCLA	Actual Base Salary Received	\$410,938	Actual base salary paid during calendar year 2025.
Kissinger, Megan A.	Assistant Vice Chancellor, College Development	UCLA	Recognition Award	\$5,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service.
Klein, Dianne	Investment Director & Sr. Advisor to the CIO	UCOP	Annual Base as of Dec 31	\$349,368	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Klein, Dianne	Investment Director & Sr. Advisor to the CIO	UCOP	Actual Base Salary Received	\$343,046	Actual base salary paid during calendar year 2025.
Klein, Dianne	Investment Director & Sr. Advisor to the CIO	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$151,452	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Kletzer, Lori	Former Campus Provost and Executive Vice Chancellor/Professor	UCSC	Annual Base as of Dec 31	\$269,200	Data reflects annual base salary as faculty after stepping down as Campus Provost on 7/15/25. Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. SMG base salary (\$509,556) was below the 50th percentile of the position's Market Reference Zone.
Kletzer, Lori	Former Campus Provost and Executive Vice Chancellor/Professor	UCSC	Actual Base Salary Received	\$500,337	Data reflects actual base salary paid during calendar year 2025, which includes base salary as Campus Provost and base salary as Professor, once stepped down from SMG, effective 7/16/25.
Kletzer, Lori	Former Campus Provost and Executive Vice Chancellor/Professor	UCSC	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Klohn, Johanna Legath	Chief Risk Officer, UCLA Health	UCLA	Annual Base as of Dec 31	\$428,124	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Klohn, Johanna Legath	Chief Risk Officer, UCLA Health	UCLA	Actual Base Salary Received	\$435,763	Actual base salary paid during calendar year 2025.
Klohn, Johanna Legath	Chief Risk Officer, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$62,227	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Klohn, Johanna Legath	Chief Risk Officer, UCLA Health	UCLA	Other Cash Compensation/Payments	\$13,127	Data reflects payment for paid time off amount in excess of accumulation limits.
Klotzbier, E. Edward	Vice Chancellor and Chief External Relations Officer	UCM	Annual Base as of Dec 31	\$393,708	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Klotzbier, E. Edward	Vice Chancellor and Chief External Relations Officer	UCM	Actual Base Salary Received	\$386,582	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Klotzbier, E. Edward	Vice Chancellor and Chief External Relations Officer	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Koch, Paul	Interim Campus Provost and Executive Vice Chancellor	UCSC	Annual Base as of Dec 31	\$465,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an appointment and compensation as Interim Campus Provost and Executive Vice Chancellor, effective 7/16/25; action within the Chancellor's local approval authority.
Koch, Paul	Interim Campus Provost and Executive Vice Chancellor	UCSC	Actual Base Salary Received	\$335,634	Actual base salary paid during calendar year 2025.
Koch, Paul	Interim Campus Provost and Executive Vice Chancellor	UCSC	Other Cash Compensation/Payments	\$13,454	Data reflects vacation payout upon stepping down from Academic role.
Koch, Paul	Interim Campus Provost and Executive Vice Chancellor	UCSC	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Koschmann, Matt	Vice President, Strategy Officer, Faculty Practice Group	UCSF	Annual Base as of Dec 31	\$385,006	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Koschmann, Matt	Vice President, Strategy Officer, Faculty Practice Group	UCSF	Actual Base Salary Received	\$406,018	Actual base salary paid during calendar year 2025.
Koschmann, Matt	Vice President, Strategy Officer, Faculty Practice Group	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$68,732	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Koschmann, Matt	Vice President, Strategy Officer, Faculty Practice Group	UCSF	Other Cash Compensation/Payments	\$8,943	Data reflects payment for paid time off amount in excess of accumulation limits.
Kotis, Desi	Chief Pharmacy Executive	UCSF	Annual Base as of Dec 31	\$514,588	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Kotis, Desi	Chief Pharmacy Executive	UCSF	Actual Base Salary Received	\$523,764	Actual base salary paid during calendar year 2025.
Kotis, Desi	Chief Pharmacy Executive	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$79,778	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Kotis, Desi	Chief Pharmacy Executive	UCSF	Other Cash Compensation/Payments	\$500	Data reflects payment of an employee referral award.
Kremer, Brendan Reed	Chief Operating Officer, Medical Center	UCSD	Annual Base as of Dec 31	\$731,176	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Kremer, Brendan Reed	Chief Operating Officer, Medical Center	UCSD	Actual Base Salary Received	\$744,226	Actual base salary paid during calendar year 2025.
Kremer, Brendan Reed	Chief Operating Officer, Medical Center	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$153,160	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Kremer, Brendan Reed	Chief Operating Officer, Medical Center	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Lai, Ki	Vice President/Chief Data Officer, Information Technology	UCSF	Annual Base as of Dec 31	\$593,096	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 10/26/25; action within local approval authority.
Lai, Ki	Vice President/Chief Data Officer, Information Technology	UCSF	Actual Base Salary Received	\$572,718	Actual base salary paid during calendar year 2025.
Lai, Ki	Vice President/Chief Data Officer, Information Technology	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$94,500	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Lai, Ki	Vice President/Chief Data Officer, Information Technology	UCSF	Other Cash Compensation/Payments	\$19,812	Data reflects payment for paid time off amount in excess of accumulation limits.
Lam, Mariam	Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer	UCR	Annual Base as of Dec 31	\$338,616	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Lam, Mariam	Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer	UCR	Actual Base Salary Received	\$332,491	Actual base salary paid during calendar year 2025.
Lam, Mariam	Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer	UCR	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Lam, Mariam	Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Lantz, Norman Daniel	Executive Director, General Services, UCLA Health	UCLA	Annual Base as of Dec 31	\$400,061	Annual base salary includes an equity increase, effective 1/5/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lantz, Norman Daniel	Executive Director, General Services, UCLA Health	UCLA	Actual Base Salary Received	\$402,244	Actual base salary paid during calendar year 2025.
Lantz, Norman Daniel	Executive Director, General Services, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$58,146	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Lantz, Norman Daniel	Executive Director, General Services, UCLA Health	UCLA	Other Cash Compensation/Payments	\$23,764	Data reflects payment for paid time off amount in excess of accumulation limits.
Larive, Cynthia	Chancellor - UC Santa Cruz	UCSC	Annual Base as of Dec 31	\$820,440	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. Annual base also includes a 2024 general increase and market-based salary adjustment, both of which the Chancellor chose to forego in 2024. Both 2024 actions were approved to be effective 7/1/25; actions within the Regents' approval authority.
Larive, Cynthia	Chancellor - UC Santa Cruz	UCSC	Actual Base Salary Received	\$688,112	Actual base salary paid during calendar year 2025.
Larive, Cynthia	Chancellor - UC Santa Cruz	UCSC	Taxable Benefit/Perquisite	\$2,559	Per policy, W-2 taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
Larive, Cynthia	Chancellor - UC Santa Cruz	UCSC	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Larive, Cynthia	Chancellor - UC Santa Cruz	UCSC	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Larive, Cynthia	Chancellor - UC Santa Cruz	UCSC	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Lazarus, Bill C.	Chief Technology Officer, UCLA Health IT	UCLA	Annual Base as of Dec 31	\$442,593	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lazarus, Bill C.	Chief Technology Officer, UCLA Health IT	UCLA	Actual Base Salary Received	\$450,486	Actual base salary paid during calendar year 2025.
Lazarus, Bill C.	Chief Technology Officer, UCLA Health IT	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$64,328	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Lazarus, Bill C.	Chief Technology Officer, UCLA Health IT	UCLA	Other Cash Compensation/Payments	\$37,307	Data reflects payment for paid time off amount in excess of accumulation limits.
Lefteris, Chad Thurman	President and Chief Executive Officer, UCI Health	UCI	Annual Base as of Dec 31	\$1,290,420	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lefteris, Chad Thurman	President and Chief Executive Officer, UCI Health	UCI	Actual Base Salary Received	\$1,267,075	Actual base salary paid during calendar year 2025.
Lefteris, Chad Thurman	President and Chief Executive Officer, UCI Health	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$265,585	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with an STI target award of 20 percent, a maximum potential STI award of 30 percent, an LTI target award of 10 percent, and a maximum potential LTI award of 15 percent of annual salary. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Lefteris, Chad Thurman	President and Chief Executive Officer, UCI Health	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Lehmann, Jennifer	UC Systems Revenue Cycle Director	UCLA	Annual Base as of Dec 31	\$449,985	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lehmann, Jennifer	UC Systems Revenue Cycle Director	UCLA	Actual Base Salary Received	\$458,009	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Lehmann, Jennifer	UC Systems Revenue Cycle Director	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$65,402	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Lehmann, Jennifer	UC Systems Revenue Cycle Director	UCLA	Other Cash Compensation/Payments	\$18,991	Data reflects payment for paid time off amount in excess of accumulation limits.
Leinen, Margaret	Vice Chancellor Emerita of Marine Sciences	UCSD	Annual Base as of Dec 31	\$454,968	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. SMG appointment as Vice Chancellor of Marine Sciences ended on 9/30/25 at an ending SMG annual base salary of \$454,968, which was below the 75th percentile of the position's Market Reference Zone.
Leinen, Margaret	Vice Chancellor Emerita of Marine Sciences	UCSD	Actual Base Salary Received	\$446,736	Actual base salary paid during calendar year 2025, which includes base salary for SMG position and base salary received as faculty, once the SMG appointment ended.
Leinen, Margaret	Vice Chancellor Emerita of Marine Sciences	UCSD	Other Cash Compensation/Payments	\$83,672	Data reflects vacation payout upon stepping down from SMG appointment.
Leinen, Margaret	Vice Chancellor Emerita of Marine Sciences	UCSD	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Lennes, Inga	Executive Vice President - Physician Services/Vice Dean - Clinical Affairs	UCSF	Annual Base as of Dec 31	\$806,532	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lennes, Inga	Executive Vice President - Physician Services/Vice Dean - Clinical Affairs	UCSF	Actual Base Salary Received	\$811,943	Actual base salary paid during calendar year 2025.
Lennes, Inga	Executive Vice President - Physician Services/Vice Dean - Clinical Affairs	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$155,659	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Lennes, Inga	Executive Vice President - Physician Services/Vice Dean - Clinical Affairs	UCSF	Moving Expenses	\$33,571	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Lennes, Inga	Executive Vice President - Physician Services/Vice Dean - Clinical Affairs	UCSF	UC Home Loan	\$2,000,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Lennes, Inga	Executive Vice President - Physician Services/Vice Dean - Clinical Affairs	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Leone, Therese	Chief Laboratory Counsel	LBNL	Annual Base as of Dec 31	\$422,568	Annual base salary includes a merit-based increase consistent with FY 2025-26 Berkeley Lab Salary Program.
Leone, Therese	Chief Laboratory Counsel	LBNL	Actual Base Salary Received	\$411,318	Actual base salary paid during calendar year 2025.
Leone, Therese	Chief Laboratory Counsel	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Les, James	Head Coach - Men's Basketball	UCD	Annual Base as of Dec 31	\$356,928	Base salary approved as part of negotiated athletics contract.
Les, James	Head Coach - Men's Basketball	UCD	Actual Base Salary Received	\$348,920	Actual base salary paid during calendar year 2025.
Les, James	Head Coach - Men's Basketball	UCD	Coach - Incentive	\$10,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Les, James	Head Coach - Men's Basketball	UCD	Auto Allowance	\$5,400	Per policy, eligible for annual auto allowance.
Les, James	Head Coach - Men's Basketball	UCD	Other Cash Compensation/Payments	\$20,000	Contingent retention bonus approved as part of negotiated athletics contract.
Les, James	Head Coach - Men's Basketball	UCD	Other Cash Compensation/Payments	\$102,083	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Levine, Michael S.	Vice Chancellor for Academic Affairs and Personnel	UCLA	Annual Base as of Dec 31	\$423,876	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Levine, Michael S.	Vice Chancellor for Academic Affairs and Personnel	UCLA	Actual Base Salary Received	\$418,542	Actual base salary paid during calendar year 2025.
Levine, Michael S.	Vice Chancellor for Academic Affairs and Personnel	UCLA	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Levine, Michael S.	Vice Chancellor for Academic Affairs and Personnel	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Li, Haipeng	University Librarian	UCM	Annual Base as of Dec 31	\$282,336	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Li, Haipeng	University Librarian	UCM	Actual Base Salary Received	\$277,226	Actual base salary paid during calendar year 2025.
Li, Haipeng	University Librarian	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Li, Haipeng	University Librarian	UCM	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Light, Leti	Associate Vice Chancellor, University Development and Alumni Relations	UCSF	Annual Base as of Dec 31	\$483,912	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Light, Leti	Associate Vice Chancellor, University Development and Alumni Relations	UCSF	Actual Base Salary Received	\$475,155	Actual base salary paid during calendar year 2025.
Lloyd, Cheryl	Vice President - Human Resources and Chief Human Resource Officer	UCOP	Annual Base as of Dec 31	\$485,040	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lloyd, Cheryl	Vice President - Human Resources and Chief Human Resource Officer	UCOP	Actual Base Salary Received	\$476,267	Actual base salary paid during calendar year 2025.
Lloyd, Cheryl	Vice President - Human Resources and Chief Human Resource Officer	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Lo, Tony	Director, Global Rates & Trading	UCOP	Annual Base as of Dec 31	\$318,024	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lo, Tony	Director, Global Rates & Trading	UCOP	Actual Base Salary Received	\$312,270	Actual base salary paid during calendar year 2025.
Lo, Tony	Director, Global Rates & Trading	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$184,999	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Longbrake, John	Vice Chancellor of Institutional Advancement	UCSB	Annual Base as of Dec 31	\$445,524	Annual base salary includes a market-based salary adjustment; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines, both effective 7/1/25.
Longbrake, John	Vice Chancellor of Institutional Advancement	UCSB	Actual Base Salary Received	\$414,780	Actual base salary paid during calendar year 2025.
Longbrake, John	Vice Chancellor of Institutional Advancement	UCSB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Lu, Amy	Chief Quality Officer	UCSF	Annual Base as of Dec 31	\$584,828	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lu, Amy	Chief Quality Officer	UCSF	Actual Base Salary Received	\$595,262	Actual base salary paid during calendar year 2025.
Lu, Amy	Chief Quality Officer	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$99,170	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Lu, Amy	Chief Quality Officer	UCSF	Other Cash Compensation/Payments	\$26,889	Data reflects payment for paid time off amount in excess of accumulation limits.
Lucas, Julie	Vice Chancellor for University Development & Alumni Relations	UCB	Annual Base as of Dec 31	\$750,000	Annual base salary includes appointment and compensation as Vice Chancellor for University Development and Alumni Relations, effective 9/8/25; action within the Regents' approval authority.
Lucas, Julie	Vice Chancellor for University Development & Alumni Relations	UCB	Actual Base Salary Received	\$173,295	Actual base salary paid during calendar year 2025.
Lucas, Julie	Vice Chancellor for University Development & Alumni Relations	UCB	Moving Expenses	\$29,779	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Lucas, Julie	Vice Chancellor for University Development & Alumni Relations	UCB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Lucey, Catherine R.	Executive Vice Chancellor and Provost	UCSF	Annual Base as of Dec 31	\$697,404	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lucey, Catherine R.	Executive Vice Chancellor and Provost	UCSF	Actual Base Salary Received	\$684,783	Actual base salary paid during calendar year 2025.
Lucey, Catherine R.	Executive Vice Chancellor and Provost	UCSF	UC Home Loan	\$1,656,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Lucey, Catherine R.	Executive Vice Chancellor and Provost	UCSF	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Lucey, Catherine R.	Executive Vice Chancellor and Provost	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Lyll, Tricia	Secretary and Chief of Staff to The Regents	UCOP	Annual Base as of Dec 31	\$356,352	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lyll, Tricia	Secretary and Chief of Staff to The Regents	UCOP	Actual Base Salary Received	\$349,905	Actual base salary paid during calendar year 2025.
Lyll, Tricia	Secretary and Chief of Staff to The Regents	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Lyons, Bradley	Director of Risk Management	UCOP	Annual Base as of Dec 31	\$349,368	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lyons, Bradley	Director of Risk Management	UCOP	Actual Base Salary Received	\$343,047	Actual base salary paid during calendar year 2025.
Lyons, Bradley	Director of Risk Management	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$182,518	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Lyons, Richard	Chancellor - UC Berkeley	UCB	Annual Base as of Dec 31	\$976,740	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Lyons, Richard	Chancellor - UC Berkeley	UCB	Actual Base Salary Received	\$959,068	Actual base salary paid during calendar year 2025.
Lyons, Richard	Chancellor - UC Berkeley	UCB	Taxable Benefit/Perquisite	\$1,991	Per policy, W-2 taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
Lyons, Richard	Chancellor - UC Berkeley	UCB	Moving Expenses	\$4,980	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Lyons, Richard	Chancellor - UC Berkeley	UCB	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Lyons, Richard	Chancellor - UC Berkeley	UCB	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Lyons, Richard	Chancellor - UC Berkeley	UCB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Mac Pherson, Garry	Vice Chancellor of Administrative Services	UCSB	Annual Base as of Dec 31	\$381,600	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Mac Pherson, Garry	Vice Chancellor of Administrative Services	UCSB	Actual Base Salary Received	\$374,691	Actual base salary paid during calendar year 2025.
Mac Pherson, Garry	Vice Chancellor of Administrative Services	UCSB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Macchione, Nick	Business Development Manager, Health Care	UCSD	Annual Base as of Dec 31	\$645,004	Annual base salary includes an upward job reclassification, effective 2/2/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Macchione, Nick	Business Development Manager, Health Care	UCSD	Actual Base Salary Received	\$632,596	Actual base salary paid during calendar year 2025.
Macchione, Nick	Business Development Manager, Health Care	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$145,422	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
MacMillan, John	Vice Chancellor for Research	UCSC	Annual Base as of Dec 31	\$421,812	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
MacMillan, John	Vice Chancellor for Research	UCSC	Actual Base Salary Received	\$414,182	Actual base salary paid during calendar year 2025.
MacMillan, John	Vice Chancellor for Research	UCSC	UC Home Loan	\$868,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
MacMillan, John	Vice Chancellor for Research	UCSC	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
MacMillan, John	Vice Chancellor for Research	UCSC	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Madsen, Mark	Head Coach - Men's Basketball	UCB	Annual Base as of Dec 31	\$275,000	Base salary approved as part of negotiated athletics contract.
Madsen, Mark	Head Coach - Men's Basketball	UCB	Actual Base Salary Received	\$275,000	Actual base salary paid during calendar year 2025.
Madsen, Mark	Head Coach - Men's Basketball	UCB	Coach - Incentive	\$185,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Madsen, Mark	Head Coach - Men's Basketball	UCB	Other Cash Compensation/Payments	\$2,200,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Madsen, Mark	Head Coach - Men's Basketball	UCB	Other Cash Compensation/Payments	\$325,000	Contingent retention bonus approved as part of negotiated athletics contract.
Madsen, Mark	Head Coach - Men's Basketball	UCB	Taxable Benefit/Perquisite	\$2,363	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Maldonado, Theresa	Vice President for Research & Innovation	UCOP	Annual Base as of Dec 31	\$466,032	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Maldonado, Theresa	Vice President for Research & Innovation	UCOP	Actual Base Salary Received	\$457,597	Actual base salary paid during calendar year 2025.
Maldonado, Theresa	Vice President for Research & Innovation	UCOP	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Maldonado, Theresa	Vice President for Research & Innovation	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Mancuso-Winding, Rebecca	Executive Director, Strategic Community and Business Relations, UCLA Health	UCLA	Annual Base as of Dec 31	\$360,013	Annual base salary includes an equity increase, effective 2/16/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Mancuso-Winding, Rebecca	Executive Director, Strategic Community and Business Relations, UCLA Health	UCLA	Actual Base Salary Received	\$366,419	Actual base salary paid during calendar year 2025.
Mancuso-Winding, Rebecca	Executive Director, Strategic Community and Business Relations, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$32,865	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Mancuso-Winding, Rebecca	Executive Director, Strategic Community and Business Relations, UCLA Health	UCLA	Other Cash Compensation/Payments	\$41,884	Data reflects payment for paid time off amount in excess of accumulation limits.
Markland, Jeanne M.	Interim Chief Information Officer	UCLA	Annual Base as of Dec 31	\$467,461	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Markland, Jeanne M.	Interim Chief Information Officer	UCLA	Actual Base Salary Received	\$475,797	Actual base salary paid during calendar year 2025.
Markland, Jeanne M.	Interim Chief Information Officer	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$67,942	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Markland, Jeanne M.	Interim Chief Information Officer	UCLA	Stipend	\$33,971	Stipend received for temporary additional duties.
Markland, Jeanne M.	Interim Chief Information Officer	UCLA	Other Cash Compensation/Payments	\$17,919	Data reflects payment for paid time off amount in excess of accumulation limits.
Marshall, David	Executive Vice Chancellor and Provost	UCSB	Annual Base as of Dec 31	\$516,516	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an appointment and compensation as Interim Chancellor - Santa Barbara, effective 7/15/25; action within the Regents' approval authority.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Marshall, David	Executive Vice Chancellor and Provost	UCSB	Actual Base Salary Received	\$529,538	Actual base salary paid during calendar year 2025.
Marshall, David	Executive Vice Chancellor and Provost	UCSB	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Marshall, David	Executive Vice Chancellor and Provost	UCSB	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Marshall, David	Executive Vice Chancellor and Provost	UCSB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Marsich, Veronica	Chief Health Counsel	UCSD	Annual Base as of Dec 31	\$439,632	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Marsich, Veronica	Chief Health Counsel	UCSD	Actual Base Salary Received	\$431,680	Actual base salary paid during calendar year 2025.
Mastro, Dana	Former Acting Executive Vice Chancellor and Provost/Vice Provost for Academic Affairs	UCSB	Annual Base as of Dec 31	\$356,300	Effective 7/15/25, appointed as Acting Executive Vice Chancellor and Provost; action within the Chancellor's local approval authority. Data reflects annual base salary for career academic role, which includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and a promotional increase, effective 9/1/25, after returning to Academic role.
Mastro, Dana	Former Acting Executive Vice Chancellor and Provost/Vice Provost for Academic Affairs	UCSB	Actual Base Salary Received	\$351,864	Data reflects actual base salary paid during calendar year 2025, which includes base salary as Acting Executive Vice Chancellor and Provost and base salary as Vice Provost for Academic Affairs.
Mastro, Dana	Former Acting Executive Vice Chancellor and Provost/Vice Provost for Academic Affairs	UCSB	Other Cash Compensation/Payments	\$1,000	Data reflects honorarium payment earned prior to Interim SMG appointment.
May, Gary	Chancellor - UC Davis	UCD	Annual Base as of Dec 31	\$923,640	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
May, Gary	Chancellor - UC Davis	UCD	Actual Base Salary Received	\$906,933	Actual base salary paid during calendar year 2025.
May, Gary	Chancellor - UC Davis	UCD	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
May, Gary	Chancellor - UC Davis	UCD	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
May, Gary	Chancellor - UC Davis	UCD	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
May, Gary	Chancellor - UC Davis	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Maysent, Patricia Spees	Chief Executive Officer, UCSD Health	UCSD	Annual Base as of Dec 31	\$1,510,564	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Maysent, Patricia Spees	Chief Executive Officer, UCSD Health	UCSD	Actual Base Salary Received	\$1,537,519	Actual base salary paid during calendar year 2025.
Maysent, Patricia Spees	Chief Executive Officer, UCSD Health	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$519,909	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with an STI target award of 20 percent, a maximum potential STI award of 30 percent, an LTI target award of 10 percent, and a maximum potential LTI award of 15 percent of annual salary. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Maysent, Patricia Spees	Chief Executive Officer, UCSD Health	UCSD	Auto Allowance	\$9,259	Per policy, eligible for annual auto allowance. An additional auto allowance payment was paid in error; location processed correction in CY2026.
Maysent, Patricia Spees	Chief Executive Officer, UCSD Health	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Maysent, Patricia Spees	Chief Executive Officer, UCSD Health	UCSD	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Mazarei, Adam	Associate Head Coach - Men's Basketball	UCB	Annual Base as of Dec 31	\$275,000	Base salary approved as part of negotiated athletics contract.
Mazarei, Adam	Associate Head Coach - Men's Basketball	UCB	Actual Base Salary Received	\$275,000	Actual base salary paid during calendar year 2025.
Mazarei, Adam	Associate Head Coach - Men's Basketball	UCB	Other Cash Compensation/Payments	\$143,750	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Mazarei, Adam	Associate Head Coach - Men's Basketball	UCB	Taxable Benefit/Perquisite	\$1,225	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Mazziotta, John	Vice Chancellor for Health Sciences/Chief Executive Officer for UCLA Health	UCLA	Annual Base as of Dec 31	\$1,032,336	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Mazziotta, John	Vice Chancellor for Health Sciences/Chief Executive Officer for UCLA Health	UCLA	Actual Base Salary Received	\$1,013,660	Actual base salary paid during calendar year 2025.
Mazziotta, John	Vice Chancellor for Health Sciences/Chief Executive Officer for UCLA Health	UCLA	Health Sciences Compensation Plan	\$498,150	Per policy, eligible to participate in the Health Sciences Compensation Plan (HSCP). Data reflects a payment of a "Y" and/or "Z" payment.
Mazziotta, John	Vice Chancellor for Health Sciences/Chief Executive Officer for UCLA Health	UCLA	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Mazziotta, John	Vice Chancellor for Health Sciences/Chief Executive Officer for UCLA Health	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
McDade, Kim	Interim Vice Chancellor for Development & Alumni Engagement	UCR	Annual Base as of Dec 31	\$330,000	Annual base salary also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an appointment and compensation as Interim Vice Chancellor for Development & Alumni Engagement, effective 8/4/25; action within the Chancellor's local approval authority.
McDade, Kim	Interim Vice Chancellor for Development & Alumni Engagement	UCR	Actual Base Salary Received	\$266,287	Actual base salary paid during calendar year 2025.
McRae, Deena	Associate Vice President, Academic Health Sciences	UCOP	Annual Base as of Dec 31	\$472,428	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
McRae, Deena	Associate Vice President, Academic Health Sciences	UCOP	Actual Base Salary Received	\$463,881	Actual base salary paid during calendar year 2025.
McRae, Deena	Associate Vice President, Academic Health Sciences	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Mejia, Fabrizio	Interim Vice Chancellor for Equity and Inclusion	UCB	Annual Base as of Dec 31	\$361,200	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Mejia, Fabrizio	Interim Vice Chancellor for Equity and Inclusion	UCB	Actual Base Salary Received	\$346,580	Actual base salary paid during calendar year 2025.
Merz, Marco	Managing Director, Defined Contributions Products	UCOP	Annual Base as of Dec 31	\$400,032	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Merz, Marco	Managing Director, Defined Contributions Products	UCOP	Actual Base Salary Received	\$392,794	Actual base salary paid during calendar year 2025.
Merz, Marco	Managing Director, Defined Contributions Products	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$287,824	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 50% and 100%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Merz, Marco	Managing Director, Defined Contributions Products	UCOP	Stipend	\$4,845	Stipend received for temporary additional duties.
Miller, Michael	Interim Vice Chancellor of Student Affairs	UCSB	Annual Base as of Dec 31	\$325,080	Annual base salary includes appointment and compensation as Interim Vice Chancellor of Student Affairs, effective 7/1/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Miller, Michael	Interim Vice Chancellor of Student Affairs	UCSB	Actual Base Salary Received	\$281,358	Actual base salary paid during calendar year 2025.
Milliken, James	President of the University	UCOP	Annual Base as of Dec 31	\$1,475,000	Annual base salary includes appointment and compensation as President of the University, effective 8/1/25; action within the Regents' approval authority.
Milliken, James	President of the University	UCOP	Actual Base Salary Received	\$491,667	Actual base salary paid during calendar year 2025.
Milliken, James	President of the University	UCOP	Moving Expenses	\$45,963	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Milliken, James	President of the University	UCOP	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Milliken, James	President of the University	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Mitchell, Erik	University Librarian	UCSD	Annual Base as of Dec 31	\$316,908	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Mitchell, Erik	University Librarian	UCSD	Actual Base Salary Received	\$311,175	Actual base salary paid during calendar year 2025.
Mitchell, Erik	University Librarian	UCSD	UC Home Loan	\$643,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Mitchell, Erik	University Librarian	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Moreno, Fernando	Vice President/Chief Financial Officer, UCSF Health Affiliates Network	UCSF	Annual Base as of Dec 31	\$505,422	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 7/20/25; action within the Chancellor's local approval authority.
Moreno, Fernando	Vice President/Chief Financial Officer, UCSF Health Affiliates Network	UCSF	Actual Base Salary Received	\$489,414	Actual base salary paid during calendar year 2025.
Moreno, Fernando	Vice President/Chief Financial Officer, UCSF Health Affiliates Network	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$78,587	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Morgan, David	Chief Operating Officer, UCLA West Valley Medical Center, UCLA Health	UCLA	Annual Base as of Dec 31	\$412,839	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Morgan, David	Chief Operating Officer, UCLA West Valley Medical Center, UCLA Health	UCLA	Actual Base Salary Received	\$420,198	Actual base salary paid during calendar year 2025.
Morgan, David	Chief Operating Officer, UCLA West Valley Medical Center, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$60,003	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Morris, David	Vice Chancellor, Business Development, Innovation and Partnerships	UCSF	Annual Base as of Dec 31	\$499,812	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Morris, David	Vice Chancellor, Business Development, Innovation and Partnerships	UCSF	Actual Base Salary Received	\$490,768	Actual base salary paid during calendar year 2025.
Morris, David	Vice Chancellor, Business Development, Innovation and Partnerships	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Moxham, Tiffany	Interim University Librarian	UCR	Annual Base as of Dec 31	\$258,252	Annual base salary includes appointment and compensation as Interim University Librarian, effective 6/8/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Moxham, Tiffany	Interim University Librarian	UCR	Actual Base Salary Received	\$229,416	Actual base salary paid during calendar year 2025.
Moxham, Tiffany	Interim University Librarian	UCR	Stipend	\$21,132	Stipend received for temporary additional duties.
Munoz, Santiago	Chief Strategy Officer, UCLA Health	UCLA	Annual Base as of Dec 31	\$837,852	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Munoz, Santiago	Chief Strategy Officer, UCLA Health	UCLA	Actual Base Salary Received	\$852,799	Actual base salary paid during calendar year 2025.
Munoz, Santiago	Chief Strategy Officer, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$174,691	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Munoz, Santiago	Chief Strategy Officer, UCLA Health	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Murali, Viji	Chief Information Officer and Vice Provost of Information and Education Technology	UCD	Annual Base as of Dec 31	\$447,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Murali, Viji	Chief Information Officer and Vice Provost of Information and Education Technology	UCD	Actual Base Salary Received	\$438,908	Actual base salary paid during calendar year 2025.
Murali, Viji	Chief Information Officer and Vice Provost of Information and Education Technology	UCD	UC Home Loan	\$810,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Murali, Viji	Chief Information Officer and Vice Provost of Information and Education Technology	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Murali, Viji	Chief Information Officer and Vice Provost of Information and Education Technology	UCD	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Murasaki, Alicia	Assistant Vice Chancellor-Campus Planning	UCSF	Annual Base as of Dec 31	\$474,660	Annual base salary includes an equity increase, effective 1/1/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Murasaki, Alicia	Assistant Vice Chancellor-Campus Planning	UCSF	Actual Base Salary Received	\$462,585	Actual base salary paid during calendar year 2025.
Murasaki, Alicia	Assistant Vice Chancellor-Campus Planning	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$59,791	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Murphy, Lisa Carole	Chief Administrative Officer	UCSD	Annual Base as of Dec 31	\$412,756	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Murphy, Lisa Carole	Chief Administrative Officer	UCSD	Actual Base Salary Received	\$420,123	Actual base salary paid during calendar year 2025.
Murphy, Lisa Carole	Chief Administrative Officer	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$93,060	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Muñoz, Juan	Chancellor - UC Merced	UCM	Annual Base as of Dec 31	\$810,120	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Muñoz, Juan	Chancellor - UC Merced	UCM	Actual Base Salary Received	\$795,467	Actual base salary paid during calendar year 2025.
Muñoz, Juan	Chancellor - UC Merced	UCM	Taxable Benefit/Perquisite	\$962	Per policy, W-2 taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
Muñoz, Juan	Chancellor - UC Merced	UCM	UC Home Loan	\$706,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Muñoz, Juan	Chancellor - UC Merced	UCM	University Housing		Per policy, eligible for University-provided housing while serving as Chancellor.
Muñoz, Juan	Chancellor - UC Merced	UCM	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Muñoz, Juan	Chancellor - UC Merced	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Myoung, Paul	VP/COO Adult Services	UCSF	Annual Base as of Dec 31	\$464,413	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Myoung, Paul	VP/COO Adult Services	UCSF	Actual Base Salary Received	\$472,699	Actual base salary paid during calendar year 2025.
Myoung, Paul	VP/COO Adult Services	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$49,907	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Naiberg, Amir Hanoch	Associate Vice Chancellor/CEO & President, Technology Development Group	UCLA	Annual Base as of Dec 31	\$538,128	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Naiberg, Amir Hanoch	Associate Vice Chancellor/CEO & President, Technology Development Group	UCLA	Actual Base Salary Received	\$528,391	Actual base salary paid during calendar year 2025.
Naiberg, Amir Hanoch	Associate Vice Chancellor/CEO & President, Technology Development Group	UCLA	UCLA Technology Development Plan	\$121,260	Per policy, eligible to participate in the Technology Development Group (TDG) Incentive Plan, with a target award of 25 percent and a maximum potential award of 35 percent of annual salary. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Narbutas, Virgis	Chief Executive Officer, UCI Health – Lakewood	UCI	Annual Base as of Dec 31	\$595,080	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Narbutas, Virgis	Chief Executive Officer, UCI Health – Lakewood	UCI	Actual Base Salary Received	\$603,419	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Narbutas, Virgis	Chief Executive Officer, UCI Health – Lakewood	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$62,996	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Narbutas, Virgis	Chief Executive Officer, UCI Health – Lakewood	UCI	Other Cash Compensation/Payments	\$2,280	Payment of compensatory time earned.
Nava, Rachael	Executive Vice President - Chief Operating Officer	UCOP	Annual Base as of Dec 31	\$583,080	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Nava, Rachael	Executive Vice President - Chief Operating Officer	UCOP	Actual Base Salary Received	\$572,533	Actual base salary paid during calendar year 2025.
Nava, Rachael	Executive Vice President - Chief Operating Officer	UCOP	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Nava, Rachael	Executive Vice President - Chief Operating Officer	UCOP	UC Home Loan	\$1,498,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Nava, Rachael	Executive Vice President - Chief Operating Officer	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Nava, Rachael	Executive Vice President - Chief Operating Officer	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Navarro, Renee	Vice Chancellor, Inclusive Excellence	UCSF	Annual Base as of Dec 31	\$394,248	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Navarro, Renee	Vice Chancellor, Inclusive Excellence	UCSF	Actual Base Salary Received	\$387,115	Actual base salary paid during calendar year 2025.
Navarro, Renee	Vice Chancellor, Inclusive Excellence	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Navarro, Renee	Vice Chancellor, Inclusive Excellence	UCSF	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Neaton, Jeffrey	Associate Laboratory Director for Energy Sciences	LBNL	Annual Base as of Dec 31	\$470,136	Annual base salary includes a merit-based increase consistent with FY 2025-26 Berkeley Lab Salary Program.
Neaton, Jeffrey	Associate Laboratory Director for Energy Sciences	LBNL	Actual Base Salary Received	\$457,616	Actual base salary paid during calendar year 2025.
Neaton, Jeffrey	Associate Laboratory Director for Energy Sciences	LBNL	UC Home Loan	\$666,750	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Neaton, Jeffrey	Associate Laboratory Director for Energy Sciences	LBNL	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Neaton, Jeffrey	Associate Laboratory Director for Energy Sciences	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Nelson, Zoanne	Associate Vice President, Finance and Strategy	UCOP	Annual Base as of Dec 31	\$569,556	Annual base salary includes appointment and compensation as Associate Vice President, Finance and Strategy, effective 2/1/25; action within EVP-COO's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Nelson, Zoanne	Associate Vice President, Finance and Strategy	UCOP	Actual Base Salary Received	\$530,035	Actual base salary paid during calendar year 2025.
Nelson, Zoanne	Associate Vice President, Finance and Strategy	UCOP	Stipend	\$9,415	Stipend received for temporary additional duties prior to SMG appointment.
Nelson, Zoanne	Associate Vice President, Finance and Strategy	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Newman, Brian	Chief Real Estate Officer, and Vice President Sr. Associate Vice Chancellor	UCSF	Annual Base as of Dec 31	\$710,860	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Newman, Brian	Chief Real Estate Officer, and Vice President Sr. Associate Vice Chancellor	UCSF	Actual Base Salary Received	\$723,545	Actual base salary paid during calendar year 2025.
Newman, Brian	Chief Real Estate Officer, and Vice President Sr. Associate Vice Chancellor	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$110,210	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Newman, Katherine	Provost & Executive VP, Academic Affairs	UCOP	Annual Base as of Dec 31	\$617,136	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Newman, Katherine	Provost & Executive VP, Academic Affairs	UCOP	Actual Base Salary Received	\$605,973	Actual base salary paid during calendar year 2025.
Newman, Katherine	Provost & Executive VP, Academic Affairs	UCOP	UC Home Loan	\$750,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Newman, Katherine	Provost & Executive VP, Academic Affairs	UCOP	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Newman, Katherine	Provost & Executive VP, Academic Affairs	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Niedzwiecki, Doug	Sr. Vice President, Community Network	UCI	Annual Base as of Dec 31	\$545,010	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 6/22/25; action within the Chancellor's local approval authority.
Niedzwiecki, Doug	Sr. Vice President, Community Network	UCI	Actual Base Salary Received	\$545,334	Actual base salary paid during calendar year 2025.
Niedzwiecki, Doug	Sr. Vice President, Community Network	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$62,648	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Niedzwiecki, Doug	Sr. Vice President, Community Network	UCI	Other Cash Compensation/Payments	\$12,208	Data reflects payment for paid time off amount in excess of accumulation limits.
Nietupski, Jason	Vice President, Facilities Planning and Development	UCD	Annual Base as of Dec 31	\$452,568	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Nietupski, Jason	Vice President, Facilities Planning and Development	UCD	Actual Base Salary Received	\$444,378	Actual base salary paid during calendar year 2025.
Nietupski, Jason	Vice President, Facilities Planning and Development	UCD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$84,088	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Nietupski, Jason	Vice President, Facilities Planning and Development	UCD	Other Cash Compensation/Payments	\$17,642	Data reflects payment for paid time off amount in excess of accumulation limits.
Nimmagadda, Anitha	Medical Director of Occupational Health	UCI	Annual Base as of Dec 31	\$412,818	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Nimmagadda, Anitha	Medical Director of Occupational Health	UCI	Actual Base Salary Received	\$404,556	Actual base salary paid during calendar year 2025.
Nimmagadda, Anitha	Medical Director of Occupational Health	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$27,579	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Nimmagadda, Anitha	Medical Director of Occupational Health	UCI	Other Cash Compensation/Payments	\$1,582	Payment of compensatory time earned.
Nimmagadda, Anitha	Medical Director of Occupational Health	UCI	Other Cash Compensation/Payments	\$14,039	Data reflects payment for continuing education.
Nosowsky, Rachel	Chief Health Counsel	UCSF	Annual Base as of Dec 31	\$600,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 9/1/25; action within the President's approval authority.
Nosowsky, Rachel	Chief Health Counsel	UCSF	Actual Base Salary Received	\$494,342	Actual base salary paid during calendar year 2025.
Novak, Jason	Head Athletic Performance Coach - Football	UCB	Annual Base as of Dec 31	\$275,000	Base salary approved as part of negotiated athletics contract.
Novak, Jason	Head Athletic Performance Coach - Football	UCB	Actual Base Salary Received	\$242,029	Actual base salary paid during calendar year 2025.
Novak, Jason	Head Athletic Performance Coach - Football	UCB	Other Cash Compensation/Payments	\$75,000	One-time signing bonus approved as part of negotiated contract.
Novak, Jason	Head Athletic Performance Coach - Football	UCB	Other Cash Compensation/Payments	\$75,000	Contingent retention bonus approved as part of negotiated athletics contract.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Novak, Jason	Head Athletic Performance Coach - Football	UCB	Other Cash Compensation/Payments	\$50,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Novak, Jason	Head Athletic Performance Coach - Football	UCB	Taxable Benefit/Perquisite	\$1,925	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Novak, Jason	Head Athletic Performance Coach - Football	UCB	Moving Expenses	\$9,240	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Novelero, Maria	Chair, Administration Officer, School of Medicine	UCSF	Annual Base as of Dec 31	\$412,284	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Novelero, Maria	Chair, Administration Officer, School of Medicine	UCSF	Actual Base Salary Received	\$404,826	Actual base salary paid during calendar year 2025.
Novelero, Maria	Chair, Administration Officer, School of Medicine	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$51,931	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Novelero, Maria	Chair, Administration Officer, School of Medicine	UCSF	Stipend	\$3,326	Stipend received for temporary additional duties.
O'Bruba, Brian	Former Interim Vice Chancellor - Student Affairs	UCM	Annual Base as of Dec 31	\$209,955	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an upward job reclassification, effective 10/1/25; action within local approval authority.
O'Bruba, Brian	Former Interim Vice Chancellor - Student Affairs	UCM	Actual Base Salary Received	\$193,314	Actual base salary paid during calendar year 2025.
O'Bruba, Brian	Former Interim Vice Chancellor - Student Affairs	UCM	Stipend	\$17,041	Stipend received for temporary additional duties after Interim SMG appointment ended.
Okoli, Daniel	Vice Chancellor and Chief Operating Officer	UCM	Annual Base as of Dec 31	\$376,380	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Okoli, Daniel	Vice Chancellor and Chief Operating Officer	UCM	Actual Base Salary Received	\$369,569	Actual base salary paid during calendar year 2025.
Okoli, Daniel	Vice Chancellor and Chief Operating Officer	UCM	UC Home Loan	\$712,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Okoli, Daniel	Vice Chancellor and Chief Operating Officer	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Ong, Byron	Director, Fixed-Income Investments & Credit Research	UCOP	Annual Base as of Dec 31	\$318,792	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Ong, Byron	Director, Fixed-Income Investments & Credit Research	UCOP	Actual Base Salary Received	\$313,024	Actual base salary paid during calendar year 2025.
Ong, Byron	Director, Fixed-Income Investments & Credit Research	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$156,841	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Orlowski, Anna	Chief Counsel	UCD	Annual Base as of Dec 31	\$411,180	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Orlowski, Anna	Chief Counsel	UCD	Actual Base Salary Received	\$403,739	Actual base salary paid during calendar year 2025.
Orlowski, Anna	Chief Counsel	UCD	Other Cash Compensation/Payments	\$7,810	Data reflects payment for paid time off amount in excess of accumulation limits.
Ortiz, Mary Lou	Chief Financial Officer and Vice Chancellor, Division of Finance and Administration	UCI	Annual Base as of Dec 31	\$573,180	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Ortiz, Mary Lou	Chief Financial Officer and Vice Chancellor, Division of Finance and Administration	UCI	Actual Base Salary Received	\$562,808	Actual base salary paid during calendar year 2025.
Ortiz, Mary Lou	Chief Financial Officer and Vice Chancellor, Division of Finance and Administration	UCI	UC Home Loan	\$982,850	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Ortiz, Mary Lou	Chief Financial Officer and Vice Chancellor, Division of Finance and Administration	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Osako, Mary Miwa	Vice Chancellor for Strategic Communications	UCLA	Annual Base as of Dec 31	\$372,552	Annual base salary includes a market-based salary adjustment, effective 4/1/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Osako, Mary Miwa	Vice Chancellor for Strategic Communications	UCLA	Actual Base Salary Received	\$354,978	Actual base salary paid during calendar year 2025.
Osako, Mary Miwa	Vice Chancellor for Strategic Communications	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Oseguera, Tonantzin	Vice Chancellor, Student Affairs and Engagement	UCM	Annual Base as of Dec 31	\$325,080	Annual base salary includes appointment and compensation as Vice Chancellor - Student Affairs and Engagement, effective 1/13/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Oseguera, Tonantzin	Vice Chancellor, Student Affairs and Engagement	UCM	Actual Base Salary Received	\$283,820	Actual base salary paid during calendar year 2025.
Oseguera, Tonantzin	Vice Chancellor, Student Affairs and Engagement	UCM	Moving Expenses	\$10,349	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Oseguera, Tonantzin	Vice Chancellor, Student Affairs and Engagement	UCM	UC Home Loan	\$526,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Oseguera, Tonantzin	Vice Chancellor, Student Affairs and Engagement	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Paardekooper, Janna M	Sr. Associate Dean of Finance and Administration, School of Medicine	UCLA	Annual Base as of Dec 31	\$569,820	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Paardekooper, Janna M	Sr. Associate Dean of Finance and Administration, School of Medicine	UCLA	Actual Base Salary Received	\$559,509	Actual base salary paid during calendar year 2025.
Paardekooper, Janna M	Sr. Associate Dean of Finance and Administration, School of Medicine	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$128,470	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Palmer, Rodwin	Assistant Coach, Men's Basketball	UCLA	Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Palmer, Rodwin	Assistant Coach, Men's Basketball	UCLA	Actual Base Salary Received	\$250,000	Actual base salary paid during calendar year 2025.
Palmer, Rodwin	Assistant Coach, Men's Basketball	UCLA	Coach - Incentive	\$20,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Palmer, Rodwin	Assistant Coach, Men's Basketball	UCLA	Other Cash Compensation/Payments	\$160,400	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Palmer, Rodwin	Assistant Coach, Men's Basketball	UCLA	Taxable Benefit/Perquisite	\$8,659	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Palmer, Rodwin	Assistant Coach, Men's Basketball	UCLA	Taxable Benefit/Perquisite	\$1,000	W-2 taxable travel costs for spouse/family members.
Pandita, Deepti	Chief Medical Informatics Officer	UCI	Annual Base as of Dec 31	\$483,912	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Pandita, Deepti	Chief Medical Informatics Officer	UCI	Actual Base Salary Received	\$475,155	Actual base salary paid during calendar year 2025.
Pandita, Deepti	Chief Medical Informatics Officer	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$42,331	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Parero, Dominic	Vice President of Marketing and Communications	UCI	Annual Base as of Dec 31	\$479,885	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Parero, Dominic	Vice President of Marketing and Communications	UCI	Actual Base Salary Received	\$488,447	Actual base salary paid during calendar year 2025.
Parero, Dominic	Vice President of Marketing and Communications	UCI	Clinical Enterprise Management Recognition Plans (CEMRP/CEMRP2)	\$61,719	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. The actual CEMRP award amount for 2024-25 as approved by the Administrative Oversight Committee was \$36,336, based on performance against pre-established objectives. Prior to CEMRP eligibility, participated in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) and received award in the amount of \$25,383. Data reflects the rounded total of both awards paid in CY2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Parero, Dominic	Vice President of Marketing and Communications	UCI	Other Cash Compensation/Payments	\$2,537	Data reflects payment for paid time off amount in excess of accumulation limits.
Park, Daniel	Chief Campus Counsel	UCSD	Annual Base as of Dec 31	\$459,912	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Park, Daniel	Chief Campus Counsel	UCSD	Actual Base Salary Received	\$458,951	Actual base salary paid during calendar year 2025.
Park, Daniel	Chief Campus Counsel	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Park, Daniel	Chief Campus Counsel	UCSD	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Parker, Laura Lavado	Associate Vice Chancellor, Development	UCLA	Annual Base as of Dec 31	\$500,544	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Parker, Laura Lavado	Associate Vice Chancellor, Development	UCLA	Actual Base Salary Received	\$491,484	Actual base salary paid during calendar year 2025.
Parker, Laura Lavado	Associate Vice Chancellor, Development	UCLA	Recognition Award	\$4,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service.
Pasternack III, Joe	Head Coach - Men's Basketball	UCSB	Annual Base as of Dec 31	\$330,000	Base salary approved as part of negotiated athletics contract.
Pasternack III, Joe	Head Coach - Men's Basketball	UCSB	Actual Base Salary Received	\$330,000	Actual base salary paid during calendar year 2025.
Pasternack III, Joe	Head Coach - Men's Basketball	UCSB	Other Cash Compensation/Payments	\$89,271	Contingent retention bonus approved as part of negotiated athletics contract.
Pasternack III, Joe	Head Coach - Men's Basketball	UCSB	Other Cash Compensation/Payments	\$50,700	Payout based on annual participation in summer camps approved as part of negotiated athletics contract.
Pasternack III, Joe	Head Coach - Men's Basketball	UCSB	Other Cash Compensation/Payments	\$333,734	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Payne, Jasmine C.	Chief Development Officer - AVC Children's	UCSF	Annual Base as of Dec 31	\$464,400	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Payne, Jasmine C.	Chief Development Officer - AVC Children's	UCSF	Actual Base Salary Received	\$456,000	Actual base salary paid during calendar year 2025.
Pease, James	Executive Director Health Design & Construction	UCSF	Annual Base as of Dec 31	\$496,923	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Pease, James	Executive Director Health Design & Construction	UCSF	Actual Base Salary Received	\$505,793	Actual base salary paid during calendar year 2025.
Pease, James	Executive Director Health Design & Construction	UCSF	Clinical Enterprise Management Recognition Plans (CEMRP/CEMRP2)	\$72,536	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. The actual CEMRP award amount for 2024-25 as approved by the Administrative Oversight Committee was \$58,045, based on performance against pre-established objectives. Prior to CEMRP eligibility, participated in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) and received award in the amount of \$14,490. Data reflects the rounded total of both awards paid in CY2025.
Peek-Asa, Corinne Lee	Vice Chancellor, Research	UCSD	Annual Base as of Dec 31	\$470,196	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Peek-Asa, Corinne Lee	Vice Chancellor, Research	UCSD	Actual Base Salary Received	\$461,691	Actual base salary paid during calendar year 2025.
Peek-Asa, Corinne Lee	Vice Chancellor, Research	UCSD	Other Cash Compensation/Payments	\$20,000	Per policy, a hiring bonus was approved to be paid in four installments; action within the President's approval authority. Data reflects the fourth and final installment payment made in 2025.
Peek-Asa, Corinne Lee	Vice Chancellor, Research	UCSD	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Peek-Asa, Corinne Lee	Vice Chancellor, Research	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Penaloza, Lorena	Chief Campus Counsel	UCR	Annual Base as of Dec 31	\$395,616	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Penaloza, Lorena	Chief Campus Counsel	UCR	Actual Base Salary Received	\$388,455	Actual base salary paid during calendar year 2025.
Penaloza, Lorena	Chief Campus Counsel	UCR	UC Home Loan	\$594,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Penaloza, Lorena	Chief Campus Counsel	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Perez, Ronald Dale	Executive Director, Perioperative Services, UCLA Health System	UCLA	Annual Base as of Dec 31	\$475,500	Annual base salary includes an equity increase, effective 1/5/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Perez, Ronald Dale	Executive Director, Perioperative Services, UCLA Health System	UCLA	Actual Base Salary Received	\$480,769	Actual base salary paid during calendar year 2025.
Perez, Ronald Dale	Executive Director, Perioperative Services, UCLA Health System	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$69,111	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Petitt, Becky	Vice Chancellor, Equity, Diversity & Inclusion	UCSD	Annual Base as of Dec 31	\$413,664	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Petitt, Becky	Vice Chancellor, Equity, Diversity & Inclusion	UCSD	Actual Base Salary Received	\$411,979	Actual base salary paid during calendar year 2025.
Petitt, Becky	Vice Chancellor, Equity, Diversity & Inclusion	UCSD	UC Home Loan	\$1,800,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Petitt, Becky	Vice Chancellor, Equity, Diversity & Inclusion	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Petitt, Becky	Vice Chancellor, Equity, Diversity & Inclusion	UCSD	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Phelan, Patrick	Executive Director, Data Security	UCSF	Annual Base as of Dec 31	\$398,411	Annual base salary includes an equity increase, effective 1/19/25; action within the Chancellor's local approval authority, and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Phelan, Patrick	Executive Director, Data Security	UCSF	Actual Base Salary Received	\$403,407	Actual base salary paid during calendar year 2025.
Phelan, Patrick	Executive Director, Data Security	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$50,187	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Phelan, Patrick	Executive Director, Data Security	UCSF	Other Cash Compensation/Payments	\$17,221	Data reflects payment for paid time off amount in excess of accumulation limits.
Phillips, David	AVP, Capital Programs, Energy & Sustainability	UCOP	Annual Base as of Dec 31	\$365,923	Annual base salary includes a market-based salary adjustment, effective 9/1/25; action within the EVP-COO's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Phillips, David	AVP, Capital Programs, Energy & Sustainability	UCOP	Actual Base Salary Received	\$336,065	Actual base salary paid during calendar year 2025.
Phillips, David	AVP, Capital Programs, Energy & Sustainability	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Phillips, David	AVP, Capital Programs, Energy & Sustainability	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Piette, Mary Ann	Associate Laboratory Director for Energy Technologies	LBNL	Annual Base as of Dec 31	\$457,548	Annual base salary includes a merit-based increase consistent with FY 2025-26 Berkeley Lab Salary Program.
Piette, Mary Ann	Associate Laboratory Director for Energy Technologies	LBNL	Actual Base Salary Received	\$441,308	Actual base salary paid during calendar year 2025.
Piette, Mary Ann	Associate Laboratory Director for Energy Technologies	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Polek, Elizabeth	Vice President, New Hospital Planning and Optimization	UCSF	Annual Base as of Dec 31	\$385,361	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Polek, Elizabeth	Vice President, New Hospital Planning and Optimization	UCSF	Actual Base Salary Received	\$392,232	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Polek, Elizabeth	Vice President, New Hospital Planning and Optimization	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$59,744	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Polek, Elizabeth	Vice President, New Hospital Planning and Optimization	UCSF	Other Cash Compensation/Payments	\$9,274	Data reflects payment for paid time off amount in excess of accumulation limits.
Popat, Mitesh Ghanshyam	Chief Executive Officer, Venice Family Clinic	UCLA	Annual Base as of Dec 31	\$506,194	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Popat, Mitesh Ghanshyam	Chief Executive Officer, Venice Family Clinic	UCLA	Actual Base Salary Received	\$489,465	Actual base salary paid during calendar year 2025.
Popat, Mitesh Ghanshyam	Chief Executive Officer, Venice Family Clinic	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$51,502	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Popkova, Tatyana	Chief Strategy Officer and Sr. Vice President, UCI Health	UCI	Annual Base as of Dec 31	\$756,876	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Popkova, Tatyana	Chief Strategy Officer and Sr. Vice President, UCI Health	UCI	Actual Base Salary Received	\$743,182	Actual base salary paid during calendar year 2025.
Popkova, Tatyana	Chief Strategy Officer and Sr. Vice President, UCI Health	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$98,202	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Popkova, Tatyana	Chief Strategy Officer and Sr. Vice President, UCI Health	UCI	Other Cash Compensation/Payments	\$8,227	Data reflects payment for continuing education.
Popkova, Tatyana	Chief Strategy Officer and Sr. Vice President, UCI Health	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Porter, Chong	Senior Associate Vice Chancellor for Health Sciences Development and Alumni Relations	UCD	Annual Base as of Dec 31	\$412,416	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Porter, Chong	Senior Associate Vice Chancellor for Health Sciences Development and Alumni Relations	UCD	Actual Base Salary Received	\$404,955	Actual base salary paid during calendar year 2025.
Porter, Chong	Senior Associate Vice Chancellor for Health Sciences Development and Alumni Relations	UCD	Other Cash Compensation/Payments	\$32,332	Data reflects payment for paid time off amount in excess of accumulation limits.
Portwood, Robert John	Vice President, Supply Chain	UCSF	Annual Base as of Dec 31	\$516,007	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Portwood, Robert John	Vice President, Supply Chain	UCSF	Actual Base Salary Received	\$525,210	Actual base salary paid during calendar year 2025.
Portwood, Robert John	Vice President, Supply Chain	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$58,520	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Portwood, Robert John	Vice President, Supply Chain	UCSF	Moving Expenses	\$9,556	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Pulling, Elizabeth	Director of ESG Integration	UCOP	Annual Base as of Dec 31	\$317,340	Annual base salary includes an equity increase, effective 1/2/25; action within the EVP-COO's approval authority, and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Pulling, Elizabeth	Director of ESG Integration	UCOP	Actual Base Salary Received	\$310,607	Actual base salary paid during calendar year 2025.
Pulling, Elizabeth	Director of ESG Integration	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$161,471	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Radtke, Gil	Vice President, Revenue Cycle	UCSF	Annual Base as of Dec 31	\$423,175	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Radtke, Gil	Vice President, Revenue Cycle	UCSF	Actual Base Salary Received	\$430,722	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Radtke, Gil	Vice President, Revenue Cycle	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$71,757	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Radtke, Gil	Vice President, Revenue Cycle	UCSF	Other Cash Compensation/Payments	\$11,400	Data reflects payment for paid time off amount in excess of accumulation limits.
Rajabi, Erica	VP of System Operations	UCSF	Annual Base as of Dec 31	\$457,021	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Rajabi, Erica	VP of System Operations	UCSF	Actual Base Salary Received	\$465,176	Actual base salary paid during calendar year 2025.
Rajabi, Erica	VP of System Operations	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$70,855	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Rajabi, Erica	VP of System Operations	UCSF	Other Cash Compensation/Payments	\$3,666	Data reflects payment for paid time off amount in excess of accumulation limits.
Rauschuber, Mark	Vice President and Chief Information Officer, Health	UCSF	Annual Base as of Dec 31	\$628,342	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 10/26/25; action within the Chancellor's local approval authority.
Rauschuber, Mark	Vice President and Chief Information Officer, Health	UCSF	Actual Base Salary Received	\$597,350	Actual base salary paid during calendar year 2025.
Rauschuber, Mark	Vice President and Chief Information Officer, Health	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$100,142	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Rebhan, David Paul	Vice President, Strategy and Performance Management	UCI	Annual Base as of Dec 31	\$376,383	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Rebhan, David Paul	Vice President, Strategy and Performance Management	UCI	Actual Base Salary Received	\$381,659	Actual base salary paid during calendar year 2025.
Rebhan, David Paul	Vice President, Strategy and Performance Management	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$30,842	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Rebhan, David Paul	Vice President, Strategy and Performance Management	UCI	Other Cash Compensation/Payments	\$1,442	Payment of compensatory time earned.
Rebhan, David Paul	Vice President, Strategy and Performance Management	UCI	Other Cash Compensation/Payments	\$14,421	Data reflects payment for paid time off amount in excess of accumulation limits.
Reejhsinghani, Anju	Vice Chancellor for Diversity, Equity and Inclusion	UCSC	Annual Base as of Dec 31	\$309,336	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Reejhsinghani, Anju	Vice Chancellor for Diversity, Equity and Inclusion	UCSC	Actual Base Salary Received	\$303,736	Actual base salary paid during calendar year 2025.
Reejhsinghani, Anju	Vice Chancellor for Diversity, Equity and Inclusion	UCSC	UC Home Loan	\$1,500,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Reejhsinghani, Anju	Vice Chancellor for Diversity, Equity and Inclusion	UCSC	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Reguerin, Pablo	Vice Chancellor for Student Affairs	UCD	Annual Base as of Dec 31	\$351,120	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Reguerin, Pablo	Vice Chancellor for Student Affairs	UCD	Actual Base Salary Received	\$344,764	Actual base salary paid during calendar year 2025.
Reguerin, Pablo	Vice Chancellor for Student Affairs	UCD	UC Home Loan	\$652,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Reguerin, Pablo	Vice Chancellor for Student Affairs	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Reiskin, Ed	Vice Chancellor for Finance, Operations and Administration and CFO	UCSC	Annual Base as of Dec 31	\$478,056	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Reiskin, Ed	Vice Chancellor for Finance, Operations and Administration and CFO	UCSC	Actual Base Salary Received	\$469,404	Actual base salary paid during calendar year 2025.
Reiskin, Ed	Vice Chancellor for Finance, Operations and Administration and CFO	UCSC	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Rhodes, Lisa	Chief Administrative Officer	UCSD	Annual Base as of Dec 31	\$451,655	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Rhodes, Lisa	Chief Administrative Officer	UCSD	Actual Base Salary Received	\$459,714	Actual base salary paid during calendar year 2025.
Rhodes, Lisa	Chief Administrative Officer	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$98,941	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Ridley, Vanessa	Chief Compliance Officer & Chief Privacy Officer	UCSF	Annual Base as of Dec 31	\$446,676	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Rimicci, Janet Lynne	Sr. Executive Director, UCLA Santa Monica Medical Center	UCLA	Annual Base as of Dec 31	\$446,686	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Rimicci, Janet Lynne	Sr. Executive Director, UCLA Santa Monica Medical Center	UCLA	Actual Base Salary Received	\$454,652	Actual base salary paid during calendar year 2025.
Rimicci, Janet Lynne	Sr. Executive Director, UCLA Santa Monica Medical Center	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$64,923	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Rimicci, Janet Lynne	Sr. Executive Director, UCLA Santa Monica Medical Center	UCLA	Other Cash Compensation/Payments	\$25,680	Data reflects payment for paid time off amount in excess of accumulation limits.
Rivera, Ronald	General Manager - Football	UCB	Annual Base as of Dec 31	\$250,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Rivera, Ronald	General Manager - Football	UCB	Actual Base Salary Received	\$172,619	Actual base salary paid during calendar year 2025.
Rivera, Ronald	General Manager - Football	UCB	Other Cash Compensation/Payments	\$379,762	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Rivera, Ronald	General Manager - Football	UCB	Taxable Benefit/Perquisite	\$690	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Robinson, Charles	General Counsel and Senior Vice President – Legal Affairs	UCOP	Annual Base as of Dec 31	\$583,896	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Robinson, Charles	General Counsel and Senior Vice President – Legal Affairs	UCOP	Actual Base Salary Received	\$573,333	Actual base salary paid during calendar year 2025.
Robinson, Charles	General Counsel and Senior Vice President – Legal Affairs	UCOP	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Robinson, Charles	General Counsel and Senior Vice President – Legal Affairs	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Robinson, Charles	General Counsel and Senior Vice President – Legal Affairs	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Robinson, David	Vice Chancellor for Legal Affairs and Chief Campus Counsel	UCB	Annual Base as of Dec 31	\$412,872	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Robinson, David	Vice Chancellor for Legal Affairs and Chief Campus Counsel	UCB	Actual Base Salary Received	\$405,403	Actual base salary paid during calendar year 2025.
Robinson, David	Vice Chancellor for Legal Affairs and Chief Campus Counsel	UCB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Robinson, Kia Lynn	Sr. Director, Community Clinic Network	UCLA	Annual Base as of Dec 31	\$384,088	Annual base salary includes an equity increase, effective 2/2/25; action within the Chancellor's local approval authority, and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Robinson, Kia Lynn	Sr. Director, Community Clinic Network	UCLA	Actual Base Salary Received	\$383,496	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Robinson, Kia Lynn	Sr. Director, Community Clinic Network	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$55,824	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Robinson, Kia Lynn	Sr. Director, Community Clinic Network	UCLA	Other Cash Compensation/Payments	\$9,731	Data reflects payment for paid time off amount in excess of accumulation limits.
Roe, Natalie	Associate Laboratory Director for Physical Sciences	LBNL	Annual Base as of Dec 31	\$450,816	Annual base salary includes a merit-based increase consistent with FY 2025-26 Berkeley Lab Salary Program.
Roe, Natalie	Associate Laboratory Director for Physical Sciences	LBNL	Actual Base Salary Received	\$438,816	Actual base salary paid during calendar year 2025.
Roe, Natalie	Associate Laboratory Director for Physical Sciences	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Rogers, Randall	Chief Executive Officer, UCI Health – Fountain Valley	UCI	Annual Base as of Dec 31	\$647,990	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Rogers, Randall	Chief Executive Officer, UCI Health – Fountain Valley	UCI	Actual Base Salary Received	\$657,066	Actual base salary paid during calendar year 2025.
Rogers, Randall	Chief Executive Officer, UCI Health – Fountain Valley	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$66,482	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Rogers, Randall	Chief Executive Officer, UCI Health – Fountain Valley	UCI	Other Cash Compensation/Payments	\$2,483	Payment of compensatory time earned.
Rosalsky, Mara	Vice President of Perioperative Services	UCI	Annual Base as of Dec 31	\$374,149	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Rosalsky, Mara	Vice President of Perioperative Services	UCI	Actual Base Salary Received	\$368,188	Actual base salary paid during calendar year 2025.
Rosalsky, Mara	Vice President of Perioperative Services	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$36,895	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Rosalsky, Mara	Vice President of Perioperative Services	UCI	Other Cash Compensation/Payments	\$2,778	Payment of compensatory time earned.
Rosalsky, Mara	Vice President of Perioperative Services	UCI	Other Cash Compensation/Payments	\$9,857	Data reflects payment for continuing education.
Rosalsky, Mara	Vice President of Perioperative Services	UCI	Other Cash Compensation/Payments	\$7,332	Data reflects payment for paid time off amount in excess of accumulation limits.
Roulan, Michael Todd	Chief Administrative Officer	UCSD	Annual Base as of Dec 31	\$389,850	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Roulan, Michael Todd	Chief Administrative Officer	UCSD	Actual Base Salary Received	\$396,809	Actual base salary paid during calendar year 2025.
Roulan, Michael Todd	Chief Administrative Officer	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$81,662	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Rubin, David	Executive Vice President - UC Health	UCOP	Annual Base as of Dec 31	\$1,032,336	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Rubin, David	Executive Vice President - UC Health	UCOP	Actual Base Salary Received	\$1,013,660	Actual base salary paid during calendar year 2025.
Rubin, David	Executive Vice President - UC Health	UCOP	UC Home Loan	\$1,400,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Rubin, David	Executive Vice President - UC Health	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Rubin, Erendira	Chief Campus Counsel	UCSC	Annual Base as of Dec 31	\$348,708	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Rubin, Erendira	Chief Campus Counsel	UCSC	Actual Base Salary Received	\$342,394	Actual base salary paid during calendar year 2025.
Rubin, Erendira	Chief Campus Counsel	UCSC	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Saenz, Delia	Vice Chancellor and Chief Diversity Officer	UCM	Annual Base as of Dec 31	\$347,352	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Saenz, Delia	Vice Chancellor and Chief Diversity Officer	UCM	Actual Base Salary Received	\$341,066	Actual base salary paid during calendar year 2025.
Saenz, Delia	Vice Chancellor and Chief Diversity Officer	UCM	UC Home Loan	\$573,300	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Saenz, Delia	Vice Chancellor and Chief Diversity Officer	UCM	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Saenz, Delia	Vice Chancellor and Chief Diversity Officer	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Santos, Christine Kim	Vice President of Financial Planning and Analysis	UCI	Annual Base as of Dec 31	\$516,007	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Santos, Christine Kim	Vice President of Financial Planning and Analysis	UCI	Actual Base Salary Received	\$488,812	Actual base salary paid during calendar year 2025.
Santos, Christine Kim	Vice President of Financial Planning and Analysis	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$24,370	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Santos, Christine Kim	Vice President of Financial Planning and Analysis	UCI	Other Cash Compensation/Payments	\$7,663	Data reflects payment for continuing education.
Satterlund, Alysson	Vice Chancellor, Student Affairs	UCSD	Annual Base as of Dec 31	\$426,732	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Satterlund, Alysson	Vice Chancellor, Student Affairs	UCSD	Actual Base Salary Received	\$424,970	Actual base salary paid during calendar year 2025.
Satterlund, Alysson	Vice Chancellor, Student Affairs	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Savage, John Joseph	Head Baseball Coach	UCLA	Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Savage, John Joseph	Head Baseball Coach	UCLA	Actual Base Salary Received	\$300,000	Actual base salary paid during calendar year 2025.
Savage, John Joseph	Head Baseball Coach	UCLA	Coach - Incentive	\$180,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Savage, John Joseph	Head Baseball Coach	UCLA	Other Cash Compensation/Payments	\$331,250	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Savage, John Joseph	Head Baseball Coach	UCLA	Taxable Benefit/Perquisite	\$7,025	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Savino, Darren	Assistant Coach, Men's Basketball	UCLA	Annual Base as of Dec 31	\$250,000	Base salary approved as part of negotiated athletics contract.
Savino, Darren	Assistant Coach, Men's Basketball	UCLA	Actual Base Salary Received	\$250,000	Actual base salary paid during calendar year 2025.
Savino, Darren	Assistant Coach, Men's Basketball	UCLA	Coach - Incentive	\$20,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Savino, Darren	Assistant Coach, Men's Basketball	UCLA	Other Cash Compensation/Payments	\$282,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Savino, Darren	Assistant Coach, Men's Basketball	UCLA	Taxable Benefit/Perquisite	\$8,602	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Schenk, Jason Louis	Chief, Business Operations & Shared Services, UCLA Health IT	UCLA	Annual Base as of Dec 31	\$372,541	Annual base salary includes an upward job reclassification, effective 6/8/25; action within the Chancellor's local approval authority. Annual base salary also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Schenk, Jason Louis	Chief, Business Operations & Shared Services, UCLA Health IT	UCLA	Actual Base Salary Received	\$362,834	Actual base salary paid during calendar year 2025.
Schenk, Jason Louis	Chief, Business Operations & Shared Services, UCLA Health IT	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$49,223	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Schenk, Jason Louis	Chief, Business Operations & Shared Services, UCLA Health IT	UCLA	Other Cash Compensation/Payments	\$2,862	Data reflects payment for paid time off amount in excess of accumulation limits.
Schibsted, Leslie	Former Interim Vice Chancellor for University Development & Alumni Relations/Campaign Director - Campaign Planning and Board of Visitors	UCB	Annual Base as of Dec 31	\$264,816	Annual base salary includes appointment and compensation as Interim Vice Chancellor for University Development & Alumni Relations, effective 2/2/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Schibsted, Leslie	Former Interim Vice Chancellor for University Development & Alumni Relations/Campaign Director - Campaign Planning and Board of Visitors	UCB	Actual Base Salary Received	\$353,323	Actual base salary paid during calendar year 2025.
Schneider, Peter	Chief Health Sciences Counsel	UCI	Annual Base as of Dec 31	\$440,568	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Schneider, Peter	Chief Health Sciences Counsel	UCI	Actual Base Salary Received	\$432,595	Actual base salary paid during calendar year 2025.
Schneider, Peter	Chief Health Sciences Counsel	UCI	Other Cash Compensation/Payments	\$25,320	Data reflects payment for paid time off amount in excess of accumulation limits.
Schnier, Kurt	Vice Chancellor and Chief Financial Officer	UCM	Annual Base as of Dec 31	\$435,312	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Schnier, Kurt	Vice Chancellor and Chief Financial Officer	UCM	Actual Base Salary Received	\$427,437	Actual base salary paid during calendar year 2025.
Schnier, Kurt	Vice Chancellor and Chief Financial Officer	UCM	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Schnier, Kurt	Vice Chancellor and Chief Financial Officer	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Segalman, Rachel	Vice Chancellor of Research	UCSB	Annual Base as of Dec 31	\$472,140	Annual base salary includes appointment and compensation as Vice Chancellor of Research, effective 7/1/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Segalman, Rachel	Vice Chancellor of Research	UCSB	Actual Base Salary Received	\$405,033	Actual base salary paid during calendar year 2025.
Segalman, Rachel	Vice Chancellor of Research	UCSB	Other Cash Compensation/Payments	\$33,981	Data reflects payment received as faculty research compensation prior to SMG appointment as VC - Research.
Segalman, Rachel	Vice Chancellor of Research	UCSB	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Segalman, Rachel	Vice Chancellor of Research	UCSB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Selinger, Jason	Vice President, Children's Ambulatory Services	UCSF	Annual Base as of Dec 31	\$393,734	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Selinger, Jason	Vice President, Children's Ambulatory Services	UCSF	Actual Base Salary Received	\$400,759	Actual base salary paid during calendar year 2025.
Selinger, Jason	Vice President, Children's Ambulatory Services	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$66,766	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Selinger, Jason	Vice President, Children's Ambulatory Services	UCSF	Other Cash Compensation/Payments	\$10,937	Data reflects payment for paid time off amount in excess of accumulation limits.
Seo, Ryan G.	Associate Chief of Pharmacy -- Acute Care, UCLA Health	UCLA	Annual Base as of Dec 31	\$368,970	Annual base salary includes a promotional increase, effective 1/19/25; approval within local authority. Annual base also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Seo, Ryan G.	Associate Chief of Pharmacy -- Acute Care, UCLA Health	UCLA	Actual Base Salary Received	\$371,819	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Seo, Ryan G.	Associate Chief of Pharmacy -- Acute Care, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$51,484	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Shaffer, Chris	University Librarian/Assistant VC Academic Information Management	UCSF	Annual Base as of Dec 31	\$353,244	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Shaffer, Chris	University Librarian/Assistant VC Academic Information Management	UCSF	Actual Base Salary Received	\$346,853	Actual base salary paid during calendar year 2025.
Shaffer, Chris	University Librarian/Assistant VC Academic Information Management	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Shaffer, Chris	University Librarian/Assistant VC Academic Information Management	UCSF	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Shinagawa, Nathan	Chief Operating Officer and Sr. Vice President, UCI Health	UCI	Annual Base as of Dec 31	\$808,476	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Shinagawa, Nathan	Chief Operating Officer and Sr. Vice President, UCI Health	UCI	Actual Base Salary Received	\$793,848	Actual base salary paid during calendar year 2025.
Shinagawa, Nathan	Chief Operating Officer and Sr. Vice President, UCI Health	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$94,556	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Shinagawa, Nathan	Chief Operating Officer and Sr. Vice President, UCI Health	UCI	UC Home Loan	\$1,620,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Shinagawa, Nathan	Chief Operating Officer and Sr. Vice President, UCI Health	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Shinn, Tracy	Associate Vice Chancellor for Berkeley IT and Chief Information Officer	UCB	Annual Base as of Dec 31	\$464,400	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Shinn, Tracy	Associate Vice Chancellor for Berkeley IT and Chief Information Officer	UCB	Actual Base Salary Received	\$456,000	Actual base salary paid during calendar year 2025.
Shinn, Tracy	Associate Vice Chancellor for Berkeley IT and Chief Information Officer	UCB	Moving Expenses	\$5,416	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Simmons, Elizabeth	Executive Vice Chancellor, Academic Affairs	UCSD	Annual Base as of Dec 31	\$545,208	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Simmons, Elizabeth	Executive Vice Chancellor, Academic Affairs	UCSD	Actual Base Salary Received	\$535,345	Actual base salary paid during calendar year 2025.
Simmons, Elizabeth	Executive Vice Chancellor, Academic Affairs	UCSD	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Simmons, Elizabeth	Executive Vice Chancellor, Academic Affairs	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Sina, Julie A	Chief of Staff to the Chancellor	UCLA	Annual Base as of Dec 31	\$445,908	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Sina, Julie A	Chief of Staff to the Chancellor	UCLA	Actual Base Salary Received	\$437,837	Actual base salary paid during calendar year 2025.
Sina, Julie A	Chief of Staff to the Chancellor	UCLA	Recognition Award	\$4,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service.
Sinotte, Brian	President, Health Network at UCSF Health	UCSF	Annual Base as of Dec 31	\$824,990	Annual base salary includes appointment and compensation as Vice President - Health Network at UCSF Health, effective 11/5/25; action within the Chancellor's local approval authority.
Sinotte, Brian	President, Health Network at UCSF Health	UCSF	Actual Base Salary Received	\$104,309	Actual base salary paid during calendar year 2025.
Sinotte, Brian	President, Health Network at UCSF Health	UCSF	Moving Expenses	\$9,082	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Sinotte, Brian	President, Health Network at UCSF Health	UCSF	UC Home Loan	\$1,500,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Sinotte, Brian	President, Health Network at UCSF Health	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Sisodiya, Deepak Ram	Chief Pharmacy Officer, UCLA Health	UCLA	Annual Base as of Dec 31	\$583,471	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Sisodiya, Deepak Ram	Chief Pharmacy Officer, UCLA Health	UCLA	Actual Base Salary Received	\$593,880	Actual base salary paid during calendar year 2025.
Sisodiya, Deepak Ram	Chief Pharmacy Officer, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$77,738	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Sisodiya, Deepak Ram	Chief Pharmacy Officer, UCLA Health	UCLA	Stipend	\$5,496	Stipend received for temporary additional duties.
Sisodiya, Deepak Ram	Chief Pharmacy Officer, UCLA Health	UCLA	Other Cash Compensation/Payments	\$13,592	Data reflects payment for paid time off amount in excess of accumulation limits.
Siwabessy, Randolph	Chief Financial Officer and Sr. Vice President, UCI Health	UCI	Annual Base as of Dec 31	\$885,456	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Siwabessy, Randolph	Chief Financial Officer and Sr. Vice President, UCI Health	UCI	Actual Base Salary Received	\$866,153	Actual base salary paid during calendar year 2025.
Siwabessy, Randolph	Chief Financial Officer and Sr. Vice President, UCI Health	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$90,819	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Siwabessy, Randolph	Chief Financial Officer and Sr. Vice President, UCI Health	UCI	Other Cash Compensation/Payments	\$3,287	Payment of compensatory time earned.
Siwabessy, Randolph	Chief Financial Officer and Sr. Vice President, UCI Health	UCI	UC Home Loan	\$578,400	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Siwabessy, Randolph	Chief Financial Officer and Sr. Vice President, UCI Health	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Skillsens, Ronald	Chief Compliance and Privacy Officer	UCSD	Annual Base as of Dec 31	\$446,707	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Skillsens, Ronald	Chief Compliance and Privacy Officer	UCSD	Actual Base Salary Received	\$454,674	Actual base salary paid during calendar year 2025.
Skipper, Tim	Former Interim Head Football Coach	UCLA	Annual Base as of Dec 31	\$1,028,571	Base salary approved as part of negotiated athletics contract.
Skipper, Tim	Former Interim Head Football Coach	UCLA	Actual Base Salary Received	\$236,957	Actual base salary paid during calendar year 2025.
Skipper, Tim	Former Interim Head Football Coach	UCLA	Other Cash Compensation/Payments	\$418,189	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Skipper, Tim	Former Interim Head Football Coach	UCLA	Other Cash Compensation/Payments	\$1,293	Data reflects vacation payout upon separation from the University.
Smith, Brian	Chief Ethics and Compliance Officer at UCSF and Sr. Associate Vice Chancellor Research, Infrastructure & Operations	UCSF	Annual Base as of Dec 31	\$454,020	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Smith, Brian	Chief Ethics and Compliance Officer at UCSF and Sr. Associate Vice Chancellor Research, Infrastructure & Operations	UCSF	Actual Base Salary Received	\$445,807	Actual base salary paid during calendar year 2025.
Smith, Charmin	Head Coach - Women's Basketball	UCB	Annual Base as of Dec 31	\$275,000	Base salary approved as part of negotiated athletics contract.
Smith, Charmin	Head Coach - Women's Basketball	UCB	Actual Base Salary Received	\$275,000	Actual base salary paid during calendar year 2025.
Smith, Charmin	Head Coach - Women's Basketball	UCB	Coach - Incentive	\$100,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Smith, Charmin	Head Coach - Women's Basketball	UCB	Other Cash Compensation/Payments	\$367,000	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Smith, Charmin	Head Coach - Women's Basketball	UCB	Other Cash Compensation/Payments	\$50,000	Contingent retention bonus approved as part of negotiated athletics contract.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Smith, Charmin	Head Coach - Women's Basketball	UCB	Other Cash Compensation/Payments	\$44,400	One-time signing bonus approved as part of negotiated contract.
Smith, Charmin	Head Coach - Women's Basketball	UCB	Taxable Benefit/Perquisite	\$4,870	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
So'oto, Vitale	Co- Defensive Coordinator/Outside Linebackers - Football	UCB	Annual Base as of Dec 31	\$275,000	Base salary approved as part of negotiated athletics contract.
So'oto, Vitale	Co- Defensive Coordinator/Outside Linebackers - Football	UCB	Actual Base Salary Received	\$275,000	Actual base salary paid during calendar year 2025.
So'oto, Vitale	Co- Defensive Coordinator/Outside Linebackers - Football	UCB	Coach - Incentive	\$10,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
So'oto, Vitale	Co- Defensive Coordinator/Outside Linebackers - Football	UCB	Other Cash Compensation/Payments	\$95,667	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
So'oto, Vitale	Co- Defensive Coordinator/Outside Linebackers - Football	UCB	Other Cash Compensation/Payments	\$190,000	Contingent retention bonus approved as part of negotiated athletics contract.
So'oto, Vitale	Co- Defensive Coordinator/Outside Linebackers - Football	UCB	Taxable Benefit/Perquisite	\$1,740	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Sparks, Kelly	Vice Chancellor for Finance and Chief Financial Officer	UCB	Annual Base as of Dec 31	\$535,000	Annual base salary includes appointment and compensation as Vice Chancellor for Finance and Chief Financial Officer, effective 7/1/25; action within the Regents' approval authority.
Sparks, Kelly	Vice Chancellor for Finance and Chief Financial Officer	UCB	Actual Base Salary Received	\$222,917	Actual base salary paid during calendar year 2025.
Sparks, Kelly	Vice Chancellor for Finance and Chief Financial Officer	UCB	Moving Expenses	\$41,362	Per policy, reimbursement of actual and reasonable moving and relocation expenses.
Sparks, Kelly	Vice Chancellor for Finance and Chief Financial Officer	UCB	UC Home Loan	\$1,975,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Sparks, Kelly	Vice Chancellor for Finance and Chief Financial Officer	UCB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Spira Campbell, Ann	Vice Chancellor, Development & University Relations	UCSD	Annual Base as of Dec 31	\$535,644	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Spira Campbell, Ann	Vice Chancellor, Development & University Relations	UCSD	Actual Base Salary Received	\$525,949	Actual base salary paid during calendar year 2025.
Spira Campbell, Ann	Vice Chancellor, Development & University Relations	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Spisso, Johnese Maria	President, UCLA Health/CEO for UCLA Hospital System/Assoc. Vice Chancellor, UCLA Health Sciences	UCLA	Annual Base as of Dec 31	\$2,209,730	Annual base salary includes a market-based salary adjustment, effective 3/1/25; action within the Regents' approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Spisso, Johnese Maria	President, UCLA Health/CEO for UCLA Hospital System/Assoc. Vice Chancellor, UCLA Health Sciences	UCLA	Actual Base Salary Received	\$2,176,382	Actual base salary paid during calendar year 2025.
Spisso, Johnese Maria	President, UCLA Health/CEO for UCLA Hospital System/Assoc. Vice Chancellor, UCLA Health Sciences	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$760,555	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with an STI target award of 20 percent, a maximum potential STI award of 30 percent, an LTI target award of 10 percent, and a maximum potential LTI award of 15 percent of annual salary. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Spisso, Johnese Maria	President, UCLA Health/CEO for UCLA Hospital System/Assoc. Vice Chancellor, UCLA Health Sciences	UCLA	Auto Allowance	\$9,259	Per policy, eligible for annual auto allowance. An additional auto allowance payment was paid in error; location processed correction in CY2026.
Spisso, Johnese Maria	President, UCLA Health/CEO for UCLA Hospital System/Assoc. Vice Chancellor, UCLA Health Sciences	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Spisso, Johnese Maria	President, UCLA Health/CEO for UCLA Hospital System/Associate Vice Chancellor, UCLA Health Sciences	UCLA	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Srivastava, Garima	Vice President/Associate Chief Information Officer, Enterprise Systems	UCSF	Annual Base as of Dec 31	\$466,835	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Srivastava, Garima	Vice President/Associate Chief Information Officer, Enterprise Systems	UCSF	Actual Base Salary Received	\$475,160	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Srivastava, Garima	Vice President/Associate Chief Information Officer, Enterprise Systems	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$79,160	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Srivastava, Garima	Vice President/Associate Chief Information Officer, Enterprise Systems	UCSF	Other Cash Compensation/Payments	\$19,396	Data reflects payment for paid time off amount in excess of accumulation limits.
Staines, Aaron	Director, Global Rates & Trading	UCOP	Annual Base as of Dec 31	\$318,792	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Staines, Aaron	Director, Global Rates & Trading	UCOP	Actual Base Salary Received	\$313,024	Actual base salary paid during calendar year 2025.
Staines, Aaron	Director, Global Rates & Trading	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$180,491	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Stayn, Susan	Deputy General Counsel - Health Affairs, Privacy and Data Protection	UCOP	Annual Base as of Dec 31	\$504,096	Annual base salary includes a market-based salary adjustment, effective 4/15/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Stayn, Susan	Deputy General Counsel - Health Affairs, Privacy and Data Protection	UCOP	Actual Base Salary Received	\$489,645	Actual base salary paid during calendar year 2025.
Stayn, Susan	Deputy General Counsel - Health Affairs, Privacy and Data Protection	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Stephens, Eunice Lorraine	Vice Dean and COO	UCSF	Annual Base as of Dec 31	\$412,800	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Stephens, Eunice Lorraine	Vice Dean and COO	UCSF	Actual Base Salary Received	\$376,113	Actual base salary paid during calendar year 2025.
Stephens, Eunice Lorraine	Vice Dean and COO	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$38,490	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Stephens, Eunice Lorraine	Vice Dean and COO	UCSF	Recognition Award	\$1,500	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service. Award received in error; location processed correction in CY2026.
Sterman, Steve	Sr. Managing Director, Fixed-Income Investments & Credit Research	UCOP	Annual Base as of Dec 31	\$454,200	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Sterman, Steve	Sr. Managing Director, Fixed-Income Investments & Credit Research	UCOP	Actual Base Salary Received	\$445,982	Actual base salary paid during calendar year 2025.
Sterman, Steve	Sr. Managing Director, Fixed-Income Investments & Credit Research	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$287,929	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 60% and 120%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Sterman, Steve	Sr. Managing Director, Fixed-Income Investments & Credit Research	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Sterman, Steve	Sr. Managing Director, Fixed-Income Investments & Credit Research	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Stern, Hal	Provost and Executive Vice Chancellor	UCI	Annual Base as of Dec 31	\$589,488	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Stern, Hal	Provost and Executive Vice Chancellor	UCI	Actual Base Salary Received	\$578,820	Actual base salary paid during calendar year 2025.
Stern, Hal	Provost and Executive Vice Chancellor	UCI	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Stern, Hal	Provost and Executive Vice Chancellor	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Stewart, Jeffrey	Vice Chancellor of Inclusive Excellence	UCSB	Annual Base as of Dec 31	\$375,240	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Stewart, Jeffrey	Vice Chancellor of Inclusive Excellence	UCSB	Actual Base Salary Received	\$368,450	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Stewart, Jeffrey	Vice Chancellor of Inclusive Excellence	UCSB	Stipend	\$25,698	Retroactive stipend received for temporary additional duties related to previous Academic appointment.
Stewart, Jeffrey	Vice Chancellor of Inclusive Excellence	UCSB	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Stewart, Jeffrey	Vice Chancellor of Inclusive Excellence	UCSB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Sutton, Stephen	Vice Chancellor for Student Affairs	UCB	Annual Base as of Dec 31	\$399,672	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Sutton, Stephen	Vice Chancellor for Student Affairs	UCB	Actual Base Salary Received	\$392,441	Actual base salary paid during calendar year 2025.
Sutton, Stephen	Vice Chancellor for Student Affairs	UCB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Sweeney, Jen	Chief Operating Officer of the UCSF Health Affiliates Network	UCSF	Annual Base as of Dec 31	\$466,146	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 9/5/25; action within the Chancellor's local approval authority.
Sweeney, Jen	Chief Operating Officer of the UCSF Health Affiliates Network	UCSF	Actual Base Salary Received	\$443,658	Actual base salary paid during calendar year 2025.
Sweeney, Jen	Chief Operating Officer of the UCSF Health Affiliates Network	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$71,856	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Sweeney, Jen	Chief Operating Officer of the UCSF Health Affiliates Network	UCSF	Other Cash Compensation/Payments	\$7,591	Data reflects payment for paid time off amount in excess of accumulation limits.
Sweeney, Michael	Chief Campus Counsel and Vice Chancellor of Legal Affairs	UCD	Annual Base as of Dec 31	\$410,568	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Sweeney, Michael	Chief Campus Counsel and Vice Chancellor of Legal Affairs	UCD	Actual Base Salary Received	\$403,141	Actual base salary paid during calendar year 2025.
Sweeney, Michael	Chief Campus Counsel and Vice Chancellor of Legal Affairs	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Swerdlow, Robert Michael	Vice Chancellor for Legal Affairs and Chief Campus Counsel	UCLA	Annual Base as of Dec 31	\$411,876	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Swerdlow, Robert Michael	Vice Chancellor for Legal Affairs and Chief Campus Counsel	UCLA	Actual Base Salary Received	\$404,423	Actual base salary paid during calendar year 2025.
Swerdlow, Robert Michael	Vice Chancellor for Legal Affairs and Chief Campus Counsel	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Swett, Michael	Director, Fixed-Income Investments & Credit Research	UCOP	Annual Base as of Dec 31	\$324,240	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Swett, Michael	Director, Fixed-Income Investments & Credit Research	UCOP	Actual Base Salary Received	\$318,374	Actual base salary paid during calendar year 2025.
Swett, Michael	Director, Fixed-Income Investments & Credit Research	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$188,616	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Tanji, Lorelei	Endowed University Librarian	UCI	Annual Base as of Dec 31	\$319,968	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Tanji, Lorelei	Endowed University Librarian	UCI	Actual Base Salary Received	\$314,179	Actual base salary paid during calendar year 2025.
Tanji, Lorelei	Endowed University Librarian	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Tanji, Lorelei	Endowed University Librarian	UCI	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Taylor, Donald	Chief Ventures Officer	UCD	Annual Base as of Dec 31	\$456,336	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Taylor, Donald	Chief Ventures Officer	UCD	Actual Base Salary Received	\$468,549	Actual base salary paid during calendar year 2025.
Terrill, Mandy	Assistant Vice Chancellor and Associate CIO of Research	UCSF	Annual Base as of Dec 31	\$430,152	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Terrill, Mandy	Assistant Vice Chancellor and Associate CIO of Research	UCSF	Actual Base Salary Received	\$422,368	Actual base salary paid during calendar year 2025.
Terrill, Mandy	Assistant Vice Chancellor and Associate CIO of Research	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$54,185	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Thallapaneni, Rambabu	Physician Advisor	UCSF	Annual Base as of Dec 31	\$376,508	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Thallapaneni, Rambabu	Physician Advisor	UCSF	Actual Base Salary Received	\$383,219	Actual base salary paid during calendar year 2025.
Thallapaneni, Rambabu	Physician Advisor	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$43,632	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Thallapaneni, Rambabu	Physician Advisor	UCSF	Stipend	\$16,218	Stipend received for temporary additional duties.
Thallapaneni, Rambabu	Physician Advisor	UCSF	Other Cash Compensation/Payments	\$17,311	Data reflects payment for paid time off amount in excess of accumulation limits.
Tijerino, Edgar Byron	Chief Information Security Officer, UCLA Health IT	UCLA	Annual Base as of Dec 31	\$379,640	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Tijerino, Edgar Byron	Chief Information Security Officer, UCLA Health IT	UCLA	Actual Base Salary Received	\$386,414	Actual base salary paid during calendar year 2025.
Tijerino, Edgar Byron	Chief Information Security Officer, UCLA Health IT	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$55,180	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Tijerino, Edgar Byron	Chief Information Security Officer, UCLA Health IT	UCLA	Other Cash Compensation/Payments	\$23,273	Data reflects payment for paid time off amount in excess of accumulation limits.
Tincher, Susan	Vice President/Information Technology Infrastructure	UCSF	Annual Base as of Dec 31	\$466,835	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Tincher, Susan	Vice President/Information Technology Infrastructure	UCSF	Actual Base Salary Received	\$475,160	Actual base salary paid during calendar year 2025.
Tincher, Susan	Vice President/Information Technology Infrastructure	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$79,160	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Tincher, Susan	Vice President/Information Technology Infrastructure	UCSF	Other Cash Compensation/Payments	\$15,148	Data reflects payment for paid time off amount in excess of accumulation limits.
Torres, Rodolfo	Vice Chancellor for Research	UCR	Annual Base as of Dec 31	\$431,892	Annual base salary includes a market-based salary adjustment, effective 5/1/25; action within the Chancellor's local approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Torres, Rodolfo	Vice Chancellor for Research	UCR	Actual Base Salary Received	\$408,575	Actual base salary paid during calendar year 2025.
Torres, Rodolfo	Vice Chancellor for Research	UCR	UC Home Loan	\$728,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Torres, Rodolfo	Vice Chancellor for Research	UCR	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Torres, Rodolfo	Vice Chancellor for Research	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Tull, Renetta	Vice Chancellor of Inclusive Excellence	UCD	Annual Base as of Dec 31	\$366,612	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Tull, Renetta	Vice Chancellor of Inclusive Excellence	UCD	Actual Base Salary Received	\$359,976	Actual base salary paid during calendar year 2025.
Tull, Renetta	Vice Chancellor of Inclusive Excellence	UCD	UC Home Loan	\$866,500	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Tull, Renetta	Vice Chancellor of Inclusive Excellence	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Turner, Calvin W.	Interim Vice President - Systemwide Shared Services	UCOP	Annual Base as of Dec 31	\$405,000	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an appointment and compensation as Interim Vice President - Human Resources Shared Services, effective 10/1/25; action within the EVP-COO's approval authority.
Turner, Calvin W.	Interim Vice President - Systemwide Shared Services	UCOP	Actual Base Salary Received	\$371,279	Actual base salary paid during calendar year 2025.
Turner, Doug	Vice President, Enterprise Applications	UCI	Annual Base as of Dec 31	\$366,381	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 6/22/25; action within local approval authority.
Turner, Doug	Vice President, Enterprise Applications	UCI	Actual Base Salary Received	\$354,140	Actual base salary paid during calendar year 2025.
Turner, Doug	Vice President, Enterprise Applications	UCI	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$33,076	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Turner, Doug	Vice President, Enterprise Applications	UCI	Other Cash Compensation/Payments	\$48,000	Retention payment was approved to be paid in 2025; action approved within Systemwide HR's authority.
Turner, Meredith	Sr. Vice President - External Relations & Communications	UCOP	Annual Base as of Dec 31	\$390,612	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Turner, Meredith	Sr. Vice President - External Relations & Communications	UCOP	Actual Base Salary Received	\$384,452	Actual base salary paid during calendar year 2025.
Turner, Meredith	Sr. Vice President - External Relations & Communications	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Turner, Russell Devlin	Head Coach - Men's Basketball	UCI	Annual Base as of Dec 31	\$428,531	Base salary approved as part of negotiated athletics contract.
Turner, Russell Devlin	Head Coach - Men's Basketball	UCI	Actual Base Salary Received	\$423,330	Actual base salary paid during calendar year 2025.
Turner, Russell Devlin	Head Coach - Men's Basketball	UCI	Other Cash Compensation/Payments	\$105,000	Contingent retention bonus approved as part of negotiated athletics contract.
Turner, Russell Devlin	Head Coach - Men's Basketball	UCI	Other Cash Compensation/Payments	\$204,083	Talent fees are part of guaranteed compensation for participation in outside events representing the campus as negotiated in the contract.
Turteltaub, Rhea P.	Vice Chancellor for External Affairs	UCLA	Annual Base as of Dec 31	\$630,792	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Turteltaub, Rhea P.	Vice Chancellor for External Affairs	UCLA	Actual Base Salary Received	\$619,376	Actual base salary paid during calendar year 2025.
Turteltaub, Rhea P.	Vice Chancellor for External Affairs	UCLA	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Turteltaub, Rhea P.	Vice Chancellor for External Affairs	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Turteltaub, Rhea P.	Vice Chancellor for External Affairs	UCLA	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Valtairo, Frederick	Chief Executive Officer, UCI Health – Placentia	UCI	Annual Base as of Dec 31	\$521,440	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines and an equity increase, effective 12/1/25; action within the Chancellor's local approval authority.
Valtairo, Frederick	Chief Executive Officer, UCI Health – Placentia	UCI	Actual Base Salary Received	\$386,231	Actual base salary paid during calendar year 2025.
Valtairo, Frederick	Chief Executive Officer, UCI Health – Placentia	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$73,396	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Valtairo, Frederick	Chief Executive Officer, UCI Health – Placentia	UCI	Other Cash Compensation/Payments	\$1,427	Payment of compensatory time earned.
Vandenberg, Chad Everett	Chief Quality and Patient Safety Officer	UCSD	Annual Base as of Dec 31	\$381,582	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Vandenberg, Chad Everett	Chief Quality and Patient Safety Officer	UCSD	Actual Base Salary Received	\$388,390	Actual base salary paid during calendar year 2025.
Vandenberg, Chad Everett	Chief Quality and Patient Safety Officer	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$83,590	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Vaughn, Kevin	Dean University Extension	UCR	Annual Base as of Dec 31	\$319,080	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Vaughn, Kevin	Dean University Extension	UCR	Actual Base Salary Received	\$313,305	Actual base salary paid during calendar year 2025.
Vaughn, Kevin	Dean University Extension	UCR	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Vaughn, Kevin	Dean University Extension	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Velez, Pablo	Chief Executive Officer, El Centro Regional Medical Center	UCSD	Annual Base as of Dec 31	\$720,506	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Velez, Pablo	Chief Executive Officer, El Centro Regional Medical Center	UCSD	Actual Base Salary Received	\$733,367	Actual base salary paid during calendar year 2025.
Velez, Pablo	Chief Executive Officer, El Centro Regional Medical Center	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$127,537	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Vigo, Miguel Angelo	Chief Revenue Cycle, Medical Center	UCSD	Annual Base as of Dec 31	\$393,734	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Vigo, Miguel Angelo	Chief Revenue Cycle, Medical Center	UCSD	Actual Base Salary Received	\$400,759	Actual base salary paid during calendar year 2025.
Vigo, Miguel Angelo	Chief Revenue Cycle, Medical Center	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$88,770	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Villar, Hugo	Dean, University Extension	UCSD	Annual Base as of Dec 31	\$317,388	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Villar, Hugo	Dean, University Extension	UCSD	Actual Base Salary Received	\$311,641	Actual base salary paid during calendar year 2025.
Villar, Hugo	Dean, University Extension	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Wadhwa, Meenakshi	Vice Chancellor, Marine Sciences	UCSD	Annual Base as of Dec 31	\$500,000	Annual base salary includes appointment and compensation as Vice Chancellor for Marine Sciences, effective 10/1/25; action within the Regents' approval authority.
Wadhwa, Meenakshi	Vice Chancellor, Marine Sciences	UCSD	Actual Base Salary Received	\$83,333	Actual base salary paid during calendar year 2025.
Wadhwa, Meenakshi	Vice Chancellor, Marine Sciences	UCSD	Other Cash Compensation/Payments	\$50,000	Per policy, a hiring bonus was approved to be paid in two installments; action within the Regents' approval authority. Data reflects the first installment payment, which was made in 2025.
Wadhwa, Meenakshi	Vice Chancellor, Marine Sciences	UCSD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Wakimoto, Roger M.	Vice Chancellor for Research & Creative Activities	UCLA	Annual Base as of Dec 31	\$500,676	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wakimoto, Roger M.	Vice Chancellor for Research & Creative Activities	UCLA	Actual Base Salary Received	\$491,615	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Wakimoto, Roger M.	Vice Chancellor for Research & Creative Activities	UCLA	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Wakimoto, Roger M.	Vice Chancellor for Research & Creative Activities	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Wallace, Tammy Lehr	Chief Financial Officer, UCLA Health	UCLA	Annual Base as of Dec 31	\$921,581	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wallace, Tammy Lehr	Chief Financial Officer, UCLA Health	UCLA	Actual Base Salary Received	\$938,026	Actual base salary paid during calendar year 2025.
Wallace, Tammy Lehr	Chief Financial Officer, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan (CEMRP)	\$207,778	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Wallace, Tammy Lehr	Chief Financial Officer, UCLA Health	UCLA	Other Cash Compensation/Payments	\$34,214	Data reflects vacation payout of donated accrued vacation hours.
Wallace, Tammy Lehr	Chief Financial Officer, UCLA Health	UCLA	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Watkins, Anne Marie	Chief Nursing Executive and Sr. Vice President, UCI Health	UCI	Annual Base as of Dec 31	\$553,056	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Watkins, Anne Marie	Chief Nursing Executive and Sr. Vice President, UCI Health	UCI	Actual Base Salary Received	\$543,048	Actual base salary paid during calendar year 2025.
Watkins, Anne Marie	Chief Nursing Executive and Sr. Vice President, UCI Health	UCI	Clinical Enterprise Management Recognition Plan (CEMRP)	\$65,567	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Watkins, Anne Marie	Chief Nursing Executive and Sr. Vice President, UCI Health	UCI	Other Cash Compensation/Payments	\$31,029	Data reflects payment for continuing education.
Watkins, Anne Marie	Chief Nursing Executive and Sr. Vice President, UCI Health	UCI	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Watkins, Elizabeth	Provost and Executive Vice Chancellor	UCR	Annual Base as of Dec 31	\$514,572	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Watkins, Elizabeth	Provost and Executive Vice Chancellor	UCR	Actual Base Salary Received	\$505,262	Actual base salary paid during calendar year 2025.
Watkins, Elizabeth	Provost and Executive Vice Chancellor	UCR	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Watkins, Elizabeth	Provost and Executive Vice Chancellor	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Weiss, George	Vice President, Operations for UCSF Benioff Children's Hospitals	UCSF	Annual Base as of Dec 31	\$423,760	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Weiss, George	Vice President, Operations for UCSF Benioff Children's Hospitals	UCSF	Actual Base Salary Received	\$431,316	Actual base salary paid during calendar year 2025.
Weiss, George	Vice President, Operations for UCSF Benioff Children's Hospitals	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$71,856	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Wentz, James	Sr. Vice President - Finance/Chief Financial Officer	UCSF	Annual Base as of Dec 31	\$1,021,220	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wentz, James	Sr. Vice President - Finance/Chief Financial Officer	UCSF	Actual Base Salary Received	\$1,077,358	Actual base salary paid during calendar year 2025.
Wentz, James	Sr. Vice President - Finance/Chief Financial Officer	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$147,954	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Wentz, James	Sr. Vice President - Finance/Chief Financial Officer	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Wilcox, Kim	Chancellor Emeritus - UC Riverside	UCR	Annual Base as of Dec 31	\$835,920	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. SMG appointment as Chancellor - Riverside ended on 7/14/25 at an ending SMG annual base salary of \$835,920, which was below the 50th percentile of the position's Market Reference Zone.
Wilcox, Kim	Chancellor Emeritus - UC Riverside	UCR	Actual Base Salary Received	\$820,800	Actual base salary paid during calendar year 2025, which includes base salary for SMG position and base salary received as faculty, once the SMG appointment ended.
Wilcox, Kim	Chancellor Emeritus - UC Riverside	UCR	Taxable Benefit/Perquisite	\$1,047	Per policy, W-2 taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
Wilcox, Kim	Chancellor Emeritus - UC Riverside	UCR	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Williams, Christine	Chief Nursing Executive and Chief Nursing Informatics Officer	UCD	Annual Base as of Dec 31	\$496,824	Annual base salary includes a market-based salary adjustment, effective 1/1/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Williams, Christine	Chief Nursing Executive and Chief Nursing Informatics Officer	UCD	Actual Base Salary Received	\$481,149	Actual base salary paid during calendar year 2025.
Williams, Christine	Chief Nursing Executive and Chief Nursing Informatics Officer	UCD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$106,453	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Williams, Christine	Chief Nursing Executive and Chief Nursing Informatics Officer	UCD	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Williams, Lindsey Ann	Assistant Vice Chancellor, Health Sciences Development	UCLA	Annual Base as of Dec 31	\$505,416	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Williams, Lindsey Ann	Assistant Vice Chancellor, Health Sciences Development	UCLA	Actual Base Salary Received	\$496,274	Actual base salary paid during calendar year 2025.
Williams, Lindsey Ann	Assistant Vice Chancellor, Health Sciences Development	UCLA	Recognition Award	\$4,000	STAR (Staff Appreciation and Recognition Plan) Award received in 2025 under campuswide program for Policy-Covered Staff to recognize excellence in university service.
Williams, Lindsey Ann	Assistant Vice Chancellor, Health Sciences Development	UCLA	Other Cash Compensation/Payments	\$35,000	Retention payment was approved by the President to be paid in two installments. Data reflects the second and final installment payment, which was made in 2025.
Williams, Paul	AVP & Chief Procurement Officer	UCOP	Annual Base as of Dec 31	\$391,428	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Williams, Paul	AVP & Chief Procurement Officer	UCOP	Actual Base Salary Received	\$384,344	Actual base salary paid during calendar year 2025.
Williams, Paul	AVP & Chief Procurement Officer	UCOP	UC Home Loan	\$1,588,550	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Williams, Paul	AVP & Chief Procurement Officer	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Williams, Van	Chief Information Officer and Vice President for Information Technology	UCOP	Annual Base as of Dec 31	\$458,448	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Williams, Van	Chief Information Officer and Vice President for Information Technology	UCOP	Actual Base Salary Received	\$450,153	Actual base salary paid during calendar year 2025.
Williams, Van	Chief Information Officer and Vice President for Information Technology	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Wilson, Gillian	Vice Chancellor for Research, Innovation and Economic Development	UCM	Annual Base as of Dec 31	\$392,520	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wilson, Gillian	Vice Chancellor for Research, Innovation and Economic Development	UCM	Actual Base Salary Received	\$385,415	Actual base salary paid during calendar year 2025.
Wilson, Gillian	Vice Chancellor for Research, Innovation and Economic Development	UCM	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Wilson, Gillian	Vice Chancellor for Research, Innovation and Economic Development	UCM	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Wilson, Lesley Jeko	Chief Experience Officer	UCSD	Annual Base as of Dec 31	\$354,897	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wilson, Lesley Jeko	Chief Experience Officer	UCSD	Actual Base Salary Received	\$361,222	Actual base salary paid during calendar year 2025.
Wilson, Lesley Jeko	Chief Experience Officer	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$80,011	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Wilson, Rosa Coleen	Chief Nursing Officer, West Valley Hospital, UCLA Health	UCLA	Annual Base as of Dec 31	\$366,360	Annual base salary includes a promotional increase, effective 1/19/25; approval within local authority. Annual base salary also includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wilson, Rosa Coleen	Chief Nursing Officer, West Valley Hospital, UCLA Health	UCLA	Actual Base Salary Received	\$367,514	Actual base salary paid during calendar year 2025.
Wilson, Rosa Coleen	Chief Nursing Officer, West Valley Hospital, UCLA Health	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$39,935	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Wilson, Rosa Coleen	Chief Nursing Officer, West Valley Hospital, UCLA Health	UCLA	Stipend	\$16,596	Stipend received for temporary additional duties.
Wilson, Rosa Coleen	Chief Nursing Officer, West Valley Hospital, UCLA Health	UCLA	Other Cash Compensation/Payments	\$30,881	Data reflects payment for paid time off amount in excess of accumulation limits.
Wilson, Stephen	Vice President & Chief Clinical Strategy Officer, UCSF Benioff Children's Hospitals	UCSF	Annual Base as of Dec 31	\$590,841	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wilson, Stephen	Vice President & Chief Clinical Strategy Officer, UCSF Benioff Children's Hospitals	UCSF	Actual Base Salary Received	\$601,382	Actual base salary paid during calendar year 2025.
Wilson, Stephen	Vice President & Chief Clinical Strategy Officer, UCSF Benioff Children's Hospitals	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$114,029	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Wilson, Stephen	Vice President & Chief Clinical Strategy Officer, UCSF Benioff Children's Hospitals	UCSF	Other Cash Compensation/Payments	\$9,692	Data reflects payment for paid time off amount in excess of accumulation limits.
Witherell, Michael	Laboratory Director	LBNL	Annual Base as of Dec 31	\$605,412	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Witherell, Michael	Laboratory Director	LBNL	Actual Base Salary Received	\$589,772	Actual base salary paid during calendar year 2025.
Witherell, Michael	Laboratory Director	LBNL	Auto Allowance	\$8,916	Per policy, eligible for annual auto allowance.
Witherell, Michael	Laboratory Director	LBNL	Other Cash Compensation/Payments	\$200,000	Retention payment was approved by the Board of Regents to be paid in two installments. Data reflects the first installment payment, which was made in 2025.
Witherell, Michael	Laboratory Director	LBNL	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Witherell, Michael	Laboratory Director	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Wones, Suzanne	University Librarian	UCB	Annual Base as of Dec 31	\$397,320	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wones, Suzanne	University Librarian	UCB	Actual Base Salary Received	\$387,217	Actual base salary paid during calendar year 2025.
Wones, Suzanne	University Librarian	UCB	UC Home Loan	\$900,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Wones, Suzanne	University Librarian	UCB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Wong, Joanne C.	Administrative Lab Director	UCSF	Annual Base as of Dec 31	\$334,602	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wong, Joanne C.	Administrative Lab Director	UCSF	Actual Base Salary Received	\$340,574	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Wong, Joanne C.	Administrative Lab Director	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$42,149	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Wong, Joanne C.	Administrative Lab Director	UCSF	Stipend	\$22,446	Stipend received for temporary additional duties.
Wong, Joanne C.	Administrative Lab Director	UCSF	Other Cash Compensation/Payments	\$19,230	Data reflects payment for paid time off amount in excess of accumulation limits.
Woodall, Allison	Deputy General Counsel - Education Affairs, Employment & Governance	UCOP	Annual Base as of Dec 31	\$486,492	Annual base salary includes a market-based salary adjustment, effective 4/15/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Woodall, Allison	Deputy General Counsel - Education Affairs, Employment & Governance	UCOP	Actual Base Salary Received	\$440,750	Actual base salary paid during calendar year 2025.
Woodall, Allison	Deputy General Counsel - Education Affairs, Employment & Governance	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Woodall, Allison	Deputy General Counsel - Education Affairs, Employment & Governance	UCOP	Senior Management Supplemental Benefit		Per policy, eligible participant prior to change in policy dated 5/25/17
Woods, Denise	Vice Chancellor for Health, Well-Being, and Safety	UCR	Annual Base as of Dec 31	\$327,996	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Woods, Denise	Vice Chancellor for Health, Well-Being, and Safety	UCR	Actual Base Salary Received	\$322,060	Actual base salary paid during calendar year 2025.
Woods, Denise	Vice Chancellor for Health, Well-Being, and Safety	UCR	UC Home Loan	\$711,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Woods, Denise	Vice Chancellor for Health, Well-Being, and Safety	UCR	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Woods, Denise	Vice Chancellor for Health, Well-Being, and Safety	UCR	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Workman-Braden, Toni	Vice President Clinical Services for the Office of the Chief Operating Officer at UCSF Health	UCSF	Annual Base as of Dec 31	\$464,392	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Workman-Braden, Toni	Vice President Clinical Services for the Office of the Chief Operating Officer at UCSF Health	UCSF	Actual Base Salary Received	\$472,678	Actual base salary paid during calendar year 2025.
Workman-Braden, Toni	Vice President Clinical Services for the Office of the Chief Operating Officer at UCSF Health	UCSF	Clinical Enterprise Management Recognition Plans (CEMRP/CEMRP2)	\$63,701	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. The actual CEMRP award amount for 2024-25 as approved by the Administrative Oversight Committee was \$54,245, based on performance against pre-established objectives. Prior to CEMRP eligibility, participated in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) and received award int he amount of \$9,457. Data reflects the rounded total of both awards paid in CY2025.
Workman-Braden, Toni	Vice President Clinical Services for the Office of the Chief Operating Officer at UCSF Health	UCSF	Stipend	\$15,422	Stipend received for temporary additional duties.
Workman-Braden, Toni	Vice President Clinical Services for the Office of the Chief Operating Officer at UCSF Health	UCSF	Other Cash Compensation/Payments	\$26,689	Data reflects payment for paid time off amount in excess of accumulation limits.
Wright, Adam Perry	Head Coach, Men's Water Polo	UCLA	Annual Base as of Dec 31	\$300,000	Base salary approved as part of negotiated athletics contract.
Wright, Adam Perry	Head Coach, Men's Water Polo	UCLA	Actual Base Salary Received	\$297,500	Actual base salary paid during calendar year 2025.
Wright, Adam Perry	Head Coach, Men's Water Polo	UCLA	Coach - Incentive	\$140,000	Performance-based incentive opportunity paid as part of negotiated athletics contract.
Wright, Adam Perry	Head Coach, Men's Water Polo	UCLA	Taxable Benefit/Perquisite	\$3,961	W-2 imputed value of athletic venue access, tickets, club memberships and/or sports merchandise, per contract; consistent with the location's standard practice for this position.
Wright, Adam Perry	Head Coach, Men's Water Polo	UCLA	Taxable Benefit/Perquisite	\$1,805	W-2 taxable travel costs for spouse/family members.
Wright, Darnele	Chief Campus Counsel/ Associate General Counsel	UCSF	Annual Base as of Dec 31	\$450,984	Annual base salary includes appointment and compensation as Chief Campus Counsel/Associate General Counsel, effective 5/19/25; action within the President's approval authority and a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Wright, Darnele	Chief Campus Counsel/ Associate General Counsel	UCSF	Actual Base Salary Received	\$414,375	Actual base salary paid during calendar year 2025.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Wright, Damele	Chief Campus Counsel/ Associate General Counsel	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Yang, Henry	Chancellor Emeritus - UC Santa Barbara	UCSB	Annual Base as of Dec 31	\$846,240	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines. SMG appointment as Chancellor - Santa Barbara ended on 7/14/25 at an ending SMG annual base salary of \$846,240, which is below the 50th percentile of the position's Market Reference Zone.
Yang, Henry	Chancellor Emeritus - UC Santa Barbara	UCSB	Actual Base Salary Received	\$830,933	Actual base salary paid during calendar year 2025, which includes base salary for SMG position and base salary received as faculty, once the SMG appointment ended.
Yang, Henry	Chancellor Emeritus - UC Santa Barbara	UCSB	Auto Allowance	\$5,524	Per policy, eligible for annual auto allowance.
Yang, Henry	Chancellor Emeritus - UC Santa Barbara	UCSB	Other Cash Compensation/Payments	\$308,715	Data reflects vacation payout upon stepping down from SMG appointment.
Yang, Henry	Chancellor Emeritus - UC Santa Barbara	UCSB	Taxable Benefit/Perquisite	\$1,850	Per policy, W-2 taxable amount for equipment and/or services related to maintenance of the Chancellor's residence.
Yang, Henry	Chancellor Emeritus - UC Santa Barbara	UCSB	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Yelick, Kathy	Vice Chancellor for Research	UCB	Annual Base as of Dec 31	\$505,464	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Yelick, Kathy	Vice Chancellor for Research	UCB	Actual Base Salary Received	\$496,315	Actual base salary paid during calendar year 2025.
Yelick, Kathy	Vice Chancellor for Research	UCB	Accrual of Sabbatical Credits		Per policy, eligible for accrual of sabbatical credits.
Yelick, Kathy	Vice Chancellor for Research	UCB	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Yoo, Donald Wayne	Chief Compliance Officer, Regulatory and Compliance, UCLA Health System	UCLA	Annual Base as of Dec 31	\$473,183	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Yoo, Donald Wayne	Chief Compliance Officer, Regulatory and Compliance, UCLA Health System	UCLA	Actual Base Salary Received	\$481,626	Actual base salary paid during calendar year 2025.
Yoo, Donald Wayne	Chief Compliance Officer, Regulatory and Compliance, UCLA Health System	UCLA	Other Cash Compensation/Payments	\$2,089	Data reflects payment for paid time off amount in excess of accumulation limits.
Yost, Laura Brandsen	Executive Director-Surgery & Clinical Laboratory Services, UCLA Health System	UCLA	Annual Base as of Dec 31	\$403,276	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Yost, Laura Brandsen	Executive Director-Surgery & Clinical Laboratory Services, UCLA Health System	UCLA	Actual Base Salary Received	\$410,474	Actual base salary paid during calendar year 2025.
Yost, Laura Brandsen	Executive Director-Surgery & Clinical Laboratory Services, UCLA Health System	UCLA	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$58,615	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Yost, Laura Brandsen	Executive Director-Surgery & Clinical Laboratory Services, UCLA Health System	UCLA	Other Cash Compensation/Payments	\$21,997	Data reflects payment for paid time off amount in excess of accumulation limits.
Youngman, Jeffrey	Director, Private Equity	UCOP	Annual Base as of Dec 31	\$348,348	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Youngman, Jeffrey	Director, Private Equity	UCOP	Actual Base Salary Received	\$342,041	Actual base salary paid during calendar year 2025.
Youngman, Jeffrey	Director, Private Equity	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$155,617	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Yu, June	Vice President - National Labs	UCOP	Annual Base as of Dec 31	\$471,108	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Yu, June	Vice President - National Labs	UCOP	Actual Base Salary Received	\$462,587	Actual base salary paid during calendar year 2025.
Yu, June	Vice President - National Labs	UCOP	UC Home Loan	\$441,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.

**Addendum to Annual Report on Executive Compensation for Calendar Year 2025:
Incumbents in Senior Management Group Positions and Other Reportable Policy-Covered Staff**

Employee Name	Working Title	Location	Comp Element	Amount	Comments
Yu, June	Vice President - National Labs	UCOP	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Zack, Mitchell	Executive Director – Facility Payer Contracting for Health Plan Strategy	UCSF	Annual Base as of Dec 31	\$388,702	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Zack, Mitchell	Executive Director – Facility Payer Contracting for Health Plan Strategy	UCSF	Actual Base Salary Received	\$395,632	Actual base salary paid during calendar year 2025.
Zack, Mitchell	Executive Director – Facility Payer Contracting for Health Plan Strategy	UCSF	Clinical Enterprise Management Recognition Plan 2 (CEMRP2)	\$32,767	Per policy, eligible to participate in the Clinical Enterprise Management Recognition Plan 2 (CEMRP2) as per the location-specific plan document. Data reflects the actual award amount for 2024-25, which is based on performance against pre-established objectives.
Zack, Mitchell	Executive Director – Facility Payer Contracting for Health Plan Strategy	UCSF	Other Cash Compensation/Payments	\$6,981	Data reflects payment for paid time off amount in excess of accumulation limits.
Zhang, Sharon	Director, Fixed-Income Investments & Credit Research	UCOP	Annual Base as of Dec 31	\$318,192	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Zhang, Sharon	Director, Fixed-Income Investments & Credit Research	UCOP	Actual Base Salary Received	\$312,431	Actual base salary paid during calendar year 2025.
Zhang, Sharon	Director, Fixed-Income Investments & Credit Research	UCOP	Office of the Chief Investment Officer (OCIO) Annual Incentive Plan	\$156,543	Per policy, eligible to participate in the Office of the Chief Investment Officer Annual Incentive Plan (AIP) for FY 2024-25, with target and maximum award opportunities (as a percent of base salary) of 45% and 90%, respectively. Incentive payout award was approved by the Administrative Oversight Committee.
Ziemba, Michelle Lee	Chief Operating Officer	UCSD	Annual Base as of Dec 31	\$358,572	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Ziemba, Michelle Lee	Chief Operating Officer	UCSD	Actual Base Salary Received	\$354,318	Actual base salary paid during calendar year 2025.
Ziemba, Michelle Lee	Chief Operating Officer	UCSD	Clinical Enterprise Management Recognition Plan (CEMRP)	\$97,022	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Ziemba, Michelle Lee	Chief Operating Officer	UCSD	Stipend	\$92,799	Stipend received for temporary additional duties.
Zoltanski, Joan	CMO Benioff Hospital	UCSF	Annual Base as of Dec 31	\$745,103	Annual base salary includes a general increase consistent with the 2025 Systemwide Salary Program guidelines.
Zoltanski, Joan	CMO Benioff Hospital	UCSF	Actual Base Salary Received	\$758,398	Actual base salary paid during calendar year 2025.
Zoltanski, Joan	CMO Benioff Hospital	UCSF	Clinical Enterprise Management Recognition Plan (CEMRP)	\$126,348	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. Data reflects the actual award amount for 2024-25 as approved by the Administrative Oversight Committee. Actual award amount is based on performance against pre-established objectives.
Zoltanski, Joan	CMO Benioff Hospital	UCSF	UC Home Loan	\$2,130,000	Per policy, eligible to participate in the UC Employee Housing Assistance Program.
Zoltanski, Joan	CMO Benioff Hospital	UCSF	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.
Zscherpel, Lori	Chief Financial Officer	LBNL	Annual Base as of Dec 31	\$420,780	Annual base salary includes a market-based salary adjustment; action within the Lab Director's approval authority and a merit-based increase consistent with the FY 2025-26 Berkeley Lab Salary Program, both effective 10/1/25.
Zscherpel, Lori	Chief Financial Officer	LBNL	Actual Base Salary Received	\$396,070	Actual base salary paid during calendar year 2025.
Zscherpel, Lori	Chief Financial Officer	LBNL	Executive Life Insurance and Disability Coverage		Per policy, eligible for Executive Life Insurance upon SMG appointment. Eligible for Executive Disability Coverage after five years in SMG position.