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**Recommended Compensation**

**Effective Date:** November 7, 2011

**Annual Base Salary:** \$550,000

**Stipend:** \$50,000

**Total Annual Base Salary\*:** \$600,000

**CEMRP (at 20 percent target rate):** \$110,000

**Target Cash Compensation\*\*:** \$710,000

**Grade Level:** SLCG Grade 117

(Minimum \$522,300, Midpoint \$679,000, Maximum \$835,800)

**Budget &/or Prior Incumbent Data**

**Title:** Chief Executive Officer

**Annual Base Salary:** \$600,000

**CEMRP (at 20 percent target rate):** \$120,000

**Target Cash Compensation:** \$720,000

**Grade Level:** SLCG Grade 117

(Minimum \$522,300, Midpoint \$679,000, Maximum \$835,800)

Target Cash Compensation – Includes base salary and incentive and stipend, as applicable.

**COMPETITIVE ANALYSIS**

Percentiles	*BASE SALARY MARKET PERCENTILES					**TARGET CASH MARKET PERCENTILES				
	<u>25th</u>	<u>50th</u>	<u>Mean</u>	<u>75th</u>	<u>90th</u>	<u>25th</u>	<u>50th</u>	<u>Mean</u>	<u>75th</u>	<u>90th</u>
Market Data	819.6	918.0	939.8	1041.0	1225.0	903.0	1186.7	1277.4	1569.2	1791.5
% Difference from Market	-26.8%	-34.6%	-36.2%	-42.4%	-51.0%	-21.4%	-40.2%	-44.4%	-54.8%	-60.4%

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** UC San Diego Chancellor Fox  
**Reviewed by:** President Yudof  
 Committee on Compensation Chair Ruiz  
 Office of the President, Human Resources

(4) *Amendment of the Delegation of Authority to Modify the Contract Compensation Parameters for Head Football Coach, Intercollegiate Athletics, Los Angeles Campus*

Background to Recommendation

Action under interim authority was requested to modify one element of the contract compensation parameters approved on November 23, 2011 for the Head Football Coach, Intercollegiate Athletics, Los Angeles campus. Action on this item was urgently needed as contract negotiations for this position were under way with James L. Mora.

On November 23, 2011, the Regents delegated authority to the Chancellor or his designee to negotiate compensation, within certain parameters, for the new Head Football Coach, Intercollegiate Athletics, Los Angeles campus. The parameters that were approved allowed the campus to act during the fast-moving negotiations at the end of the college football season.

Under the approved contract compensation parameters, authority was granted to offer annual guaranteed compensation (annual base salary and talent fee combined) not to exceed \$3 million, with annual increases of five percent.

The campus requested approval of a modification to this parameter for the annual increase between the first and second years of the Head Football Coach's contract. Because Coach Mora will be paid by his former National Football League (NFL) team through year one of his contract with the University, the campus was able to reduce his guaranteed compensation for that year to a level that will result in significant savings to the University, while preventing him from incurring a financial penalty from his previous employer's contract. Specifically, Coach Mora is willing to accept \$1,835,000 in guaranteed compensation during his first year, provided that his guaranteed compensation increases to \$2,200,000 during his second year, a 19.9 percent increase. But for the savings afforded by the NFL buyout, the contract increase between the first and second year would have been within the approved parameters.

All other terms negotiated for Coach Mora's contract compensation are within and/or below the parameters recently approved by the Regents for the UCLA Head Football Coach. In fact, several of the authorized parameters – including the approved authority to negotiate a signing bonus not to exceed \$1 million and payment of contractually obligated liquidated damages – were not required.

The source of funding for Coach Mora's contract will be exclusively from athletic department revenues and private fundraising. No State or general campus funds will be used.

This year UCLA Intercollegiate Athletics anticipates receiving approximately \$17.6 million from agreements related to television, multimedia, apparel and products. The agreements are global and not tied to specific coaches, sports, or even appearances, but the success or failure of the football program plays a major part in determining the amount of revenue the campus receives under the agreements.

#### Recommendation

The following was approved in connection with the amendment of the delegation of authority to the Chancellor, Los Angeles campus, to modify the contract compensation parameters for a new Head Football Coach, Intercollegiate Athletics, Los Angeles campus:

Raise the ceiling on the permissible increase in guaranteed compensation between year one and year two of the contract from five percent to 19.9 percent for the Head Football Coach, Los Angeles campus. This will enable the campus to enter into a contract with Coach Mora as Head Football Coach that provides for \$1,835,000 in guaranteed compensation in year one and \$2,200,000 in year two.

- (5) ***Extension of Term Appointment of and Total Compensation for Christopher F. Edley, Jr. as Special Advisor to the President, Office of the President***

#### Background to Recommendation

Approval under interim authority was requested to extend the appointment of Christopher F. Edley, Jr. as Special Advisor to the President, Office of the President, as well as the stipend of \$43,000 associated with this appointment. The stipend represents 14 percent of Mr. Edley's base salary of \$307,000. The implementation date for the appointment and stipend extension was December 15, 2011, and it will end December 14, 2013, or earlier, at the discretion of the President. A stipend of more than 12 months is an exception to policy and therefore requires Regental approval.

This stipend will be funded from State funds.

The Special Advisor to the President provides advice to, and executes special projects on behalf of, the President and assists the President and his senior team with the development of strategy to address a variety of

policy initiatives.

Mr. Edley is uniquely qualified to serve President Yudof as Special Advisor. Mr. Edley is the Dean of the UC Berkeley School of Law and faculty Co-Director of the Warren Institute on Law and Social Policy. In addition to serving in the administration of several Presidents of the United States, Mr. Edley has served on the United States Commission on Civil Rights, the national bipartisan Commission on No Child Left Behind, and the California Bipartisan State Commission on a 21st Century Economy. He currently serves on the Equity and Excellence Commission created by the United States Department of Education to develop recommendations to increase educational opportunities by improving school funding equity.

As Special Advisor to the President, Mr. Edley serves as a member of the President's Cabinet and leads the development, coordination and oversight of an array of priority initiatives on behalf of President Yudof, including the University's contributions to improving pre-kindergarten through higher education (P-16) education in California; the University's contributions to addressing the energy and climate challenges facing California, the nation, and the world; the development of student support strategies targeted to middle-income families; and the framing of strategies to enhance federal support for UC operating budgets and facilities.

Mr. Edley served as a member of the UC Commission on the Future and currently serves as Co-Chair of the UC Online Instruction Project, which grew out of one of the Commission recommendations. He was appointed by President Yudof and Chancellor Fox to oversee the implementation of the campus climate plan at UC San Diego and serves as Co-Chair of the President's Advisory Council on Campus Climate, Culture and Inclusion, which is charged with identifying best practices at other institutions and monitoring and evaluating the progress of each campus toward ensuring equal opportunities for all UC students, faculty and staff. Most recently, the President appointed Mr. Edley and General Counsel Robinson to lead a systemwide examination of police protocols and policies as they apply to protests at all ten UC campuses and recommend best practices for policing protests across the campuses.

#### Recommendation

The following was approved in connection with the extension of the term appointment of and total compensation for Christopher F. Edley, Jr. as Special Advisor to the President, Office of the President:

- a. Continued appointment of Christopher F. Edley, Jr. as Special

Advisor to the President, Office of the President.

- b. As an exception to policy, continued annual stipend of \$43,000, increasing Mr. Edley's total annual salary from \$307,000 to \$350,000 in recognition of his additional work as Special Advisor to the President. The stipend will be paid by the Office of the President. This constitutes an exception to policy because the stipend is beyond the one year period allowed by policy.
- c. Mr. Edley's salary of \$307,000 as Dean, School of Law (SLCG Grade 111) will continue to be paid by UC Berkeley. Mr. Edley's position as Dean is not affected by this term appointment.
- d. Per policy, standard pension and health and welfare benefits.
- e. Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
- f. Per policy, accrual of sabbatical credits as a member of tenured faculty.
- g. The extension of the appointment as Special Advisor to the President and the associated stipend will be effective December 15, 2011 and end December 14, 2013, or earlier, at the discretion of the President.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all other previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Reviewed by:           President Yudof  
                                  Committee on Compensation Chair Ruiz  
                                  Office of the President, Human Resources**

- (6) *Amendment to the Deferred Compensation Program for Jeff Tedford as Head Football Coach, Berkeley Campus*

Background to Recommendation

Action under interim authority was requested to authorize the President to amend the deferred compensation program established for Jeff Tedford, Head Football Coach at UC Berkeley, to postpone the mandatory distribution date to January 31, 2013.

The deferred compensation program is intended to allow Coach Tedford to defer taxation on a portion of his current cash compensation until his benefits are paid or made available at the times stated in the governing documents.

In 2008, the Regents authorized the President to approve and implement a deferred compensation program for Coach Tedford. As implemented, it includes two components: a tax-qualified defined contribution plan (The University of California Supplemental Defined Contribution Plan) and a related excess benefit arrangement (The University of California Supplemental Defined Contribution 415(m) Plan). Under the program, contributions are made to the defined contribution plan up to the limit established in the U.S. Internal Revenue Code (Code), which is currently \$49,000 per year. The remainder is credited to the excess benefit arrangement.

Contributions were made under the deferred compensation program in 2009, 2010 and 2011 on behalf of Coach Tedford, who has been advised of the risks by his tax and financial counsel.

To date, the Internal Revenue Service (IRS) has not issued substantive guidance on whether this type of excess benefit arrangement satisfies the applicable requirements of Section 415(m) of the Code. Thus, in 2009, the University requested a private letter ruling from the IRS that the contributions and allocations made on behalf of Coach Tedford under the deferred compensation program, and any earnings, would not be taxable until the year they are paid out rather than in the year contributed.

Currently, the excess benefit arrangement incorporates a mandatory distribution date of December 31, 2011. It was added as a precaution to ensure that Coach Tedford would have access to the funds to pay tax liabilities associated with prior contributions (back taxes, fees and penalties) in the event the IRS does not rule favorably on the University's request. At the time of filing, it was expected that the IRS would issue its ruling within a year or two of the 2009 filing date, so the December 31, 2011 date seemed appropriate. Otherwise, the funds are not payable until the standard distribution dates (separation of service, death, or disability).

Because the IRS has not yet acted on the University's request, it is now recommended to postpone the mandatory distribution date to January 31, 2013.

Consistent with contributions made in the prior three years, the Contract Addendum will be amended effective January 1, 2012 to eliminate the provision directing payment of a \$500,000 retention bonus to Coach Tedford on January 8, 2012. The Contract Addendum will be further



amended to reflect that that amount, adjusted for applicable withholdings, will instead be made as a contribution to the deferred compensation program on Coach Tedford's behalf as soon as practicable after January 8, 2012.

Coach Tedford has confirmed in an Acknowledgment dated December 20, 2011 that he has relied on counsel from his legal, tax and financial advisors in connection with the contract negotiations and with regard to the risks to him associated with the deferred compensation program as described by the University in the cover letter to the Acknowledgement and in a separate letter dated December 23, 2008. Both letters indicate Coach Tedford will be liable for any applicable taxes, interest and penalties attributable to the allocations and earnings maintained on his behalf under, and distributed from, the deferred compensation program.

This action was requested under interim authority because the mandatory distribution date will occur before the January meeting of the Board.

#### Recommendation

That the President be authorized to amend the deferred compensation program for Jeff Tedford as Head Football Coach, Berkeley campus, to postpone the mandatory distribution date of the excess benefit arrangement to January 31, 2013. All other terms and conditions in the deferred compensation program for Mr. Tedford previously approved by the Regents remain unchanged.

**Submitted by: UC Berkeley Chancellor Birgeneau**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Ruiz**  
**Office of the President, Human Resources**

- (7) *Delegation of Authority to Approve the Contract Compensation Parameters for Three Assistant Football Coach Positions, Intercollegiate Athletics, Los Angeles Campus*

#### Background to Recommendation

Action under interim authority was requested to delegate authority to the Chancellor or his designee to negotiate and agree upon compensation, within certain parameters, for the appointment of candidates to three assistant football coach positions, Los Angeles campus.

The parameters proposed in this item will apply only to the positions of Offensive Coordinator, Defensive Coordinator, and Strength and Conditioning Coach at UCLA. The September 2008 Amendment of

Regents' Delegation of Authority for Recruiting and Negotiating Parameters for Certain Athletic Positions and Coaches, Systemwide, will continue to govern the compensation terms for all other athletic and coach positions for which the total cash compensation exceeds or will exceed the Indexed Compensation Level, with the exception of the position of Head Football Coach, Los Angeles campus, for which the Regents recently approved specific alternative compensation parameters.

Interim authority was requested because of the urgent need to fill these three positions and the typically rapid negotiation process to secure the desired candidates.

This urgent matter was an effort to proactively define negotiating parameters and address the fast-moving negotiations that are currently occurring in the dynamic assistant football coaching marketplace.

Approval of the maximum compensation parameters is intended to facilitate successful contract negotiations with the desired candidates. Once the contracts for these three positions have each been signed by both parties, the final terms of the agreements will be reported to the Regents in the Biannual Coaches Delegation Report.

Approval of this recruitment authority served as approval of the final contract compensation, provided the compensation for each assistant coach is consistent with the limits and procedures outlined in these proposals. The Regental authorization for this delegation of authority will expire upon the signing of the contracts by all parties.

It is anticipated that the final employment agreements will not include the maximum amount in every category of compensation listed below.

This year UCLA athletics anticipates receiving approximately \$17.6 million in revenue from agreements related to television, multimedia, apparel and products. The agreements related to these revenue sources are global and not tied to specific coaches, sports, or even appearances, but the success or failure of the football program is a major factor in determining the amount of revenue.

The compensation provided under these coaches' contracts shall be funded exclusively from athletic department revenues and private fundraising. No State or general campus funds will be used.

#### Recommendation

The following was approved in connection with the delegation of authority to the Chancellor, Los Angeles campus, to approve compensation terms

for three Assistant Football Coach positions, Los Angeles campus, that are within the contract compensation parameters set forth below or otherwise within existing delegated authority, with the understanding that the final terms will be set forth in appropriate written contracts, which will be reviewed by the Office of the General Counsel.

The maximum parameters proposed for three Assistant Football Coach positions at the Los Angeles campus are as follows:

- a. **Positions:** The three Assistant Football Coach positions that will be subject to these proposed parameters will be Offensive Coordinator, Defensive Coordinator, and Strength and Conditioning Coach. The Strength and Conditioning Coach is a new position.
- b. **Contract Duration:** A contract of up to two years in duration.
- c. **Guaranteed Compensation:** Authority is requested to hire candidates for these three positions within the compensation parameters set forth below.

This proposal provides the important flexibility necessary to negotiate the range of possible maximums relevant to the current marketplace. In all circumstances, the annual base salary for each assistant coach will not exceed \$250,000.

For those receiving annual guaranteed compensation in excess of \$250,000, the amount in excess of \$250,000 will be designated as a Talent Fee. The payment of talent fees will be predicated on professional activities including various appearances and speaking engagements on television and radio broadcasts of UCLA football games and sports shows dedicated to UCLA sports, promotional endorsements, and consultation contracts with athletic shoe, athletic apparel, athletic equipment, and other sport manufacturers.

Year 1	Offensive Coordinator	Defensive Coordinator	Strength & Conditioning Coach
Base Salary	\$250,000	\$250,000	\$225,000
Talent Fee	\$100,000	\$300,000	\$0
Total Guaranteed Compensation	\$350,000	\$550,000	\$225,000

Year 2	Offensive Coordinator	Defensive Coordinator	Strength & Conditioning Coach
Base Salary	\$250,000	\$250,000	\$225,000
Talent Fee	\$125,000	\$300,000	\$0
Total Guaranteed Compensation	\$375,000	\$550,000	\$225,000

- d. **Incentive Pay**: An annual maximum performance-based incentive of up to a total of \$100,000 may be earned by each assistant coach for such accomplishments as:
- i. Pac-12 finish, final national ranking, number of regular season wins, Bowl appearances.
  - ii. Academic achievement including academic progress status as calculated by the National Collegiate Athletic Association.
  - iii. Ticket sales incentives. This element is designed to incentivize the coach to participate in sales efforts, such as public appearances, in conjunction with department sales strategies.
  - iv. Incentive pay for achieving the national championship, participation in the national championship game, participation in the Bowl Championship Series, or participation in the Pac-12 championship game.
- e. **Summer Camps**: An annual maximum of up to \$100,000 may be earned for services performed in conjunction with summer camps under a revenue-sharing arrangement, the terms of which may be determined at the sole discretion of the Athletic Director and Head Football Coach.
- f. **Termination Clause**: Each contract will contain a penalty clause for early termination by the assistant coach, such that, if the assistant coach terminates the agreement, he will owe UCLA an agreed upon sum of money. Whether the assistant coach takes a position at a college or university that is considered to be a competing school with UCLA may be identified as a factor in determining the amount of money the assistant coach will owe the University in such circumstances.

The University will retain the right to terminate the contract for cause, at which point all compensation and other obligations will

cease, and there will be no obligation by the University to “buy out” the remainder of the contract.

The University will retain the unilateral right to terminate the employment contract without cause at any time. The agreement may include a provision stating that, in the event the University terminates the agreement without cause, it shall be obligated to pay the assistant coach, as liquidated damages, up to the remaining contract amount, offset (“mitigated”) by any future income earned by the assistant coach in subsequent employment during the remaining contract period. The University shall not be liable for any University benefits which are not vested or for any collateral business opportunities or other benefits associated with the candidate’s position as assistant coach.

- g. Per policy, eligible for standard health and welfare benefits except vacation and sick leave accrual, for which coaches are not eligible.
- h. A courtesy vehicle for each assistant coach to be provided by the University or, alternatively, an annual stipend of up to \$7,500. This courtesy vehicle or stipend may be withdrawn at any time at the sole discretion of the Athletic Director.
- i. Per policy, 100 percent reimbursement for actual expenses related to moving household goods and personal effects from the former primary residence to the new primary residence, subject to the limitations under University policy.

Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by: UCLA Chancellor Block**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Ruiz**  
**Office of the President, Human Resources**

## 12. **REPORT OF COMMUNICATIONS RECEIVED**

Secretary and Chief of Staff Kelman reported that, in accordance with Bylaw 16.9, Regents received a summary of communications in reports dated November 1 and December 1, 2011.

**13. REPORT OF MATERIALS MAILED BETWEEN MEETINGS**

Secretary and Chief of Staff Kelman reported that, on the dates indicated, the following were sent to the Regents or to Committees:

**To Members of the Committee on Compensation**

- A. From the President, Health Sciences Compensation Plan Participants' compensation exceeding threshold of \$658,800 for 2010 calendar year. (December 9, 2011)
- B. From the President, Annual Report on Academic Personnel Salaries Above the Indexed Compensation Level. (December 9, 2011)
- C. From the President, Annual Report on the Adjustment of the Indexed Compensation Level. (December 19, 2011)

**To Members of the Committee on Finance**

- D. From the Vice President and General Counsel, Bi-monthly Report of New Litigation for Reporting Period of 7/28/11-10/6/11. (December 12, 2011)
- E. From the Vice President and General Counsel, Bi-monthly Report of New Litigation for Reporting Period of 10/6/11-11/28/11. (December 16, 2011)

**To Members of the Committees on Finance and Oversight of the Department of Energy Laboratories**

- F. From the President, Annual Report on the Net Fee Income Received as Owner of a Limited Liability Company Managing a Department of Energy National Laboratory and Expenditures Made Therefrom for 2010-11. (December 1, 2011)

**To Members of the Committee on Grounds and Buildings**

- G. From the President, Annual Report on Major Capital Projects Implementation for fiscal year 2010-11. (November 3, 2011)

**To the Regents of the University of California**

- H. From the Secretary and Chief of Staff, summary of communications received subsequent to the October 3, 2011 report of communications. (November 1, 2011)
- I. From the President, letter and talking points regarding campus climate matters. (November 8, 2011)
- J. From the Secretary and Chief of Staff, press release regarding the postponement of the November 2011 Board of Regents meeting. (November 14, 2011)

- K. From the Chief Investment Officer and Vice President, the Treasurer's Annual Report for the fiscal year ended June 30, 2011. (November 21, 2011)
- L. From the President, letter informing of the passing of the sixth Chancellor of the Berkeley campus, Ira Michael Heyman. (November 21, 2011)
- M. From the Secretary and Chief of Staff, report of communications received subsequent to the November 1, 2011 report of communications. (December 1, 2011)

The meeting adjourned at 12:55 p.m.

Attest:

Secretary and Chief of Staff

**Additions shown by underscoring; deletions shown by strikethrough**

BYLAW 21.5

SENIOR VICE PRESIDENT – CHIEF COMPLIANCE AND AUDIT OFFICER

21.5 Senior Vice President - Chief Compliance and Audit Officer.

The Senior Vice President - Chief Compliance and Audit Officer, who shall also be an Officer of the University, shall develop and maintain the University's Corporate Ethics and Compliance and Audit Programs, functioning as an independent and objective office that reviews and evaluates compliance and audit issues and concerns within the University. This position will monitor and report as to the Board itself, the administration, faculty, and employees on compliance with rules and regulations of regulatory agencies, University policies and procedures, and the University's Statement of Ethical Values and Standards of Ethical Conduct. This position is authorized to implement all necessary actions to ensure achievement of the objectives of effective, accountable ethics and compliance and audit programs.



**Additions shown by underscoring; deletions shown by strikethrough**

STANDING ORDER 100.1

OFFICERS OF THE UNIVERSITY  
DESIGNATION AND TO WHOM RESPONSIBLE

100.1 Designation and to Whom Responsible

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- b. The President shall be responsible directly to the Board. All other Officers shall be responsible to the President directly or through designated channels, with the exception of the General Counsel and Vice President for Legal Affairs, the Chief Investment Officer, and the Senior Vice President - Chief Compliance and Audit Officer, ~~both~~ all of whom shall have dual responsibility to the Board and to the President.

**Additions shown by underscoring; deletions shown by strikethrough**

BYLAW 12.3

COMMITTEE ON FINANCE

12.3 Committee on Finance

The Committee on Finance shall:

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- n. Consider and recommend to the Board the annual budget of the ~~Treasurer Chief~~ Investment Officer of The Regents upon recommendation of the ~~Treasurer Chief~~ Investment Officer following review and recommendation by the Committee on Investments with respect to the portion to be charged to investment assets.

**Additions shown by underscoring; deletions shown by strikethrough**

BYLAW 12.5

COMMITTEE ON INVESTMENTS

12.5 Committee on Investments

The Committee on Investments shall:

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- e. Consider and recommend to the Committee on Finance upon recommendation of the ~~Treasurer~~ Chief Investment Officer the portion of the annual budget of the Office of the ~~Treasurer~~ Chief Investment Officer charged to investment assets.

**Additions shown by underscoring; deletions shown by strikethrough**

BYLAW 12.7

COMMITTEE ON HEALTH SERVICES

12.7 Committee on Health Services

The Committee on Health Services shall:

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- d. Consider matters relating to the University's hospitals' and student health and counseling clinical programs', including self-insured student health programs, licensure, accreditation, planning, patient care, medical staff matters, quality assurance, and relationships with schools of health sciences.
- e. Consider and recommend to the Board policies in connection with the operation and governance of University hospitals and student health and counseling clinical programs, including self-insured student health programs.

**Additions shown by underscoring; deletions shown by strikethrough**

**SCHEDULE OF REPORTS TO THE REGENTS  
[Pursuant to Bylaw 16.8(a)]  
Amended September 2011**

	<b>Month(s) Presented or Mailed to Regents</b>
<b>BOARD</b>	
Report of the President Concerning University Activities and Individuals (the President's Report)	January March May July September November
<b>COMMITTEE ON COMPENSATION</b>	
Annual Reports on Executive Compensation for Calendar Year ___: (a) Incumbents in Senior Management Positions and (b) Deans and Certain Faculty Administrators ( <i>mbm*</i> )	July
Annual Reports on Compensated Outside Professional Activities for Calendar Year ___: Incumbents in Senior Management Positions ( <i>mbm*</i> )	July
Annual Report on Compensated Outside Professional Activities for Calendar Year ___: Deans and Faculty Administrators ( <i>mbm*</i> )	January
Annual Report on Health Sciences Compensation Plan Participants' Compensation that Exceed the Reporting Threshold ( <i>mbm*</i> )	November
Annual Report on Academic Personnel Salaries Above the Indexed Compensation Level ( <i>mbm*</i> )	November
Annual Report on Adjustment of the Indexed Compensation Level ( <i>mbm*</i> )	September
Biannual Compensation Monitoring Reports: (a) Incumbents in Certain Senior Management Positions; and (b) Deans and Full-Time Faculty Administrators-( <i>mbm*</i> )	May November
Annual Compensation Monitoring Report for Calendar Year ___: Actions for Certain Athletic Positions and Coaches Systemwide	July

\*mbm: Report is sent to all Regents as a mailing between meetings (mbm)

**SCHEDULE OF REPORTS TO THE REGENTS  
[Pursuant to Bylaw 16.8(a)]  
Amended September 2011**

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	<b>Month(s) Presented or Mailed to Regents</b>
<b>COMMITTEE ON COMPLIANCE AND AUDIT</b>	
Annual Report on Internal Audit Plans	July
Annual Review of External Audit of Hastings College of the Law ( <i>mbm*</i> )	March
Annual Report on Ethics and Compliance	September
Annual Report of External Auditors for the Year Ended June 30, ____	November
Annual Report on Internal Audit Activities	November
<b>COMMITTEE ON EDUCATIONAL POLICY</b>	
Annual Report on Private Support, Major Donors, and Namings and Endowed Chairs ( <i>mbm*</i> )	November
Statistical Summary of Students and Staff ( <i>mbm*</i> )	March
Annual Report on Student Financial Support ( <i>mbm*</i> )	March
Annual Report on Undergraduate Admissions Requirements [effective 2013] ( <i>mbm*</i> )	July
Annual Report on Proposals Seeking Research Funding from the Tobacco Industry ( <i>mbm*</i> )	September
Biennial Report on Comprehensive Review ( <i>mbm*</i> ) [effective 2012]	July
<b>COMMITTEE ON EDUCATIONAL POLICY and <del>COMMITTEE ON FINANCE</del></b>	
Annual Report on Self-Supporting Professional Degree Programs ( <i>mbm*</i> )	August

\*mbm: Report is sent to all Regents as a mailing between meetings (mbm)

**SCHEDULE OF REPORTS TO THE REGENTS  
[Pursuant to Bylaw 16.8(a)]  
Amended September 2011**

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	<b>Month(s) Presented or Mailed to Regents</b>
<b>COMMITTEE ON EDUCATIONAL POLICY <del>and</del> <del>COMMITTEE ON LONG RANGE PLANNING</del></b>	
Annual Accountability Sub-Report on Diversity at the University of California	January
Annual Accountability Sub-Report on the University of California Admissions and Enrollments	March
<b>COMMITTEE ON FINANCE</b>	
Annual Report on Risk Management ( <i>mbm*</i> )	January
Annual Report on Use of Outside Counsel ( <i>mbm*</i> )	January
Annual Report on Settlements and Separation Agreements	January
Annual Report on University Housing Assistance Programs ( <i>mbm*</i> )	January
Annual Report on Expenditures of Associates to the President and Chancellors ( <i>mbm*</i> )	September
University of California Financial Reports	November
Annual University of California Retirement Plan-Actuarial Valuation Report	November
Annual Report on Debt Capital and External Finance Approvals ( <i>mbm*</i> )	January
Annual Report on the University of California Technology Transfer Program ( <i>mbm*</i> )	May
Annual Report on Administrative Efficiencies	May
Annual Report on Newly Approved Indirect Costs ( <i>mbm*</i> )	November
Bi-Monthly Report on New Litigation ( <i>mbm*</i> )	January March May July September November

\*mbm: Report is sent to all Regents as a mailing between meetings (mbm)

**SCHEDULE OF REPORTS TO THE REGENTS**  
**[Pursuant to Bylaw 16.8(a)]**  
**Amended September 2011**

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	<b>Month(s) Presented or Mailed to Regents</b>
<u>Annual Report on the Commission on the Future Recommendations</u>	<u>March</u>
 <b>COMMITTEE ON FINANCE and  <del>COMMITTEE ON OVERSIGHT OF THE  DEPARTMENT OF ENERGY LABORATORIES</del></b>	
Annual Report on the Net Fee Income Received as Owner of a Limited Liability Company Managing a Department of Energy National Laboratory and Expenditures Made Therefrom ( <i>mbm*</i> )	November
 <b>COMMITTEE ON GROUNDS AND BUILDINGS</b>	
Annual Report on Sustainable Practices ( <i>mbm*</i> )	January
Annual Report on Chancellor's Residence and Office Capital Projects ( <i>mbm*</i> )	September
Annual Report on Major Capital Projects Implementation ( <i>mbm*</i> )	October
Ten Year Consolidated State and Non-State Capital Financial Plan	November
 <b>COMMITTEE ON HEALTH SERVICES</b>	
Biannual Activity and Financial Status Report on Hospitals and Clinics ( <i>mbm*</i> )	March November
 <b>COMMITTEE ON INVESTMENTS</b>	
Annual Endowment Investment Report ( <i>mbm*</i> )	February
Annual Report of the Treasurer ( <i>mbm*</i> )	November
 <b>COMMITTEE ON LONG RANGE PLANNING</b>	
Annual University of California Accountability Report	July

\*mbm: Report is sent to all Regents as a mailing between meetings (mbm)