

## COMMITTEE ON COMPENSATION

### INFORMATION ITEM

*For Meeting of May 7, 2009*

#### **ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2008: INCUMBENTS IN CERTAIN SENIOR MANAGEMENT POSITIONS**

As part of its commitment to transparency and public accountability, the University of California reports annually on compensation paid to senior managers. This report (Attachment 1) details all aspects of senior management compensation, and it is also posted on UC websites to provide public access to the information.

#### **KEY POINTS ABOUT UC EXECUTIVE COMPENSATION FOR 2008**

The components of compensation for certain sectors of UC employees are dictated by prevailing practices in the market. In particular markets, such as health sciences, coaches, and investment professionals, compensation is divided into two distinct parts: (1) a guaranteed base salary; and (2) a contingent payment based on performance. In order to compete in these markets for the highest quality individuals, UC must and should reflect the same market practices, or our top quality health sciences professionals, for example, will merely transfer to a hospital that will pay competitively.

The highlights of the attached annual report are as follows:

- **UC doctors and coaches remain the highest paid:** As in previous years, the top earning employees at UC in 2008 based on total pay were either members of the health sciences personnel, some world-renowned specialists in their fields, or athletic coaches.
- **Executive pay remains a tiny portion of payroll:** Senior management salaries continue to represent less than 1 percent of UC's total payroll.
- **No State funds for incentive/bonus pay:** No State funds are used for UC incentive or bonus payments for clinical and health sciences personnel, or treasurer's office personnel, and all compensation for coaches and other athletics personnel is paid from non-State funds.
- **Incentive pay used to promote good performance and university priorities:** Like many employers nationwide, UC uses incentive compensation plans to encourage and reward sustained individual and group performance in support of key University goals:

- Medical centers: Incentive compensation plans for UC hospitals cover employees at all levels – from clerical staff to senior hospital leaders – and reward individual as well as group performance for upholding key priorities such as improving patient care and safety, operational efficiency, and good financial management.
- Treasurer’s Office: Consistent with industry standards, the Treasurer’s Office incentive compensation plan rewards recipients for maximizing long-term total investment returns while assuming appropriate levels of risk, and promotes teamwork. Awards are paid out over three years to help retain good performers, with future payouts forfeited if the participant leaves UC.
- Coaches: Coaches’ pay is comprised of base salary plus bonuses and incentive pay tied to revenue generated from television and radio contracts, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. Other awards are based on specific goals, such as winning a national championship, and are paid only if those goals are met. Other pay may include signing or retention bonuses.
- **By the numbers**: The 111 incentive and bonus payments in this report total \$4,849,243 – approximately .054 percent of UC’s \$9 billion annual payroll. The vast majority of these payments (67.6 percent) are attributable to the clinical enterprise and Treasurer’s Office plans.

## REPORT FORMAT AND CONTENT

The content and layout of this report, compliant with legislative reporting requirements, was approved by the Regents at the January 2007 meeting. This report presents the following information for calendar year 2008:

Population covered: This report includes all incumbents in the “senior officials” listing as referenced in the Budget Act. This report also includes the population that currently requires Regental review and approval, e.g., those administrators in slotted positions, including those that are not slotted, such as coaches, whose potential total cash compensation exceeds the current reporting threshold of \$214,000.

The attached report displays compensation details on approximately 529 incumbents and former incumbents, including those in acting capacities, and those who stepped down or terminated employment. If an individual held more than one position during 2008, e.g., Acting Dean and then was appointed Dean, each position is reported.

Cash compensation: The report presents the following compensation in the following categories: annualized base salary, annualized stipends, actual payments received under incentive or bonus programs (see next section for more detail), total actual Health Sciences Compensation Plan (HSCP) payments (see below for more detail), and other cash compensation or cash payments. A subtotal of these elements is also provided. Please note that this information is a combination of data that represents actual payments and annualized figures. The annualized figures for base salary and stipends were chosen over

actual pay to avoid problems with partial year assignments. For example, actual pay for a new employee who starts employment with the University in November with an annualized base salary of \$240,000 would be only \$40,000. In many cases, stipends (which are represented in the report as annualized figures) may only be paid for a portion of the year and therefore may not reflect the amount actually received. In some cases, individuals received the stipend for less than the full year, but the annualized figure is still represented.

Incentive and Bonus Compensation: The incentive and bonus payments represented in the report can be categorized into one of the following: Clinical Enterprise Management Recognition Plan (CEMRP), Treasurer's Annual Incentive Plan (AIP), awards paid to Coaches, or Other Local Incentive Plans. *These programs are not State-funded. Some locally funded and administered Bonus plans may use State funds for a portion of the award.*

There are 111 incentive and bonus payments included in this report, totaling \$4,849,243. The vast majority of these payments (75 payments, or 67.6 percent) and cost (\$3,757,212, or 77.5 percent) are attributable to the Regentally approved CEMRP and AIP programs.

Clinical Enterprise Management Incentive Plan: Under the authority granted by the Board of Regents to the President in 1992, the purpose of CEMRP is to provide variable, non-base building salary recognition awards to those individuals responsible for attaining or exceeding key Clinical Enterprise objectives consistent with University objectives. Achievement is measured based on specific financial, non-financial/quality, and strategic objectives which relate to the Clinical Enterprise's mission and goals. The Plan focuses participants on the achievement of local and systemwide institutional objectives to encourage teamwork and to recognize joint effort required to meet challenging organizational goals. The Plan also uses individual performance measures to encourage participants to maximize their personal effort and to demonstrate individual excellence. There are 59 payments approved under policy (41 approved by the Regents, 18 approved by Chancellors) and reported in this category, totaling \$2,260,492 (46.6 percent of total payments reported).

CEMRP is a key component of the overall competitive pay for leadership at the hospitals. The program rewards participants for their performance against key initiatives such as improving quality of care, patient satisfaction and safety, as well as attaining or exceeding key financial objectives. This program is funded through clinical revenues and does not use State funds.

This Plan was most recently reviewed for market competitiveness in 2007 by Mercer Human Resources Consulting. The Plan was reviewed in comparison to market prevalent practices based on the *Mercer 2007/2008 US Compensation Planning Survey*, pertaining to pay practices in the Healthcare industry and in Government/Nonprofit. Adjustments to Plan provisions, intended to ensure Plan competitiveness with the market, relative to Plan Eligibility, Performance Measures and Award Opportunity were recommended to the

Regents at their November 2007 meeting. Adjustments were approved by the Regents at their January 2008 meeting, to be effective with the 2008-2009 plan year.

*Treasurer's Annual Incentive Plan:* Under the authority granted by the Board of Regents, the purpose of the AIP is to provide the opportunity for variable financial incentives to those employees responsible for attaining or exceeding key objectives in the Treasurer's Office which are consistent with University investment objectives. The Plan provides an annual non-base building cash incentive based on performance of the University's investment portfolio, various groups within the Treasurer's Office, e.g., management of particular asset classes, and the individual. The incentive award is earned based on the achievement of specific investment, non-financial, and strategic objectives relative to the mission and goals of the Treasurer's Office and the performance of the investment portfolio. The Plan focuses participants on maximizing long-term total returns for all funds managed while assuming appropriate levels of risk. It is intended to support teamwork so that members of the Treasurer's Office operate as a cohesive group. This Plan does not use State funds. There are 16 payments approved under policy (2 approved by the Regents, 14 approved by President Yudof) and reported in this category, totaling \$1,496,720 (30.9 percent of total payments reported).

At the May 2007 Regents meeting, the Committee on Investments approved performance benchmarks for the 2007-2008 plan year based on market data. If performance warrants payout at target levels, then the overall cash compensation for the individual is competitive with the median of the market for that particular position. The awards are paid out over three years in equal installments, with future payouts forfeited if the participant leaves UC employment.

This Plan was most recently reviewed for market competitiveness in 2007 by Mercer Human Resources Consulting. Each Plan feature was reviewed in comparison to market prevalent practices based on the *Mercer 2007 Compensation Survey of Investment Groups within University Endowments and Foundations*. The survey reported at the time that 82 percent of survey participants and 100 percent of the organizations over \$5 billion in assets under management had or were in the process of implementing an incentive plan. The range of incentive award amounts in not-for-profit investment organizations varied from 20 percent to 100 percent of base salary, depending on position level and compensation philosophy. For-profit organizations reported offering significantly higher incentive opportunities. The review conducted in 2007 included recommended adjustments to certain provisions of the Plan. Adjustments to the provisions were reviewed by the Regents at their July 2007 meeting, and approved at the September 2007 meeting.

*Awards paid to Coaches or other Athletics Personnel:* The compensation for coaches is comprised of a base salary plus various types of bonuses and incentives. These bonuses and incentives are recognition awards tied to revenue streams from contracts with television and radio, marketing arrangements with equipment and clothing manufacturers, and summer sports camps. Other awards are based on specific

performance goals and only pay out if attained, e.g., winning the national championship. Other forms of bonuses may include signing or retention bonuses.

The coaches shown in this report are paid from non-State funds, generally from specific gifts and donations or sports-related revenue sources. State funding is not used as a source for coach compensation. There are 20 payments (approved by the Regents or under their delegated authority) reported in this category, totaling \$848,382 (17.5 percent of total payments reported).

The compensation for coaches is tied directly to market demand, with a coach's success driving the demand. As win-records increase, national attention brings employment opportunities, which may require compensation terms to be adjusted when retention is necessary. The hiring of a new coach or the retention of an existing coach and the compensation offered to him/her is dependent upon the demand in the market to secure their services. The compensation offered to UC coaches is aligned with other coaches in the PAC-10, again, depending on the win/loss record of the coach.

*Other Local Incentive and Bonus Plans:* Provisions for payments made under local incentive plans vary by plan. Please refer to the report comments and addendum for details of each payment. There are 16 payments reported in this category, totaling \$243,649 (5.0 percent of total payments reported). Payments in this category made under the Staff Recognition and Development Program (SRDP) or other similar locally funded program on the campuses may use State funds for a portion of the award.

Health Sciences Compensation Plan: Health Sciences Compensation Plan (HSCP) payments are provided and displayed in a separate column for those individuals who participate in this program. The amounts displayed in this column reflect actual payments to the individuals and include income processed through the HSCP, per policy, from qualified outside activities, such as clinical services, research, speaking engagements, etc. Since an individual's outside activities fluctuate from year to year, the HSCP payments may also fluctuate accordingly. This report reflects 17 individuals receiving payment under the HSCP, totaling \$1,550,977.

This program is under the authority of the Regents of the University of California and was established in 1995 to create a mechanism by which UC faculty in clinical departments can be paid from revenues derived from delivery of health services or research, at wages that compete with the health care market in and outside of California. Income from services varies considerably between healthcare disciplines (nursing, dentistry, medicine, public health, etc.) so the HSCP is designed to function across a wide spectrum of health care providers or administrators of clinical programs. The funds distributed from the HSCP are not derived from State sources.

One-time payments/reimbursements made to the employee or on behalf of the employee to a third-party vendor, including relocation allowances, temporary housing reimbursements or allowances, and moving expense reimbursements are also included. Some of the

information displayed in this section is described in more detail in the Addendum, which is provided as Attachment 2.

Benefits and perquisites include leased auto or auto allowance, senior management benefits (including some or all of the following: life insurance, executive business travel insurance, executive salary continuation for disability), University-provided housing, severance benefits, senior management supplemental benefit program contributions, additional post-retirement benefits (including medical coverage, enhanced retirement income benefits, enhanced retirement vesting schedules, etc.), and home mortgage loans provided under the University programs (the original loan amount is presented). Auto allowances are represented as annualized figures. In some cases, individuals received the allowance for less than the full year, but the annualized figure is still represented.

#### Data Collection, Review, Audit and Certification Process

This Annual Report on Executive Compensation was produced from data collected manually by each campus and laboratory using a variety of sources such as payroll, accounts payable, personnel records and other sources to populate a data warehouse, the Senior Leadership Information System (SLIS). Multiple data quality reviews were conducted by the Office of the President (OP) and local entities. The first certification occurred at the individual level when each person received a report from SLIS displaying his or her data and was asked to certify that the information was accurate and complete. In addition, campus and OP auditors reviewed the population and data to validate the accuracy and completeness of the data. Each Chancellor and the Laboratory Director reviewed their location data, certifying that the population contained in the report was accurate and complete. The President has also certified the report after the Chancellors and Laboratory Director.

(Attachments)



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2006

Name	Title	Location	Annualized Base Salary	All Actual Bonus/Incentive Payments	Bonus/Incentive Comments	Total Actual Health Science Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal: Cash Compensation	Moving Costs (Reimbursement)	Allowances: Housing, Relocation, Recruitment	Auto Allowance	SMG Benefits	UC Provided Housing	Severance Benefits	SMG Supp Benefit	Additional Post-Retirement Benefits	UC Provided Home Mortgage
BARBOUR, ANNE SAUNDERS	ATHLETIC DIRECTOR	UCB	\$273,450	\$76,675	Athletic contract: Payments consistent with terms of contract approved by the Regents on 11/16/06.			\$119,000	\$469,125		\$12,422		N	N	N		N	
BASRI, GIBOR	VICE CHANCELLOR - EQUITY AND INCLUSION	UCB	\$200,000						\$200,000				Y	N	N		N	
BIDDY, FRANKLIN SCOTT	VICE CHANCELLOR-UNIVERSITY RELATIONS	UCB	\$272,000						\$272,000			\$8,916	Y	N	N	5%	N	\$434,100
BIRGENEAU, ROBERT J.	CHANCELLOR	UCB	\$436,800						\$436,800			\$8,916	Y	Y	N	5%	Y	
BLINDER, DAVID	ASSOCIATE VICE CHANCELLOR - UNIVERSITY RELATIONS	UCB	\$240,000						\$240,000				N	N	N		N	\$626,300
BOYLE, JOANNE	HEAD COACH-WOMEN'S BASKETBALL	UCB	\$241,688	\$99,710	Athletic contract: Payments consistent with terms of contract approved by the Regents on 05/15/08.			\$311,148	\$652,546				N	N	N		N	
BRAUN, BEN	FORMER HEAD COACH-MEN'S BASKETBALL	UCB	\$156,000	\$12,995	Athletic contract: Payments consistent with terms of contract approved by the Regents on 07/19/07.			\$1,453,327	\$1,622,322				N	N	N		N	
BRESLAUER, GEORGE W	EXECUTIVE VICE CHANCELLOR & PROVOST	UCB	\$309,100						\$309,100			\$8,916	Y	N	N		N	
BROSTROM, NATHAN	VICE CHANCELLOR - ADMINISTRATION	UCB	\$283,100						\$283,100				Y	N	N	5%	N	
BROUGHTON, JANET	DEAN-ARTS AND HUMANITIES	UCB	\$197,000						\$197,000				Y	N	N		N	
BURNSIDE, MARY B	VICE CHANCELLOR-RESEARCH	UCB	\$248,500						\$248,500				Y	N	N		N	
CAMPBELL, THOMAS J.	DEAN-HAAS SCHOOL OF BUSINESS	UCB	\$300,800						\$300,800				Y	N	N		N	
CIGNETTI, FRANK J.	OFFENSIVE COORDINATOR - FOOTBALL	UCB	\$168,000	\$6,000	Athletic contract: Payments consistent with terms of contract approved by the Regents on 02/04/08.			\$165,558	\$339,558	\$13,061			N	N	N		N	
CUMMINS, JOHN F	ASSOCIATE CHANCELLOR/CHIEF OF STAFF	UCB	\$185,600						\$185,600				Y	N	N	3%	N	
DAVIS, BARBARA G	ASSISTANT VICE CHANCELLOR- EQUITY AND INCLUSION	UCB	\$135,500						\$135,500				Y	N	N	3%	N	
DAVIS, SAM	ACTING DEAN-COLLEGE OF ENVIRONMENTAL DESIGN	UCB	\$208,600						\$208,600				N	N	N		N	
DEQUIRE, TRAVIS L.	ASSISTANT COACH-MEN'S BASKETBALL	UCB	\$130,000					\$15,779	\$145,779	\$11,116			N	N	N		N	
DENTON, EDWARD J	VICE CHANCELLOR-FACILITIES SERVICES	UCB	\$220,500						\$220,500				Y	N	N	5%	N	
DEVRIES, JAN	ACTING DEAN-SOCIAL SCIENCES	UCB	\$229,872				\$34,478		\$264,350				N	N	N		N	
DRAGUN, DIANA WU	DEAN-UNIVERSITY EXTENSION	UCB	\$164,500						\$164,500				Y	N	N	5%	N	
DRAGUN, DIANA WU	FORMER ACTING DEAN- UNIVERSITY EXTENSION	UCB	\$131,600				\$19,700		\$151,300				N	N	N		N	
DURDEN, DAVID A.	HEAD COACH-MEN'S SWIMMING AND DIVING	UCB	\$124,800	\$41,250	Athletic contract: Payments consistent with terms of contract approved by the Regents on 01/17/08.			\$133,202	\$299,252				N	N	N		N	
EDLEY, CHRISTOPHER	DEAN-SCHOOL OF LAW	UCB	\$307,000				\$43,000		\$350,000				Y	N	N		N	\$1,000,000
ESQUER, DAVID	HEAD COACH-BASEBALL	UCB	\$111,180	\$7,500	Athletic contract: Payments consistent with terms of contract approved by the Regents on 09/21/06.			\$105,557	\$224,237				N	N	N		N	
FELLER, RICHARD I	HEAD COACH-WOMEN'S VOLLEYBALL	UCB	\$111,240	\$50,000	Athletic contract: Payments consistent with terms of contract approved by the Regents on 07/19/07.			\$46,500	\$207,740				N	N	N		N	
FRAKER, JR, HARRISON S	DEAN-COLLEGE OF ENVIRONMENTAL DESIGN	UCB	\$205,400						\$205,400				Y	N	N	5%	N	\$325,600
GILLESS, J KEITH	FORMER ACTING DEAN-COLLEGE OF NATURAL RESOURCES	UCB	\$115,800				\$40,000		\$155,800				N	N	N		N	
GILLESS, J KEITH	DEAN-COLLEGE OF NATURAL RESOURCES	UCB	\$172,300						\$172,300				Y	N	N		N	
GJERDE, JON	FOMER DEAN - SOCIAL SCIENCES	UCB	\$192,700						\$192,700				Y	N	N		N	
GRANDE, HARRY LE	FORMER ACTING VICE CHANCELLOR-STUDENT AFFAIRS	UCB	\$160,105				\$36,344		\$196,449				N	N	N		N	
GRANDE, HARRY LE	VICE CHANCELLOR-STUDENT AFFAIRS	UCB	\$215,000						\$215,000				Y	N	N	5%	N	
GREGORY, ROBERT	ASSISTANT COACH-FOOTBALL	UCB	\$168,000	\$46,000	Athletic contract: Payments consistent with terms of contract approved by the Regents on 07/19/07.			\$78,791	\$292,791				N	N	N		N	
GRIMES, KEVIN	HEAD COACH-MEN'S SOCCER	UCB	\$110,000	\$27,750	Athletic contract: Payments consistent with terms of contract approved by the Regents on 07/21/08.			\$102,900	\$240,650				N	N	N		N	
HEATHCOCK, CLAYTON H	FORMER ACTING DEAN-COLLEGE OF CHEMISTRY	UCB	\$180,700				\$46,600	\$28,532	\$255,832				N	N	N		N	
HOLMES, CLAIRE A.	ASSOCIATE VICE CHANCELLOR-PUBLIC AFFAIRS	UCB	\$230,000						\$230,000				N	N	N		N	



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Name	Title	Location	Annualized Base Salary	All Actual Bonus/Incentive Payments	Bonus/Incentive Comments	Total Actual Health Science Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal: Cash Compensation	Moving Costs (Reimbursement)	Allowances: Housing, Relo Recruitment	Auto Allowance	SMG Benefits	UC Provided Housing	Severance Benefits	SMG Supp Benefit	Additional Post-Retirement Benefits	UC Provided Home Mortgage
JOHN,JAY A.	ASSISTANT COACH-MEN'S BASKETBALL	UCB	\$100,000					\$15,779	\$115,779	\$29,372			N	N	N		N	
KOSHLAND,CATHERINE P	VICE PROVOST-ACADEMIC PLANNING AND FACILITIES	UCB	\$192,700						\$192,700				Y	N	N		N	
LEONARD,THOMAS C	UNIVERSITY LIBRARIAN	UCB	\$196,000						\$196,000				Y	N	N		N	
LEVI,DENNIS M.	DEAN-SCHOOL OF OPTOMETRY	UCB	\$223,000					\$18,583	\$241,583		\$9,400		Y	N	N		N	\$685,000
LIE,JOHN	DEAN-INTERNATIONAL AND AREA STUDIES	UCB	\$202,600						\$202,600				Y	N	N		N	\$750,000
LYONS,RICHARD K	DEAN-HAAS SCHOOL OF BUSINESS	UCB	\$373,200						\$373,200				Y	N	N		N	
MATHIES,RICHARD A	DEAN-COLLEGE OF CHEMISTRY	UCB	\$233,000						\$233,000				Y	N	N		N	
MCGUIRE,NEIL J.	HEAD COACH - WOMEN'S SOCCER	UCB	\$108,150	\$3,000	Athletic contract: Payments consistent with terms of contract approved by the Regents on 07/19/07.			\$34,755	\$145,905				N	N	N		N	
MCKEEVER,TERI J	HEAD COACH-WOMEN'S SWIMMING	UCB	\$127,228	\$8,500	Athletic contract: Payments consistent with terms of contract approved by the Regents on 05/17/07.			\$66,393	\$202,121				N	N	N		N	
MICHALCZIK,JIM	ASSISTANT COACH - FOOTBALL	UCB	\$135,000	\$31,000	Athletic contract: Payments consistent with terms of contract approved by the Regents on 07/19/07.			\$52,192	\$218,192				N	N	N		N	
MIDANIK,LORRAINE T	DEAN - SCHOOL OF SOCIAL WELFARE	UCB	\$200,000						\$200,000				Y	N	N		N	
MONTGOMERY,MICHAEL J.	HEAD COACH-MEN'S BASKETBALL	UCB	\$250,000					\$1,000,000	\$1,250,000	\$17,040			N	N	N		N	
NACHT,MICHAEL	DEAN-GOLDMAN SCHOOL OF PUBLIC POLICY	UCB	\$200,500					\$12,956	\$213,456				Y	N	N		N	
NINEMIRE,DIANE L	HEAD COACH-SOFTBALL	UCB	\$136,875	\$25,000	Athletic contract: Payments consistent with terms of contract approved by the Regents on 07/17/08.			\$46,024	\$207,899				N	N	N		N	
OWEN,WILLIAM G	FORMER DEAN-BIOLOGICAL SCIENCES	UCB	\$217,400						\$217,400				Y	N	N		N	
PEARSON,P DAVID	DEAN-GRADUATE SCHOOL OF EDUCATION	UCB	\$239,800						\$239,800				Y	N	N		N	\$680,000
PRICE,ROBERT M	INTERIM VICE CHANCELLOR-RESEARCH	UCB	\$129,600				\$110,100		\$239,700				N	N	N		N	
QUIGLEY,JOHN M	FORMER ACTING DEAN-GOLDMAN SCHOOL OF PUBLIC POLICY	UCB	\$213,700				\$54,000		\$267,700				N	N	N		N	
REYNAUD,LOUIS	FORMER ASSISTANT COACH-MEN'S BASKETBALL	UCB	\$128,750	\$8,750	Athletic contract: Payments consistent with terms of contract effective March 25, 2008.			\$27,250	\$164,750				N	N	N		N	
RICHARDS,MARK A	EXECUTIVE DEAN COLLEGE OF LETTERS AND SCIENCE AND DEAN-PHYSICAL SCIENCES	UCB	\$217,400				\$32,600		\$250,000				Y	N	N		N	
SASTRY,SOSALE SHANKAR	DEAN - COLLEGE OF ENGINEERING	UCB	\$275,000					\$15,053	\$290,053				Y	N	N		N	\$265,000
SAXENIAN,ANNALEE	DEAN-SCHOOL OF INFORMATION	UCB	\$210,000						\$210,000				Y	N	N		N	
SCHLISSEL,MARK S	DEAN-BIOLOGICAL SCIENCES	UCB	\$259,100						\$259,100				Y	N	N		N	\$250,000
SHORTELL,STEPHEN M	DEAN-SCHOOL OF PUBLIC HEALTH	UCB	\$327,600						\$327,600				Y	N	N		N	
SMITH,MICHAEL R	ASSISTANT CHANCELLOR-LEGAL AFFAIRS	UCB	\$180,900						\$180,900				Y	N	N	3%	N	
STOVALL,TYLER E	DEAN-UNDERGRADUATE DIVISION	UCB	\$182,300						\$182,300				Y	N	N		N	\$562,500
SZERI,ANDREW J	DEAN - GRADUATE DIVISION	UCB	\$172,600						\$172,600				Y	N	N		N	
TEDFORD,JEFF	HEAD FOOTBALL COACH	UCB	\$225,000	\$42,314	Athletic contract: Payments consistent with terms of contract approved by the Regents on 03/15/07.			\$1,600,080	\$1,867,394				N	N	N		N	
TETI,MICHAEL F.	HEAD COACH-MEN'S CREW	UCB	\$110,000					\$25,450	\$135,450	\$27,033			N	N	N		N	
WAGGENER,SHELTON	ASSOCIATE VICE CHANCELLOR FOR INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCB	\$218,500						\$218,500				Y	N	N	5%	N	
YEARY,FRANK D.	VICE CHANCELLOR	UCB	\$200,000						\$200,000				Y	N	N	5%	N	
ZEDECK,SHELDON	VICE PROVOST - ACADEMIC AFFAIRS AND FACULTY WELFARE	UCB	\$207,600						\$207,600				Y	N	N		N	
ZIMBARDO,CHRISTINA MASLACH	VICE PROVOST-TEACHING AND LEARNING	UCB	\$180,300						\$180,300				Y	N	N		N	
ZIMBARDO,CHRISTINA MASLACH	FORMER ACTING DEAN-UNDERGRADUATE DIVISION	UCB	\$180,300				\$27,000		\$207,300				Y	N	N		N	
ALFEN,NEAL VAN	DEAN - COLLEGE OF AGRICULTURAL & ENVIRONMENTAL SCIENCES	UCD	\$240,700						\$240,700				Y	N	N		N	
ALVARADO,GLORIA J	EXECUTIVE DIRECTOR - HUMAN RESOURCES	UCD	\$214,200	\$29,990	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$244,190				N	N	N		N	





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Name	Title	Location	Annualized Base Salary	All Actual Bonus/Incentive Payments	Bonus/Incentive Comments	Total Actual Health Science Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal: Cash Compensation	Moving Costs (Reimbursement)	Allowances: Housing, Relo, Recruitment	Auto Allowance	SMG Benefits	UC Provided Housing	Severance Benefits	SMG Supp Benefit	Additional Post-Retirement Benefits	UC Provided Home Mortgage
BIGGART,NICOLE W	DEAN-GRADUATE SCHOOL OF MANAGEMENT	UCD	\$281,100						\$281,100				Y	N	N		N	
BOYD,MICHAEL W	EXECUTIVE DIRECTOR - PLANNING, DESIGN & CONSTRUCTION	UCD	\$206,000	\$37,000	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$243,000				N	N	N		N	
BURTIS,KENNETH C	DEAN-COLLEGE OF BIOLOGICAL SCIENCES	UCD	\$192,300						\$192,300				Y	N	N		N	\$125,000
DROWN,STEVEN A.	CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCD	\$205,045						\$205,045				Y	N	N	5%	N	
DURUISSEAU,SHELTON J	SENIOR ADMINISTRATIVE AND PROFESSIONAL SERVICES OFFICER, UC DAVIS HEALTH SYSTEM	UCD	\$278,320	\$38,220	CEMRP: Approved by the Regents November 2008				\$316,540				Y	N	N	5%	N	
FRANKEL,ANN D	ASSISTANT DIRECTOR, FINANCIAL SERVICES	UCD	\$207,600	\$24,912	Other: Staff Recognition and Development Program (SRDP) payment issued November 20, 2008, prior to Regents salary freeze item from January 14, 2009.				\$232,512				N	N	N		N	
GIBELING,JEFFERY C	DEAN - GRADUATE STUDIES	UCD	\$179,500						\$179,500				Y	N	N		N	
HORWITZ,BARBARA A	ACTING PROVOST AND EXECUTIVE VICE CHANCELLOR	UCD	\$244,000				\$36,600		\$280,600			\$8,916	Y	N	N		N	
HORWITZ,BARBARA A	VICE PROVOST - ACADEMIC PERSONNEL	UCD	\$244,000						\$244,000				Y	N	N		N	
JOHNSON,KEVIN R	DEAN - SCHOOL OF LAW	UCD	\$307,200					\$825	\$308,025				Y	N	N		N	
JOHNSON,VINCENT L	CHIEF OPERATING OFFICER OF THE UC DAVIS MEDICAL CENTER	UCD	\$450,000						\$450,000	\$3,514	\$25,000		Y	N	N	5%	N	
KLEIN,BARRY M	VICE CHANCELLOR - RESEARCH	UCD	\$237,400						\$237,400				Y	N	N		N	
KO,WINSTON T	DEAN - DIVISION OF MATHEMATICAL AND PHYSICAL SCIENCES, COLLEGE OF LETTERS AND SCIENCE	UCD	\$196,700						\$196,700				Y	N	N		N	
LACY,WILLIAM B	VICE PROVOST - UNIVERSITY OUTREACH AND INTERNATIONAL PROGRAMS	UCD	\$165,600						\$165,600				Y	N	N		N	
LAVERNIA,ENRIQUE J	DEAN - COLLEGE OF ENGINEERING	UCD	\$246,800					\$20,567	\$267,367				Y	N	N		N	
LEVINE,HAROLD G.	DEAN-SCHOOL OF EDUCATION	UCD	\$186,800				\$37,360		\$224,160				Y	N	N		N	
MANGUN,GEORGE R	ACTING DEAN - SOCIAL SCIENCES	UCD	\$278,460						\$278,460				N	N	N		N	
MC GOWAN,WILLIAM H	CHIEF FINANCIAL OFFICER - UC DAVIS MEDICAL CENTER	UCD	\$419,700	\$55,400	CEMRP: Approved by the Regents November 2008				\$475,100				Y	N	N	5%	N	
MEYER,JOHN A	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCD	\$200,200						\$200,200				Y	N	N	5%	N	
MINEAR,MICHAEL N	CHIEF INFORMATION OFFICER, DAVIS CAMPUS HEALTH SYSTEM	UCD	\$310,000	\$32,000	CEMRP: Approved by the Regents November 2008				\$342,000	\$2,500			Y	N	N	5%	N	
NOSEK JR,STANLEY E	VICE CHANCELLOR - ADMINISTRATION	UCD	\$224,000						\$224,000				Y	N	N	5%	N	
ORLOWSKI,ANNA	CHIEF HEALTH SCIENCES COUNSEL	UCD	\$200,590	\$13,853	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report			\$100	\$214,543				N	N	N		N	
OSBURN,BENNIE I	DEAN - SCHOOL OF VETERINARY MEDICINE	UCD	\$261,100						\$261,100				Y	N	N		N	
OWENS,JESSIE ANN	DEAN - DIVISION OF HUMANITIES, ARTS AND CULTURAL STUDIES, COLLEGE OF LETTERS AND SCIENCE	UCD	\$195,400						\$195,400				Y	N	N		N	\$575,000
PENDLETON,DENNIS F	DEAN - UNIVERSITY EXTENSION	UCD	\$166,500						\$166,500				Y	N	N	5%	N	
PERSCHBACHER,REX R	FORMER DEAN - SCHOOL OF LAW	UCD	\$260,200						\$260,200				Y	N	N		N	
POMEROY,CLAIRE	VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE	UCD	\$468,800	\$84,380	CEMRP: Approved by the Regents November 2008	\$75,000			\$628,180				Y	N	N		N	
RICE,ANN MADDEN	CHIEF EXECUTIVE OFFICER-UC DAVIS MEDICAL CENTER	UCD	\$584,300	\$89,700	CEMRP: Approved by the Regents November 2008				\$674,000			\$8,916	Y	N	N	5%	N	
ROBINSON,CAROL A	SENIOR PATIENT CARE SERVICES OFFICER, UC DAVIS HEALTH SYSTEM	UCD	\$273,300	\$39,400	CEMRP: Approved by the Regents November 2008				\$312,700				Y	N	N	5%	N	
SANDEEN,BEVERLY A	VICE CHANCELLOR - UNIVERSITY RELATIONS	UCD	\$222,500						\$222,500			\$8,916	Y	N	N	5%	N	
SHARROW,MARILYN J	UNIVERSITY LIBRARIAN	UCD	\$191,300						\$191,300				Y	N	N	5%	N	
SHEFFRIN,STEVEN M	FORMER DEAN-DIVISION OF SOCIAL SCIENCES, COLLEGE OF LETTERS AND SCIENCE	UCD	\$207,900						\$207,900				Y	N	N		N	
SIEFKIN,ALLAN D	CHIEF MEDICAL OFFICER - UC DAVIS MEDICAL CENTER	UCD	\$342,000	\$33,080	CEMRP: Approved by the Regents November 2008				\$375,080				Y	N	N	5%	N	
SIEGEL,PETER M	VICE PROVOST-INFORMATION & EDUCATIONAL TECHNOLOGY	UCD	\$262,500						\$262,500				Y	N	N	5%	N	



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TURNER,PATRICIA A	VICE PROVOST - UNDERGRADUATE STUDIES	UCD	\$175,900						\$175,900				Y	N	N		N	
VANDERHOEF,LARRY N	CHANCELLOR	UCD	\$315,000						\$315,000			\$8,916	Y	Y	N	5%	N	
WHITE,BRUCE R	ACTING VICE PROVOST - ACADEMIC PERSONNEL	UCD	\$212,512						\$212,512				N	N	N		N	
WOOD,FRED E.	VICE CHANCELLOR - STUDENT AFFAIRS	UCD	\$210,000						\$210,000				Y	N	N		N	
YOUNG,HEATHER M	ASSOCIATE VICE CHANCELLOR FOR NURSING	UCD	\$290,000			\$60,000			\$350,000	\$4,278	\$72,500		Y	N	N		N	
ALEXOPOULOS,NICOLAOS G	FORMER DEAN-HENRY SAMUELI SCHOOL OF ENGINEERING	UCI	\$221,700						\$221,700				Y	N	N		N	\$391,500
BAILEY,DAVID N	VICE CHANCELLOR-HEALTH AFFAIRS	UCI	\$532,500			\$50,000			\$582,500				Y	N	N		N	
BENNETT,ALBERT	DEAN-SCHOOL OF BIOLOGICAL SCIENCES	UCI	\$250,000						\$250,000				Y	N	N		N	
BRAS,RAFAEL L	DEAN - HENRY SAMUELI SCHOOL OF ENGINEERING	UCI	\$330,000						\$330,000	\$36,233	\$82,500		Y	N	N		N	
BRASE,WENDELL C	VICE CHANCELLOR-ADMINISTRATIVE AND BUSINESS SERVICES	UCI	\$224,600				\$20,000		\$244,600				Y	N	N	5%	N	\$300,000
BRYANT,SUSAN V	VICE CHANCELLOR-RESEARCH	UCI	\$275,000						\$275,000				Y	N	N		N	
CHEMERINSKY,ERWIN STUART	DEAN - DONALD BREN SCHOOL OF LAW	UCI	\$350,000						\$350,000	\$30,739	\$87,500		Y	N	N		N	
DORMAIER,ROY E.	VICE CHANCELLOR-PLANNING AND BUDGET	UCI	\$232,000						\$232,000				Y	N	N	5%	N	\$582,750
DOSHER,BARBARA ANNE	DEAN-SCHOOL OF SOCIAL SCIENCES	UCI	\$195,900						\$195,900				Y	N	N		N	
DOUGLASS,JOSEPH P	HEAD COACH-MEN'S BASKETBALL	UCI	\$232,800	\$3,000	Athletic contract: Payments consistent with terms of contract effective July 1, 2002.			\$55,298	\$291,098				N	N	N		N	
DRAKE,MICHAEL V	CHANCELLOR	UCI	\$392,200						\$392,200			\$8,916	Y	Y	N	5%	N	
FERNANDEZ,NOHEMA	FORMER DEAN-CLAIRE TREVOR SCHOOL OF THE ARTS	UCI	\$180,100						\$180,100				Y	N	N		N	
FERNANDEZ,NOHEMA	FORMER DEAN-CLAIRE TREVOR SCHOOL OF THE ARTS	UCI	\$180,100						\$180,100				Y	N	N		N	
GEOCARIS,DIANE FIELDS	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCI	\$223,045						\$223,045				Y	N	N	5%	N	
GILLESPIE,MICHAEL J.	HEAD COACH-BASEBALL	UCI	\$140,000	\$5,000	Athletic contract: Payments consistent with terms of contract approved by the Regents on 10/05/07.			\$7,691	\$152,691				N	N	N		N	
GLADSON,REBEKAH G.	ASSOCIATE VICE CHANCELLOR AND CAMPUS ARCHITECT-DESIGN AND CONSTRUCTION SERVICES	UCI	\$200,000				\$16,800		\$216,800				N	N	N		N	
GOMEZ,MANUEL N	VICE CHANCELLOR-STUDENT AFFAIRS	UCI	\$215,300						\$215,300				Y	N	N	5%	N	
GOTTFREDSON,MICHAEL RYAN	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCI	\$301,500						\$301,500			\$8,916	Y	N	N		N	\$373,550
GROSSER,JOY MELANIE	FORMER CHIEF INFORMATION OFFICER	UCI	\$301,600	\$37,599	CEMRP: Approved by the Regents November 2008				\$339,199				Y	N	N	5%	N	\$375,000
HEMMINGER,JOHN C.	DEAN-SCHOOL OF PHYSICAL SCIENCES	UCI	\$227,700					\$18,463	\$246,163				Y	N	N		N	
HERRON,JAMES R	ASSOCIATE VICE CHANCELLOR-ADMINISTRATION OF HEALTH AFFAIRS	UCI	\$298,800						\$298,800				Y	N	N	5%	N	
HUFF,CLARENCE RONALD	DEAN-SCHOOL OF SOCIAL ECOLOGY	UCI	\$195,200						\$195,200				Y	N	N		N	
IZZI,MICHAEL A	DIRECTOR OF INTERCOLLEGIATE ATHLETICS	UCI	\$190,000					\$46,000	\$236,000				N	N	N		N	
KING,RONALD L	CHIEF FINANCIAL OFFICER - HEALTH AFFAIRS	UCI	\$431,500	\$60,518	CEMRP: Approved by the Regents November 2008				\$492,018				Y	N	N	5%	N	
LEWIS,ELLEN M	FORMER DIRECTOR OF CLINICAL EDUCATION	UCI	\$138,900						\$138,900				Y	N	N	3%	N	
MITCHELL,THOMAS J.	VICE CHANCELLOR-UNIVERSITY ADVANCEMENT	UCI	\$275,000						\$275,000			\$8,916	Y	N	N	5%	N	\$892,500
MUNOFF,GERALD J.	UNIVERSITY LIBRARIAN	UCI	\$188,000						\$188,000				Y	N	N	5%	N	\$270,000
MURRY,JIMMY MATHEW	ACTING CHIEF INFORMATION OFFICER MEDICAL CENTER	UCI	\$274,300						\$274,300				N	N	N		N	
POLICANO,ANDREW JOHN	DEAN-PAUL MERAGE SCHOOL OF BUSINESS	UCI	\$300,900						\$300,900				Y	N	N		N	
RAYBURN,SUSAN J.	EXECUTIVE DIRECTOR OF CLINICAL ENTERPRISE	UCI	\$212,700	\$28,401	CEMRP: Approved by the Regents November 2008				\$241,101				Y	N	N	5%	N	
REISER,LISA M.	CHIEF PATIENT CARE SERVICES OFFICER	UCI	\$243,000	\$26,507	CEMRP: Approved by the Regents November 2008				\$269,507				Y	N	N	5%	N	
RICHARDSON,DEBRA J	DEAN-DONALD BREN SCHOOL OF INFORMATION AND COMPUTER SCIENCES	UCI	\$195,200						\$195,200				Y	N	N		N	\$103,500
RUIZ,VICKI LYNN	DEAN - SCHOOL OF HUMANITIES	UCI	\$221,300						\$221,300				Y	N	N		N	\$196,800
SCHNEIDER,PETER	CHIEF HEALTH SCIENCES COUNSEL	UCI	\$220,000						\$220,000				N	N	N		N	
SPIRITUS,EUGENE	CHIEF MEDICAL OFFICER	UCI	\$310,000	\$38,373	CEMRP: Approved by the Regents November 2008				\$348,373				Y	N	N	5%	N	



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TERRICCIANO,ALAN L	ACTING DEAN - CLAIRE TREVOR SCHOOL OF THE ARTS	UCI	\$116,278				\$43,722		\$160,000				N	N	N		N	
THATCHER,PATRICIA D.	EXECUTIVE DIRECTOR-HR AND CUSTOMER SERVICE, MEDICAL CENTER	UCI	\$196,547	\$17,542	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$214,089				N	N	N		N	
WINNER,CYNTHIA A.	CHIEF AMBULATORY CARE OFFICER	UCI	\$238,200	\$24,371	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$262,571				N	N	N		N	
WOON,PETER	CONTROLLER-FINANCIAL ADMINISTRATION, MEDICAL CENTER	UCI	\$209,160					\$12,021	\$221,181				N	N	N		N	
ZEHNTNER,MAUREEN L	ASSOCIATE VICE CHANCELLOR/CHIEF EXECUTIVE OFFICER - MEDICAL CENTER	UCI	\$555,000	\$74,432	CEMRP: Approved by the Regents November 2008				\$629,432			\$8,916	Y	N	N	5%	N	
ZEHNTNER,MAUREEN L	FORMER ACTING CHIEF EXECUTIVE OFFICER	UCI	\$453,300				\$50,000		\$503,300				Y	N	N	5%	N	
ATCHISON,KATHRYN	VICE PROVOST -- INTELLECTUAL PROPERTY & INDUSTRY RELATIONS	UCLA	\$234,000			\$14,669			\$248,669				N	N	N		N	
BLOCK,GENE D.	CHANCELLOR	UCLA	\$416,000						\$416,000			\$8,916	Y	Y	N		N	
BOUBELIK,JANE ESTHER	CHIEF LEGAL COUNSEL, MEDICAL SCIENCES	UCLA	\$235,000	\$23,500	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$258,500				N	N	N		N	
CALDWELL,YOLANDA NICOLE	HEAD WOMEN'S BASKETBALL COACH	UCLA	\$250,000					\$68,416	\$318,416	\$19,157			N	N	N		N	
CARPENTER,KATHARINE O	CHIEF ADMINISTRATIVE OFFICER SANTA MONICA--UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL	UCLA	\$266,800	\$38,336	CEMRP: Approved by the Regents November 2008				\$305,136				Y	N	N	5%	N	
CHOW,NORMAN YEW HEEN	FOOTBALL OFFENSIVE COORDINATOR	UCLA	\$250,000					\$61,801	\$311,801	\$822			N	N	N		N	
COWAN,MARIE J	FORMER DEAN -- SCHOOL OF NURSING	UCLA	\$215,500						\$215,500				Y	N	N	5%	N	
CREEM,MITCHELL R.	FORMER CHIEF FINANCIAL OFFICER -- UCLA MEDICAL SCIENCES	UCLA	\$471,700						\$471,700				Y	N	N	5%	N	
CROOKS,HEIDI	SR. ASSOCIATE DIRECTOR -- OPERATIONS & PATIENT CARE SERVICES	UCLA	\$266,800	\$39,475	CEMRP: Approved by the Regents November 2008				\$306,275				Y	N	N	5%	N	
DANIELS,DONALD FRANCIS	ASSISTANT COACH, MEN'S BASKETBALL	UCLA	\$200,000					\$16,203	\$216,203				N	N	N		N	
DAVIS,JAMES	ASSOCIATE VICE CHANCELLOR -- INFORMATION TECHNOLOGY	UCLA	\$223,900						\$223,900				Y	N	N		N	\$800,000
DHIR,VIJAY K	DEAN -- SCHOOL OF ENGINEERING AND APPLIED SCIENCE	UCLA	\$270,300					\$22,525	\$292,825				Y	N	N		N	
DORR,AIMEE	DEAN -- SCHOOL OF GRAD. ED. & INFO. STUDIES	UCLA	\$218,600						\$218,600				Y	N	N		N	
DORRELL,KARL JAMES	FORMER HEAD COACH, FOOTBALL	UCLA	\$150,000	\$200,000	Athletic contract:Payments consistent with terms of contract approved by the Regents on 07/19/06.			\$481,866	\$631,866				N	N	N		N	
ENTRIKIN,J N	ACTING VICE PROVOST-INTERNATIONAL STUDIES	UCLA	\$206,900				\$23,800		\$230,700				N	N	N		N	
FEINBERG,DAVID T	ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER FOR THE HOSPITAL SYSTEM	UCLA	\$739,700	\$83,448	CEMRP: Approved by the Regents November 2008				\$823,148			\$8,916	Y	N	N		N	
FEINBERG,DAVID T	FORMER ACTING ASSOCIATE VICE CHANCELLOR/CHIEF EXECUTIVE OFFICER	UCLA	\$265,100				\$283,900		\$549,000			\$8,916	N	N	N		N	
FLANNERY,DIANE M	MANAGER, UCLA-NPI CENTER FOR COMMUNITY HEALTH	UCLA	\$217,300						\$217,300				N	N	N		N	
FLYNN,MARY FRANCES	DIRECTOR, MANAGED CARE PROGRAM, UCLA MEDICAL CENTER	UCLA	\$242,300	\$34,261	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$276,561				N	N	N		N	
GILLIAM JR,FRANKLIN D	DEAN -- SCHOOL OF PUBLIC AFFAIRS	UCLA	\$250,000						\$250,000				Y	N	N		N	
GILLIAM JR,FRANKLIN D	FORMER ASSOCIATE VICE CHANCELLOR -- COMMUNITY PARTNERSHIPS	UCLA	\$214,800						\$214,800				N	N	N		N	
GUERRERO,DANIEL GENE	DIRECTOR, INTERCOLLEGIATE ATHLETICS	UCLA	\$465,000	\$78,938	Athletic contract:Payments consistent with terms of contract approved by the Regents in May 2008.			\$40,626	\$584,564				N	N	N		N	\$850,000
HENDRICKSON,PETER E	ASSOCIATE VICE CHANCELLOR, DESIGN & CONSTRUCTION	UCLA	\$244,400						\$244,400				N	N	N		N	
HOWLAND,BENJAMIN CLARK	HEAD COACH, MEN'S BASKETBALL	UCLA	\$300,000	\$75,000	Athletic contract:Payments consistent with terms of contract dated 06/24/08			\$1,827,221	\$2,202,221				N	N	N		N	\$900,000



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KLOVE,CAROLE A	CHIEF COMPLIANCE OFFICER -- UCLA HOSPITAL SYSTEM	UCLA	\$251,600	\$38,244	CEMRP: Approved by the Regents November 2008				\$289,844				Y	N	N	5%	N	
LEVEY,GERALD S.	VICE CHANCELLOR -- MEDICAL SCIENCES & DEAN -- SCHOOL OF MEDICINE	UCLA	\$530,000			\$207,000		\$234	\$737,234			\$8,916	Y	N	N	5%	N	\$800,000
LEVIN,LUBBE	ASSOCIATE VICE CHANCELLOR -- CAMPUS HUMAN RESOURCES	UCLA	\$200,000						\$200,000				Y	N	N	5%	N	
LODGE-LEMON,BERNADETTE	DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM	UCLA	\$218,700						\$218,700				N	N	N		N	
LU,SUSIE L.	ASSOCIATE DIRECTOR, OPERATIONS- OUTPATIENT/ANCILLARY SERVICES, UCLA HOSPITAL SYSTEM	UCLA	\$243,600	\$34,442	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$278,042		\$16,125		N	N	N		N	
LYDER,COURTNEY H	DEAN -- SCHOOL OF NURSING	UCLA	\$250,000						\$250,000	\$8,854	\$62,500		Y	N	N		N	
MACIAS,REYNALDO FLORES	ACTING DEAN, DIVISION OF SOCIAL SCIENCES, COLLEGE	UCLA	\$210,600				\$31,600		\$242,200				N	N	N		N	
MARTIN,WILLIAM W	HEAD COACH, MEN'S TENNIS	UCLA	\$104,500					\$200,993	\$305,493				N	N	N		N	
MITCHELL-KERNAN,CLAUDIA J	VICE CHANCELLOR -- GRADUATE STUDIES & DEAN -- GRADUATE DIVISION	UCLA	\$203,700						\$203,700				Y	N	N	5%	N	
MONTERO,JANINA	VICE CHANCELLOR -- STUDENT AFFAIRS	UCLA	\$228,400						\$228,400				Y	N	N	5%	N	\$639,200
MORABITO,S	ADMINISTRATIVE VICE CHANCELLOR	UCLA	\$265,500						\$265,500				Y	N	N	5%	N	\$800,000
NEUHEISEL,RICHARD GERALD	HEAD FOOTBALL COACH	UCLA	\$250,000					\$1,047,887	\$1,297,887	\$20,476			N	N	N		N	
NYAMATHI,ADELINE M	ACTING DEAN -- SCHOOL OF NURSING	UCLA	\$187,000				\$28,100		\$215,100				N	N	N		N	
O'KELLEY,JOHN SHANNON	ASSOCIATE DIRECTOR, OPERATIONS -- CLINICAL SERVICES, UCLA HOSPITAL SYSTEM	UCLA	\$244,900	\$35,825	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$280,725		\$10,750		N	N	N		N	
OLIAN,JUDY D.	DEAN -- ANDERSON SCHOOL OF MANAGEMENT	UCLA	\$373,200					\$50,000	\$423,200		\$29,166		Y	N	N		N	\$2,000,000
OLSEN,STEVEN A.	VICE CHANCELLOR -- FINANCE, BUDGET & CAPITAL PROGRAMS	UCLA	\$288,300						\$288,300				Y	N	N	5%	N	\$709,400
OSMAN,GINGER	CHIEF ADMINISTRATIVE OFFICER, GEFKEN SCHOOL OF MEDICINE	UCLA	\$231,400						\$231,400				N	N	N		N	
PARK,NO-HEE	DEAN -- SCHOOL OF DENTISTRY	UCLA	\$295,300			\$66,500		\$15,942	\$377,742				Y	N	N		N	
PECCEI,ROBERTO	VICE CHANCELLOR -- RESEARCH	UCLA	\$248,400						\$248,400				Y	N	N	5%	N	\$400,000
REED,KEVIN S.	VICE CHANCELLOR -- LEGAL AFFAIRS	UCLA	\$265,500						\$265,500				Y	N	N	5%	N	
REISLER,EMIL	DEAN -- SCHOOL OF LIFE SCIENCES, COLLEGE OF LETTERS AND SCIENCE	UCLA	\$236,400						\$236,400				Y	N	N		N	
RICE,THOMAS H	VICE CHANCELLOR -- ACADEMIC PERSONNEL	UCLA	\$236,500						\$236,500				Y	N	N		N	
ROSEN,ROBERT	DEAN -- SCHOOL OF THEATER, FILM AND TELEVISION	UCLA	\$203,800					\$16,983	\$220,783				Y	N	N		N	
ROSENSTOCK,LINDA	DEAN -- SCHOOL OF PUBLIC HEALTH	UCLA	\$310,100			\$34,100		\$2,825	\$347,025				Y	N	N		N	
ROSENTHAL,J THOMAS	CHIEF MEDICAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$431,500	\$49,415	CEMRP: Approved by the Regents November 2008				\$480,915				Y	N	N		N	
ROTHMAN,JUDITH	ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE	UCLA	\$244,300						\$244,300				Y	N	N	5%	N	\$250,000
RUBIN,AMIR DAN	CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$547,600	\$83,235	CEMRP: Approved by the Regents November 2008				\$630,835		\$9,375		Y	N	N	5%	N	
RUDNICK,JOSEPH A	ACTING DEAN -- DIVISION OF PHYSICAL SCIENCES	UCLA	\$225,500				\$33,800		\$259,300				N	N	N		N	
SANDEEN,CATHY A	DEAN -- CONT. ED. AND UNEX	UCLA	\$185,600						\$185,600				Y	N	N	5%	N	
SAVAGE,JOHN JOSEPH	HEAD COACH, BASEBALL	UCLA	\$185,000					\$54,828	\$239,828				N	N	N		N	
SCHILL,MICHAEL H	DEAN -- SCHOOL OF LAW	UCLA	\$316,900						\$316,900				Y	N	N		N	\$850,000
SHULTZ,JAMES	EXECUTIVE DIRECTOR -- PHYSICIAN SUPPORT SERVICES	UCLA	\$238,200	\$34,457	CEMRP: Approved by the Regents November 2008				\$272,657				Y	N	N	5%	N	
SMITH,JUDITH L	DEAN AND VICE PROVOST - UNDERGRADUATE EDUCATION, COLLEGE OF LETTERS AND SCIENCE	UCLA	\$235,800						\$235,800				Y	N	N		N	
SPEARE,MARK A	SR. ASSOC. DIRECTOR, MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES	UCLA	\$244,900	\$36,054	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$280,954				N	N	N		N	
STATON,PAUL A	CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM	UCLA	\$310,800	\$47,241	CEMRP: Approved by the Regents November 2008				\$358,041				Y	N	N	5%	N	
STOWELL,TIMOTHY A	DEAN -- DIVISION OF HUMANITIES, COLLEGE OF LETTERS & SCIENCE	UCLA	\$203,000						\$203,000				Y	N	N		N	
STRONG,GARY EUGENE	UNIVERSITY LIBRARIAN	UCLA	\$212,700						\$212,700				Y	N	N	5%	N	



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TORRES-GIL, FERNANDO M	FORMER ACTING DEAN-SCHOOL OF PUBLIC AFFAIRS	UCLA	\$216,000				\$8,208		\$224,208				N	N	N		N	
TURTELTAUB, RHEA P	VICE CHANCELLOR -- EXTERNAL AFFAIRS	UCLA	\$300,000						\$300,000			\$8,916	Y	N	N	5%	N	
TURTELTAUB, RHEA P	FORMER ACTING VICE CHANCELLOR - EXTERNAL AFFAIRS	UCLA	\$216,400				\$32,460		\$248,860				N	N	N		N	
VALDIVIEZO, NORA L	DIRECTOR, FINANCIAL SYSTEMS, UCLA MEDICAL CENTER	UCLA	\$218,700						\$218,700				N	N	N		N	
WALKER, DEWAYNE MORRIS	FOOTBALL DEFENSIVE COORDINATOR	UCLA	\$195,000					\$201,693	\$396,693				N	N	N		N	
WARD, CATHY RODGERS	DIRECTOR, NURSING, UCLA HOSPITAL SYSTEM	UCLA	\$218,700						\$218,700				N	N	N		N	
WATERMAN, CHRISTOPHER ALAN	DEAN -- SCHOOL OF THE ARTS & ARCHITECTURE	UCLA	\$245,000						\$245,000				Y	N	N		N	
WATKINS, PAUL H.	DIRECTOR, SUPPORT SERVICES, UCLA HOSPITAL SYSTEM	UCLA	\$200,600	\$30,490	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$231,090		\$9,250		N	N	N		N	
WAUGH, SCOTT L	EXEC. VICE CHANCELLOR AND PROVOST	UCLA	\$366,000						\$366,000		\$8,916		Y	N	N	5%	N	
WAUGH, SCOTT L	FORMER ACTING EXEC. VICE CHANCELLOR AND PROVOST	UCLA	\$202,100				\$83,500		\$285,600				Y	N	N	5%	N	
YANCEY, JR, WILLIAM R	ASSISTANT DEAN - DENTISTRY	UCLA	\$171,900					\$65,500	\$237,400				N	N	N		N	
ALLEY, KEITH EDWARD	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCM	\$240,500						\$240,500		\$8,916		Y	N	N		N	
BJORNSSON, HANS CHRISTER	ACTING DEAN OF THE SCHOOL OF SOCIAL SCIENCES, HUMANITIES AND ARTS	UCM	\$185,000						\$185,000				N	N	N		N	
GARAMENDI II, JOHN RAYMOND	VICE CHANCELLOR- UNIVERSITY RELATIONS	UCM	\$207,200						\$207,200		\$8,916		Y	N	N	5%	N	
KANG, SUNG MO	CHANCELLOR	UCM	\$295,000						\$295,000		\$8,916		Y	Y	N		N	
KOGUT, RICHARD MONROE	ASSOCIATE VICE CHANCELLOR- CHIEF INFORMATION OFFICER	UCM	\$187,700						\$187,700				Y	N	N	5%	N	\$202,500
LAWRENCE, JANE FIORI	VICE CHANCELLOR- STUDENT AFFAIRS	UCM	\$181,800						\$181,800				Y	N	N	5%	N	\$324,000
MILLER, MARY E	VICE CHANCELLOR- ADMINISTRATION	UCM	\$203,500						\$203,500				Y	N	N	5%	N	\$825,000
MILLER, ROBERT BRUCE	UNIVERSITY LIBRARIAN	UCM	\$162,300						\$162,300				Y	N	N	5%	N	
PALLAVICINI, MARIA GEORGINA	DEAN - NATURAL SCIENCES	UCM	\$203,400						\$203,400				Y	N	N		N	
TRAINA, SAMUEL JUSTIN	VICE CHANCELLOR OF RESEARCH AND DEAN OF THE GRADUATE SCHOOL	UCM	\$202,000						\$202,000				Y	N	N		N	\$276,000
WRIGHT, JEFFREY R	DEAN - SCHOOL OF ENGINEERING	UCM	\$202,400						\$202,400				Y	N	N		N	\$350,100
YOUNG, JANET ELIZABETH	ASSOCIATE CHANCELLOR AND CHIEF OF STAFF	UCM	\$180,000						\$180,000				Y	N	N	3%	N	\$210,350
ABBASCHIAN, REZA	DEAN-ENGINEERING	UCR	\$240,500						\$240,500				Y	N	N		N	\$801,000
ALDRICH, DANIEL G.	ACTING VICE CHANCELLOR- UNIVERSITY ADVANCEMENT	UCR	\$250,000						\$250,000		\$8,916		N	N	N		N	
BALDWIN, THOMAS OAKLEY	DEAN-COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES	UCR	\$235,000						\$235,000		\$23,500		Y	N	N		N	
BOLAR, GRETCHEN S.	VICE CHANCELLOR--ACADEMIC PLANNING & BUDGET	UCR	\$197,600						\$197,600				Y	N	N	5%	N	
BOSSERT, STEVEN T.	DEAN-GRADUATE SCHOOL OF EDUCATION	UCR	\$191,900						\$191,900				Y	N	Y		N	\$380,000
BYUS, CRAIG V	DEAN-DIVISION OF BIOMEDICAL SCIENCES	UCR	\$131,800			\$53,100	\$55,000		\$239,900				N	N	N		N	
CHILDERS, JOSEPH	DEAN-GRADUATE DIVISION	UCR	\$172,000						\$172,000				Y	N	N		N	\$224,000
COOKSEY, DONALD A.	FORMER ACTING DEAN-COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES	UCR	\$111,800				\$45,800		\$157,600				N	N	N		N	
COYLE, MICHELE C.	CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL	UCR	\$193,000						\$193,000				Y	N	N		N	
CULLENBERG, STEPHEN E.	DEAN-COLLEGE OF HUMANITIES, ARTS, & SOCIAL SCIENCES	UCR	\$198,500						\$198,500				Y	N	N		N	\$107,550
DIAZ, ALPHONSO V.	VICE CHANCELLOR- ADMINISTRATION	UCR	\$244,000						\$244,000				Y	N	N	5%	N	\$877,500
DUFFY, SHARON A.	ACTING DEAN-UNIVERSITY EXTENSION	UCR	\$131,994				\$52,006		\$184,000				N	N	N		N	
GREY, ROBERT D.	FORMER ACTING CHANCELLOR	UCR	\$300,000					\$1,064	\$301,064	\$2,228	\$8,916		Y	Y	N		N	
GUZE, PHYLLIS A	ACTING VICE CHANCELLOR MEDICAL SCIENCES AND DEAN SCHOOL OF MEDICINE	UCR	\$126,400			\$180,533			\$306,933				N	N	N		N	
HACKWOOD, SUSAN	SPECIAL ASSISTANT TO THE CHANCELLOR	UCR	\$222,080						\$222,080				N	N	N		N	\$272,250
HARLOW, SUSAN A.	FORMER ACTING VICE CHANCELLOR-UNIVERSITY ADVANCEMENT	UCR	\$192,400				\$38,500		\$230,900				N	N	N		N	
JACKSON, RUTH M.	UNIVERSITY LIBRARIAN	UCR	\$189,300						\$189,300				Y	N	N	5%	N	
LOUIS, CHARLES FRANCIS	VICE CHANCELLOR-RESEARCH	UCR	\$240,000						\$240,000				Y	N	N		N	\$350,000



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RABENSTEIN,DALLAS L.	FORMER DEAN-GRADUATE DIVISION	UCR	\$209,200						\$209,200				Y	N	N		N	
SANDOVAL,JAMES W.	VICE CHANCELLOR--STUDENT AFFAIRS	UCR	\$209,900						\$209,900				Y	N	N	5%	N	
STEWART,DAVID W.	DEAN-A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT	UCR	\$370,000						\$370,000				Y	N	N		N	\$500,000
WARTELLA,ELLEN A.	EXECUTIVE VICE CHANCELLOR AND PROVOST	UCR	\$259,300						\$259,300			\$8,916	Y	N	N		N	\$675,000
WHITE,TIMOTHY P	CHANCELLOR	UCR	\$325,000					\$901	\$325,901	\$2,251	\$25,000	Leased Auto	Y	Y	N		N	
WOOLDRIDGE,JAMES A.	HEAD COACH - MEN'S BASKETBALL	UCR	\$200,000						\$200,000		\$15,417		N	N	N		N	
CARPENTER,DONNA JEAN	VICE CHANCELLOR ADMINISTRATIVE SERVICES	UCSB	\$203,000						\$203,000				Y	N	N	5%	N	
CONOLEY,JANE CLOSE	DEAN OF GEVIRTZ GRADUATE SCHOOL OF EDUCATION	UCSB	\$219,000						\$219,000				Y	N	N		N	\$949,500
CUNNINGHAM,GARY A	ATHLETICS DIRECTOR	UCSB	\$204,999						\$204,999				N	N	N		N	
FRENCH,MARK S	HEAD COACH WOMEN'S BASKETBALL	UCSB	\$172,475					\$5,000	\$177,475				N	N	N		N	
GAINES,STEVEN	ACTING DEAN, MATHEMATICAL, LIFE AND PHYSICAL SCIENCES	UCSB	\$167,388				\$39,260		\$206,648				N	N	N		N	
GOSSARD,ARTHUR	ASSOCIATE VICE CHANCELLOR FOR ACADEMIC PERSONNEL	UCSB	\$255,000						\$255,000				Y	N	N		N	\$200,000
GOTTLIEB,LINDSAY C	HEAD COACH WOMEN'S BASKETBALL	UCSB	\$155,000						\$155,000				N	N	N		N	
HARRIS,HELEN	DEAN OF STUDENTS	UCSB	\$155,333						\$155,333				N	N	N		N	
JOHNSON,BRENDA L	UNIVERSITY LIBRARIAN	UCSB	\$195,000						\$195,000	\$15,603	\$17,875		Y	N	N		N	
LUCAS,GLENN E	EXECUTIVE VICE CHANCELLOR	UCSB	\$267,900						\$267,900			\$8,916	Y	N	N		N	
LYTLE,LOY D	DEAN OF EXTENDED LEARNING SERVICES AND SUMMER SESSIONS	UCSB	\$156,400						\$156,400				N	N	N		N	
MARSHALL,DAVID B	EXECUTIVE DEAN COLLEGE OF LETTERS & SCIENCE, DEAN, DIVISION OF HUMANITIES AND FINE ARTS	UCSB	\$217,900				\$40,000	\$18,158	\$276,058				Y	N	N		N	
MASSARI,MARK W	DIRECTOR OF INTERCOLLEGIATE ATHLETICS	UCSB	\$200,000						\$200,000		\$50,000		N	N	N		N	
MORRISON,GALE M	DEAN - GRADUATE DIVISION	UCSB	\$172,000						\$172,000				Y	N	N		N	
NISBET,MARY	ACTING DEAN, UNDERGRADUATE EDUCATION	UCSB	\$129,260				\$38,778		\$168,038				N	N	N		N	
OLIVER,MELVIN L	DEAN, DIVISION OF SOCIAL SCIENCES	UCSB	\$213,900					\$17,825	\$231,725				Y	N	N		N	\$1,000,000
PUTNAM,THOMAS MILTON	ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER	UCSB	\$200,000						\$200,000		\$19,583		Y	N	N	5%	N	
SOBEK,MARIA HERRERA	ASSOCIATE VICE CHANCELLOR FOR DIVERSITY, EQUITY, AND ACADEMIC POLICY	UCSB	\$225,000						\$225,000				Y	N	N		N	
TIFFNEY,BRUCE H	DEAN OF COLLEGE OF CREATIVE STUDIES	UCSB	\$153,000						\$153,000				Y	N	N		N	
TIRRELL,MATTHEW V	DEAN OF THE COLLEGE OF ENGINEERING	UCSB	\$270,900					\$22,575	\$293,475				Y	N	N		N	
TOBIN,RONALD W	ASSOCIATE VICE CHANCELLOR FOR ACADEMIC PROGRAMS	UCSB	\$172,520						\$172,520				N	N	N		N	
VON WEIZSACKER,ERNST ULRICH	DEAN OF THE BREN SCHOOL OF ENVIRONMENTAL SCIENCE & MANAGEMENT	UCSB	\$216,000						\$216,000				Y	N	N		N	
WIEMANN,JOHN M	VICE CHANCELLOR FOR INSTITUTIONAL ADVANCEMENT	UCSB	\$216,400						\$216,400			\$8,916	Y	N	N	5%	N	
WILLIAMS,ROBERT ALLEN	HEAD COACH MEN'S BASKETBALL	UCSB	\$195,270					\$48,000	\$243,270				N	N	N		N	
WILTZIUS,PIERRE E	THE SUSAN AND BRUCE WORSTER DEAN OF SCIENCE	UCSB	\$255,000						\$255,000	\$2,500	\$63,750		Y	N	N		N	
WITHERELL,MICHAEL S	VICE CHANCELLOR FOR RESEARCH	UCSB	\$246,300						\$246,300				Y	N	N		N	
WYNER,ALAN J	DEAN OF UNDERGRADUATE STUDIES, COLLEGE OF LETTERS & SCIENCE	UCSB	\$164,300						\$164,300				Y	N	N		N	
YANG,HENRY T.	CHANCELLOR	UCSB	\$315,000						\$315,000			\$8,916	Y	Y	N	5%	N	
YOUNG,MICHAEL D	VICE CHANCELLOR FOR STUDENT AFFAIRS	UCSB	\$195,700						\$195,700				Y	N	N	5%	N	
BLUMENTHAL,GEORGE R	CHANCELLOR	UCSC	\$310,000						\$310,000			\$8,916	Y	Y	N		N	
DEAN,CAROLYN	FORMER ACTING DEAN-DIVISION OF THE ARTS	UCSC	\$92,500				\$30,833		\$123,333				N	N	N		N	\$79,950
DOYLE,MARY M	VICE CHANCELLOR, INFORMATION TECHNOLOGY	UCSC	\$214,000						\$214,000	\$6,607	\$53,500		Y	N	N	5%	N	
GALLOWAY,ALISON	VICE PROVOST, ACADEMIC AFFAIRS	UCSC	\$171,600				\$16,000		\$187,600				Y	N	N		N	
ISAACSON,MICHAEL SAUL	ACTING DEAN SCHOOL OF ENGINEERING	UCSC	\$206,233				\$41,247		\$247,480				N	N	N		N	\$679,500
JED,MEREDITH M	VICE CHANCELLOR, PLANNING AND BUDGET	UCSC	\$195,700						\$195,700				Y	N	N	5%	N	
JONES,DAVID EVAN	ACTING DEAN OF THE ARTS	UCSC	\$102,222				\$15,334	\$33,549	\$151,105				N	Y	N		N	
KAMIENIECKI,SHELDON	DEAN, SOCIAL SCIENCES	UCSC	\$189,000						\$189,000				Y	N	N		N	\$1,000,000



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KLIGER, DAVID S	CAMPUS PROVOST AND EXECUTIVE VICE CHANCELLOR	UCSC	\$255,600						\$255,600			\$8,916	Y	N	N	5%	N	
LADUSAW, WILLIAM A	VICE PROVOST AND DEAN, UNDERGRADUATE EDUCATION	UCSC	\$187,300						\$187,300				Y	N	N		N	
MARGON, BRUCE H	VICE CHANCELLOR - RESEARCH	UCSC	\$228,800						\$228,800				Y	N	N		N	\$1,000,000
MC GINTY, FELICIA ELAINE	VICE CHANCELLOR, STUDENT AFFAIRS	UCSC	\$200,000						\$200,000	\$12,959			Y	N	N	5%	N	
MERKLEY, CALVIN L	FORMER VICE PROVOST, INFORMATION TECHNOLOGY	UCSC	\$201,100						\$201,100				Y	N	N		N	
MORSE, MARGARET E	FORMER ACTING DEAN - ARTS DIVISION	UCSC	\$132,000				\$19,800		\$151,800				N	N	N		N	
MURPHY, DONNA MARIE	VICE CHANCELLOR, UNIVERSITY RELATIONS	UCSC	\$214,100						\$214,100		\$10,160	\$8,916	Y	N	N	5%	N	\$760,000
ROSSI, CAROLE ROSEMARIE	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSC	\$188,754						\$188,754	\$9,955			Y	N	N	5%	N	
SLOAN, LISA	VICE PROVOST AND DEAN, GRADUATE STUDIES	UCSC	\$156,900						\$156,900				Y	N	N		N	
STEEL, VIRGINIA	UNIVERSITY LIBRARIAN	UCSC	\$170,900						\$170,900		\$7,000		Y	N	N		N	\$1,049,000
THORSETT, STEPHEN E	DEAN, PHYSICAL AND BIOLOGICAL SCIENCES	UCSC	\$203,300						\$203,300				Y	N	N		N	
VAN DEN ABEELE, GEORGES Y	DEAN, HUMANITIES	UCSC	\$189,000						\$189,000				Y	N	N		N	
VANI, THOMAS	VICE CHANCELLOR, BUSINESS AND ADMINISTRATIVE SERVICES	UCSC	\$226,100						\$226,100				Y	N	N	5%	N	\$310,500
ADLER, STEVEN	PROVOST, EARL WARREN COLLEGE	UCSD	\$140,200						\$140,200				Y	N	N		N	
BABAKIAN, EDWARD	CHIEF INFORMATION OFFICER - UCSD HEALTHCARE	UCSD	\$284,200	\$42,630	CEMRP: Approved by the Regents November 2008				\$326,830				Y	N	N	5%	N	
BAGGETT, MARGARITA M	CHIEF PATIENT CARE SERVICES OFFICER, UCSD MEDICAL CENTER	UCSD	\$252,000	\$37,800	CEMRP: Approved by the Regents November 2008				\$289,800				Y	N	N	5%	N	
BARRETT, JOHN GREGORY	ASSOC VC-DEVELOPMENT, HEALTH SCIENCES	UCSD	\$220,000						\$220,000	\$10,770			N	N	N		N	
BARRETT, KIM ELAINE	DEAN - GRADUATE STUDIES	UCSD	\$174,900						\$174,900				Y	N	N		N	
BRENNER, DAVID ALLEN	VICE CHANC - HEALTH SCI AND DEAN, SCHOOL OF MEDICINE	UCSD	\$521,000			\$220,000			\$741,000		\$31,250		Y	N	N		N	
CORNELIUS, ANN LORRAINE	PROVOST, ELEANOR ROOSEVELT COLLEGE	UCSD	\$139,400						\$139,400				Y	N	N	3%	N	
COWHEY, PETER F.	DEAN-GRADUATE SCHOOL OF INTERNATIONAL RELATIONS & PACIFIC STUDIES	UCSD	\$190,600				\$28,590		\$219,190				Y	N	N		N	\$710,000
CRAIG, PAUL A	CHIEF RISK MANAGEMENT AND PATIENT SAFETY OFFICER	UCSD	\$201,600	\$30,240	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report		\$20,160		\$252,000				N	N	N		N	
DRAKE, PAUL W	SENIOR VICE CHANCELLOR - ACADEMIC AFFAIRS	UCSD	\$300,000						\$300,000			\$8,916	Y	N	N	5%	N	
ELLIS, ARTHUR BARON	VICE CHANCELLOR-RESEARCH	UCSD	\$251,100						\$251,100				Y	N	N		N	
ELMAN, JEFFREY L.	FORMER ACTING DEAN-DIVISION OF SOCIAL SCIENCES	UCSD	\$241,244				\$30,879		\$272,123				N	N	N		N	\$958,150
ELMAN, JEFFREY L.	DEAN - DIVISION OF SOCIAL SCIENCES	UCSD	\$277,400						\$277,400				Y	N	N		N	\$958,150
ESPIRITU, RONALDO G.	ASSISTANT VICE CHANCELLOR FOR BUSINESS AND FISCAL AFFAIRS	UCSD	\$221,600	\$21,760	Other: Clinical Senior Leaders Recognition Plan; award being repaid pending resolution of bonus/incentive status and authority to pay award.				\$243,360				N	N	N		N	
FOX, MARYE ANNE	CHANCELLOR	UCSD	\$392,200					\$985	\$393,185			\$8,916	Y	Y	N		N	
GIDDINGS, LELAND M	CHIEF COMPLIANCE OFFICER, PRIVACY OFFICER, AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT	UCSD	\$233,200	\$34,980	CEMRP: Approved by the Regents November 2008				\$268,180				Y	N	N	5%	N	
HAVIS, ALLAN	PROVOST, THURGOOD MARSHALL COLLEGE	UCSD	\$144,300						\$144,300				Y	N	N		N	
HAYMET, ANTHONY DOUGLAS JOHN	VICE CHANCELLOR-MARINE SCIENCES, DEAN OF THE GRADUATE SCHOOL OF MARINE SCIENCES & DIRECTOR SCRIPPS INSTITUTION OF OCEANOGRAPHY	UCSD	\$261,500						\$261,500				Y	N	N		N	\$1,000,000
HELLMANN, MAXWELL BOONE	ASSOC. VICE CHANCELLOR-FACILITIES DESIGN & CONSTRUCTION	UCSD	\$197,600						\$197,600				Y	N	N	3%	N	
HOFFERBER, SCOTT S.	CHIEF OPERATING OFFICER - UCSD MEDICAL GROUP	UCSD	\$212,700	\$30,660	CEMRP: Approved by the Regents November 2008				\$243,360				Y	N	N	5%	N	
HOGAN, ROBERT W.	CHIEF FINANCIAL OFFICER-UCSD MEDICAL CENTER	UCSD	\$258,500	\$37,515	CEMRP: Approved by the Regents November 2008				\$296,015				Y	N	N	5%	N	
JACKIEWICZ, THOMAS EDWARD	ASSOCIATE VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER - HEALTH SCIENCES	UCSD	\$490,000	\$73,500	CEMRP: Approved by the Regents November 2008				\$563,500				Y	N	N	5%	N	
KAY, STEVE A	DEAN - DIVISION OF BIOLOGICAL SCIENCES	UCSD	\$250,000						\$250,000				Y	N	N		N	



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2008

Name	Title	Location	Annualized Base Salary	All Actual Bonus/Incentive Payments	Bonus/Incentive Comments	Total Actual Health Science Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal: Cash Compensation	Moving Costs (Reimbursement)	Allowances: Housing, Relocation, Recruitment	Auto Allowance	SMG Benefits	UC Provided Housing	Severance Benefits	SMG Supp Benefit	Additional Post-Retirement Benefits	UC Provided Home Mortgage
KRAUS, DAVID V.	CHIEF CONTRACTING OFFICER-MEDICAL CENTER	UCSD	\$210,000	\$16,042	Other: Local medical center management incentive program.			\$5,000	\$231,042				N	N	N		N	
LARSEN, JULIANNE JOY	ACTING ASSOC VC UNIVERSITY DEVELOPMENT	UCSD	\$174,200				\$26,130		\$200,330				N	N	N		N	
LARSEN, JULIANNE JOY	ASSOC VC UNIVERSITY DEVELOPMENT	UCSD	\$230,000						\$230,000				N	N	N		N	
LARSON, DONALD A.	ASSISTANT VICE CHANCELLOR-BUSINESS AND FINANCIAL SERVICES, CONTROLLER	UCSD	\$159,300						\$159,300				Y	N	N	3%	N	
LIEKWEG, RICHARD J	ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER-UCSD MEDICAL CENTER	UCSD	\$660,500	\$88,725	CEMRP: Approved by the Regents November 2008				\$749,225			\$8,916	Y	N	N	5%	N	
MATTHEWS, GARY CLIFFORD	VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING	UCSD	\$225,000						\$225,000				Y	N	N	5%	N	
MCAFEE, THOMAS VARDON	DEAN - CLINICAL AFFAIRS, HEALTH SCIENCES	UCSD	\$447,200	\$67,080	CEMRP: Approved by the Regents November 2008				\$514,280				Y	N	N	5%	N	
MORAN, DENNIS J	CHIEF PROFESSIONAL SERVICES OFFICER	UCSD	\$212,700	\$29,700	CEMRP: Approved by the Regents November 2008				\$242,400				Y	N	N	3%	N	
NEUMAN, DEBRA G.	VICE CHANCELLOR-EXTERNAL RELATIONS	UCSD	\$295,000						\$295,000	\$31,360	\$36,875	\$8,916	Y	N	N	5%	N	
NEWMAN, REBECCA	FORMER ASSOCIATE VICE CHANCELLOR-DEVELOPMENT	UCSD	\$216,400						\$216,400				N	N	N		N	
ORESKE, NAOMI	PROVOST-SIXTH COLLEGE	UCSD	\$185,600						\$185,600				Y	N	N		N	
PARK, DANIEL W	CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL	UCSD	\$207,500					\$2,400	\$209,900				Y	N	N	5%	N	
RELYEA, STEVEN	FORMER ACTING VICE CHANCELLOR EXTERNAL RELATIONS	UCSD	\$240,000				\$45,000		\$285,000				Y	N	N	5%	N	
RELYEA, STEVEN	VICE CHANCELLOR-BUSINESS AFFAIRS	UCSD	\$240,000						\$240,000				Y	N	N	5%	N	
RUE, HENRIETTA ELIZABETH	VICE CHANCELLOR - STUDENT AFFAIRS	UCSD	\$215,000						\$215,000		\$13,438		Y	N	N	5%	N	\$819,900
SCHOTTLAENDER, BRIAN E.	UNIVERSITY LIBRARIAN	UCSD	\$208,000						\$208,000				Y	N	N	5%	N	\$351,000
SCIOSCIA, ANGELA LYNN	CHIEF MEDICAL OFFICER	UCSD	\$374,800	\$47,250	CEMRP: Approved by the Regents November 2008				\$422,050				Y	N	N	5%	N	
SEIBLE, FRIEDER	DEAN - JACOBS SCHOOL OF ENGINEERING	UCSD	\$326,100						\$326,100				Y	N	N		N	
SHEFFIELD, SHAWN TIFFANY	ASSIST VICE CHANCELLOR-RESOURCE STRATEGY & PLANNING, HEALTH SCIENCES	UCSD	\$215,000						\$215,000				N	N	N		N	
SMITH, SUSAN L	PROVOST, JOHN MUIR COLLEGE	UCSD	\$120,100						\$120,100				Y	N	N		N	
SONNENSHEIN, MONA L	CHIEF OPERATING OFFICER, UCSD MEDICAL CENTER	UCSD	\$514,700	\$47,610	CEMRP: Approved by the Regents November 2008				\$562,310				Y	N	N	5%	N	\$451,950
SULLIVAN, ROBERT S.	DEAN - RADY SCHOOL OF MANAGEMENT	UCSD	\$342,800						\$342,800				Y	N	N		N	
TAYLOR, PALMER W.	ASSOC VICE CHANCELLOR HEALTH SCIENCES AND FOUNDING DEAN-SCHOOL OF PHARMACY AND PHARMACEUTICAL SCIENCES	UCSD	\$317,400	\$47,610	CEMRP: Approved by the Regents November 2008				\$365,010				Y	N	N		N	
THIEMENS, MARK H	DEAN - DIVISION OF PHYSICAL SCIENCES	UCSD	\$297,400					\$22,117	\$319,517				Y	N	N		N	\$434,200
WALSHOK, MARY LINDENSTEIN	ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION	UCSD	\$169,700					\$2,031	\$171,731				Y	N	N	5%	N	
WULBERT, DANIEL E.	PROVOST, REVELLE COLLEGE	UCSD	\$153,300						\$153,300				Y	N	N		N	
YOUNG, ERIC VAN	FORMER ACTING DEAN - DIVISION OF ARTS AND HUMANITIES	UCSD	\$188,344				\$15,919		\$204,263				N	N	N		N	
ANTRUM, SHEILA E	CHIEF PATIENT CARE SERVICES OFFICER, MEDICAL CENTER	UCSF	\$250,000	\$13,500	CEMRP: Approved by the Regents November 2008				\$263,500	\$7,651	\$18,542		Y	N	N	5%	N	
ASP, JAMES W	FORMER ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPMENT & ALUMNI RELATIONS	UCSF	\$251,900						\$251,900				N	N	N		N	
AUTRY, SUSAN A	EXECUTIVE DIRECTOR-CLINICAL AND TRANSLATIONAL SCIENCE INSTITUTE	UCSF	\$218,600						\$218,600				N	N	N		N	
BADE, MICHAEL G	INTERIM ASSISTANT VICE CHANCELLOR-CAPITAL PROJECTS AND CAMPUS ARCHITECT	UCSF	\$176,800	\$8,757	Other: Approved under local authority. Total potential cash compensation at time of approval was below ICL of \$205,000. Stipend began 10/01/08, bringing salary over ICL.		\$26,520		\$212,077				N	N	N		N	
BARCLAY, STEPHEN J	SENIOR VICE CHANCELLOR-RESOURCE MANAGEMENT AND CAPITAL PROJECTS	UCSF	\$216,480						\$216,480				N	N	N		N	\$1,192,250
BARCLAY, STEPHEN J	FORMER SENIOR VICE CHANCELLOR-FINANCE AND ADMINISTRATION	UCSF	\$360,800						\$360,800			\$8,916	Y	N	N	5%	N	\$1,192,250





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BENNAN, JAMES	ADMINISTRATIVE DIRECTOR- PERIOPERATIVE SERVICES, MEDICAL CENTER	UCSF	\$192,600					\$6,646	\$199,246				N	N	N		N	
BISHOP, JOHN M	CHANCELLOR	UCSF	\$402,200						\$402,200			\$ 516	Y	Y	N		N	
BLUESTONE, JEFFREY	INTERIM VICE CHANCELLOR - RESEARCH	UCSF	\$197,600			\$156,000			\$353,600				N	N	N		N	
BREZMAN, IRENE L	DIRECTOR-INFORMATION TECHNOLOGY APPLICATION, MEDICAL CENTER	UCSF	\$228,300						\$228,300				N	N	N		N	
BUTTER, KAREN A	UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR	UCSF	\$247,700						\$247,700				Y	N	N	5%	N	
CAFFEY, MARIE P	DEPARTMENT MANAGER - PSYCHIATRY & LANGLEY PORTER PSYCHIATRIC INSTITUTE	UCSF	\$199,400						\$199,400				N	N	N		N	
CALARCO, PATRICIA G	DEAN-GRADUATE DIVISION	UCSF	\$200,000						\$200,000				Y	N	N		N	
CANNING, MARCIA J	CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL	UCSF	\$234,210						\$234,210				Y	N	N	5%	N	
CHAPMAN, JOHN	EXECUTIVE DIRECTOR-CLINICAL SERVICES, MEDICAL CENTER	UCSF	\$220,000				\$24,102	\$11,801	\$255,903				N	N	N		N	
CHRISMAN, MAYE C.	CHIEF OPERATING OFFICER AND INTERIM CHIEF FINANCIAL OFFICER, DEPARTMENT OF MEDICINE, SCHOOL OF MEDICINE	UCSF	\$195,200				\$29,280		\$224,480				N	N	N		N	
CLAUDIO, JOSE R	DIRECTOR-INFRASTRUCTURE SERVICES, MEDICAL CENTER	UCSF	\$219,900						\$219,900				N	N	N		N	
COX, JULIE M	DIRECTOR-INFORMATION TECHNOLOGY, CUSTOMER SERVICE, MEDICAL CENTER	UCSF	\$220,400						\$220,400				N	N	N		N	
CZECH, JANE	DIRECTOR OF ADMINISTRATION-NEUROLOGY	UCSF	\$179,000	\$19,318	Other: Approved under local authority; Total cash compensation under ICL of \$205,000. Included in report due to max potential TCC.				\$198,318	\$8,520			N	N	N		N	
DRACUP, KATHLEEN A	DEAN-SCHOOL OF NURSING	UCSF	\$290,000			\$60,000			\$350,000				Y	N	N		N	\$972,600
EHLERS, MARIO R	DEPUTY DIRECTOR-CLINICAL TRIALS GROUP, IMMUNE TOLERANCE NETWORK	UCSF	\$225,000						\$225,000	\$10,027	\$39,375		N	N	N		N	
ELLISON, WANDA	INTERIM ASSISTANT VICE CHANCELLOR - RESEARCH	UCSF	\$167,232	\$16,723	Other: Approved under local authority. Total potential cash compensation at time of approval was below ICL of \$205,000. Stipend began 11/01/08, bringing salary over ICL.		\$33,446		\$217,401				N	N	N		N	
FAWLEY, REECE I	EXECUTIVE DIRECTOR-HEALTH PLAN STRATEGY & REVENUE MANAGEMENT, MEDICAL CENTER	UCSF	\$247,700	\$17,587	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$265,287				N	N	N		N	
FEATHERSTONE, JOHN DB	DEAN-SCHOOL OF DENTISTRY	UCSF	\$300,000			\$50,000			\$350,000				Y	N	N		N	\$980,000
FELLOURIS, MARA	EXECUTIVE DIRECTOR-PROGRAM MANAGEMENT OFFICE	UCSF	\$202,200						\$202,200				N	N	N		N	
FERNANDES, ROXANNE	EXECUTIVE DIRECTOR-CHILDREN'S HOSPITAL, MEDICAL CENTER	UCSF	\$263,200					\$4,617	\$267,817				N	N	N		N	
FRENCH, BARBARA J.	ASSOCIATE VICE CHANCELLOR-UNIVERSITY RELATIONS	UCSF	\$251,900						\$251,900				N	N	N		N	
HAMILTON, CECILIA A	ASSISTANT VICE CHANCELLOR AND CONTROLLER	UCSF	\$235,000						\$235,000	\$11,689			N	N	N		N	
HARRIS, JOHN P	CHIEF STRATEGY & BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER	UCSF	\$298,800	\$12,414	CEMRP: Approved by the Regents November 2008				\$311,214				Y	N	N	5%	N	
HAWGOOD, SAMUEL	INTERIM DEAN, SCHOOL OF MEDICINE	UCSF	\$192,300			\$195,475	\$181,425		\$569,200				N	N	N		N	
HAWKINS, ANGELA M.	EXECUTIVE DIRECTOR-BUDGET & RESOURCE MANAGEMENT	UCSF	\$195,200	\$9,662	Other: Approved under local authority; Total cash compensation under ICL of \$205,000. Included in report due to max potential TCC.				\$204,862				N	N	N		N	
HINDERY, MICHAEL A	VICE DEAN-ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE	UCSF	\$335,000					\$32,000	\$367,000				Y	N	N	5%	N	
HSU, STELLA Y	ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES AND INTERIM ASSOCIATE VICE CHANCELLOR-FACILITIES MANAGEMENT	UCSF	\$207,570				\$27,430		\$235,000				N	N	N		N	
IDE, MARY B	DIRECTOR-QUALITY SERVICES, MEDICAL CENTER	UCSF	\$188,200						\$188,200				N	N	N		N	



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IRWIN,MICHAEL D	INTERIM ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS	UCSF	\$181,600	\$9,080	Other: Approved under local authority. Total potential cash compensation at time of approval was below ICL of \$205,000. Stipend began 09/20/08, bringing salary over ICL.		\$36,320		\$227,000				N	N	N		N	
JONES,KENNETH M	CHIEF FINANCIAL OFFICER, MEDICAL CENTER	UCSF	\$470,200	\$22,265	CEMRP: Approved by the Regents November 2008				\$492,465				Y	N	Y	5%	N	
KIMBLE,MARY ANNE	DEAN-SCHOOL OF PHARMACY	UCSF	\$290,000			\$60,000			\$350,000				Y	N	N	5%	N	
KWAN,LUCIA	DIRECTOR-REVENUE CYCLE SERVICES, MEDICAL CENTER	UCSF	\$199,650					\$4,326	\$203,976				N	N	N		N	
LARET,MARK R	CHIEF EXECUTIVE OFFICER, MEDICAL CENTER	UCSF	\$739,700	\$30,389	CEMRP: Approved by the Regents November 2008				\$770,089			\$8,916	Y	N	N	5%	N	
LIMA,CYNTHIA G	EXECUTIVE DIRECTOR-ADMINISTRATION, MEDICAL CENTER	UCSF	\$221,200	\$17,696	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$238,896				N	N	N		N	
LOPEZ,RANDY L	INTERIM VICE CHANCELLOR-FINANCE AND ADMINISTRATION	UCSF	\$277,500				\$41,625		\$319,125				Y	N	N	5%	N	
LOTENERO,LAWRENCE J	CHIEF INFORMATION OFFICER, MEDICAL CENTER	UCSF	\$310,800	\$1,865	CEMRP: Approved by the Regents November 2008				\$312,665				Y	N	Y	5%	N	\$836,600
MAHANEY,TIMOTHY M	EXECUTIVE DIRECTOR-SUPPORT SERVICES, MEDICAL CENTER	UCSF	\$247,700	\$18,330	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report			\$10,452	\$276,482				N	N	N		N	
MARSHALL,SALLY J	VICE PROVOST-ACADEMIC AFFAIRS	UCSF	\$244,900			\$16,300			\$261,200				Y	N	N		N	
MOORE,SUSAN B	DIRECTOR-FINANCE AND ACCOUNTING, MEDICAL CENTER	UCSF	\$234,500	\$16,415	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report				\$250,915				N	N	N		N	
MORGAN,DAVID R.	EXECUTIVE DIRECTOR-AMBULATORY CARE SERVICES, MEDICAL CENTER	UCSF	\$262,000	\$17,816	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report			\$1,907	\$281,723				N	N	N		N	
NADAF-RAHROV,SORENA	CHIEF INFORMATICS OFFICER-CANCER CENTER	UCSF	\$185,000					\$1,000	\$186,000	\$13,672	\$46,250		N	N	N		N	
ODATO,DAVID	EXECUTIVE DIRECTOR-PATIENT & EMPLOYEE SERVICES, MEDICAL CENTER	UCSF	\$264,400	\$19,566	CEMRP: Approved under local authority; Reported to the Regents in November 2008 Bi-monthly Transaction Report			\$10,138	\$294,104				N	N	N		N	
PAULSEN,LYNN	DIRECTOR-PHARMACY SERVICES, MEDICAL CENTER	UCSF	\$218,000						\$218,000				N	N	N		N	
PECKENPAUGH,RUSSELL L	DIRECTOR-INFORMATION TECHNOLOGY, MEDICAL CENTER	UCSF	\$228,600					\$9,200	\$237,800				N	N	N		N	
PURCELL,ALEXIS H	FORMER SENIOR ASSOCIATE DEAN-ADMINISTRATION & FINANCE, SCHOOL OF DENTISTRY	UCSF	\$189,800	\$28,470	Other: Approved under local authority and paid 10/10/08. School of Dentistry Management Incentive Plan				\$218,270				N	N	N		N	
RAGO,KAREN A	EXECUTIVE DIRECTOR-SERVICE LINE ADMINISTRATION AND DIRECTOR-CARDIOVASCULAR SERVICES, MEDICAL CENTER	UCSF	\$225,000						\$225,000				N	N	N		N	
REAVES,JOHN W	DIRECTOR-INFORMATION TECHNOLOGY PROJECT MANAGEMENT, MEDICAL CENTER	UCSF	\$201,467						\$201,467	\$5,447			N	N	N		N	
REIN,DAVID	INTERIM CLINICAL COMPLIANCE OFFICER AND DIRECTOR-FACULTY MEDICAL GROUP, SCHOOL OF MEDICINE	UCSF	\$179,400				\$26,910		\$206,310				N	N	N		N	
RICKLEY,JOANN B	DIRECTOR-PERIOPERATIVE PATIENT CARE, MEDICAL CENTER	UCSF	\$195,600						\$195,600				N	N	N		N	
RING,ERNEST J	FORMER CHIEF MEDICAL OFFICER, MEDICAL CENTER	UCSF	\$409,500	\$32,760	CEMRP: Approved by the Regents November 2008				\$442,260				Y	N	N		N	
ROBERTS,CLIFFORD	INTERIM ASSOCIATE VICE CHANCELLOR-RESEARCH	UCSF	\$205,000				\$41,000		\$246,000				N	N	N		N	
RYBA,TOMI	CHIEF OPERATING OFFICER, MEDICAL CENTER	UCSF	\$547,600	\$25,190	CEMRP: Approved by the Regents November 2008				\$572,790				Y	N	N	5%	N	\$1,535,000
SCHNETZLER,GRETA	CHIEF HEALTH SCIENCES COUNSEL	UCSF	\$200,930	\$6,883	Other: Approved under local authority; Total cash compensation under ICL of \$205,000 at time of approval. OGC system-wide equities increased base salary over ICL. Included in report due to max potential TCC.				\$207,813				N	N	N		N	
SHOWSTACK,JONATHAN A	ASSISTANT VICE CHANCELLOR & CHIEF INFORMATION OFFICER	UCSF	\$247,700						\$247,700				Y	N	N	5%	N	



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SPARKMAN, ANN	PRINCIPAL COUNSEL	UCSF	\$200,930	\$6,883	Other: Approved under local authority; Total cash compensation under ICL of \$205,000 at time of approval. OGC system-wide equities increased base salary over ICL. Included in report due to max potential TCC.				\$207,813				N	N	N		N	
SPAULDING, BRUCE W	SENIOR VICE CHANCELLOR- UNIVERSITY ADVANCEMENT & PLANNING	UCSF	\$376,600						\$376,600			\$8,916	Y	N	N	5%	N	\$273,800
SPICER, JOAN	ADMINISTRATIVE DIRECTOR- HOME HEALTH CARE, MEDICAL CENTER	UCSF	\$188,300						\$188,300				N	N	N		N	
TYBURSKI, LAWRENCE M	DIRECTOR-CAMPUS HUMAN RESOURCES	UCSF	\$228,400						\$228,400				N	N	N		N	
UIBEL, ISABEL C	DIRECTOR-PATIENT CARE, MEDICAL CENTER	UCSF	\$190,800						\$190,800				N	N	N		N	
VERMILLION, ERIC B	ASSOCIATE VICE CHANCELLOR- FINANCE	UCSF	\$277,500				\$20,813		\$298,313				Y	N	N	5%	N	
WASHINGTON, A EUGENE	EXECUTIVE VICE CHANCELLOR & PROVOST	UCSF	\$385,300			\$52,300		\$13,194	\$450,794			\$8,916	Y	N	N		N	
WIESENTHAL, STEVEN M	FORMER ASSOCIATE VICE CHANCELLOR-CAPITAL PROJECTS & FACILITIES MANAGEMENT	UCSF	\$234,600					\$1,999	\$236,599			\$ 443	N	N	N		N	
WISSMILLER, ANDREW P	FORMER DIRECTOR- INFORMATION TECHNOLOGY SYSTEMS, OFFICE OF ACADEMIC & ADMINISTRATIVE INFORMATION SYSTEMS	UCSF	\$198,400						\$198,400				N	N	N		N	
WOLITZKY, BARRY	CHIEF OPERATING OFFICER- IMMUNE TOLERANCE NETWORK	UCSF	\$195,000						\$195,000				N	N	N		N	
WONG, JANE Y.	INTERIM CHIEF OPERATING OFFICER AND DEPUTY CHIEF INFORMATION OFFICER	UCSF	\$199,800				\$19,980		\$219,780				N	N	N		N	
YAMAUCHI, LORI L	ASSISTANT VICE CHANCELLOR- CAMPUS PLANNING	UCSF	\$230,600	\$23,060	Other: Staff Recognition and Development Program (SRDP) payment issued October 31, 2008, prior to Regents salary freeze item from January 14, 2009.				\$253,660				N	N	N		N	
ALLEN-DIAZ, BARBARA H	ASSISTANT VICE PRESIDENT - PROGRAMS, AGRICULTURE AND NATURAL RESOURCES	ANR	\$180,000						\$180,000				Y	N	N		N	
DOOLEY, DANIEL M.	INTERIM SENIOR VICE PRESIDENT-EXTERNAL RELATIONS AND VICE PRESIDENT AGRICULTURE AND NATURAL RESOURCES	ANR	\$320,000				\$50,000		\$370,000			\$8,916	Y	N	N	5%	N	
STANDIFORD, RICHARD B.	ASSOCIATE VICE PRESIDENT	ANR	\$181,500						\$181,500				Y	N	N	5%	N	
TABER, KAY H	ASSISTANT VICE PRESIDENT - ADMINISTRATIVE SERVICES	ANR	\$150,000						\$150,000				Y	N	N	5%	N	
ALVISATOS, A PAUL	DEPUTY DIRECTOR	LBNL	\$357,000						\$357,000				Y	N	N		N	
ALVAREZ, ROSIO	OPERATIONS DIVISION DIRECTOR	LBNL	\$228,600						\$228,600	\$11,550			N	N	N		N	
CHU, STEVEN	LABORATORY DIRECTOR	LBNL	\$408,400					\$240	\$408,640			\$8,916	Y	N	N		Y	\$1,000,000
DEPAOLO, DONALD J	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$262,800				\$43,420		\$306,220				N	N	N		N	
FALCONE, ROGER W	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$199,333				\$29,900		\$229,233				N	N	N		N	
FERNANDEZ, JEFFREY A	CHIEF FINANCIAL OFFICER	LBNL	\$259,980						\$259,980				Y	N	N	5%	N	
GRAY, JOE W	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$313,488						\$313,488				Y	N	N	5%	N	
GURSAHAN, ANITA P	DEPUTY CHIEF OPERATING OFFICER	LBNL	\$232,800						\$232,800				N	N	N		N	
HATAYAMA, HOWARD K	OPERATIONS DIVISION DIRECTOR	LBNL	\$229,800						\$229,800				N	N	N		N	
KEASLING, JAY D	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$295,200				\$44,280		\$339,480				N	N	N		N	
KRUPNICK, JAMES T	CHIEF OPERATING OFFICER	LBNL	\$300,744						\$300,744				Y	N	N	5%	N	
LUCHTY, PETER D	CHIEF MEDICAL OFFICER	LBNL	\$227,502					\$100	\$227,602				N	N	N		N	
MAJUMDAR, ARUNAVA	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$199,200				\$29,880		\$229,080				N	N	N		N	
NEUMARK, DANIEL M	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$192,667				\$28,900		\$221,567				N	N	N		N	
POTAPENKO, VERA	OPERATIONS DIVISION DIRECTOR	LBNL	\$228,240						\$228,240				N	N	N		N	
RIDGEWAY, JENNIFER S	OPS DIVISION DIRECTOR	LBNL	\$217,560						\$217,560				N	N	N		N	
ROBINSON, KEM EDWARD	OPERATIONS DIVISION DIRECTOR	LBNL	\$245,232						\$245,232				N	N	N		N	
RUBIN, EDWARD M	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$275,496						\$275,496				N	N	N		N	
SALMERON, MIQUEL	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$239,000						\$239,000				N	N	N		N	
SIEGRIST, JAMES L	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$278,016						\$278,016				Y	N	N		N	



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2008

Name	Title	Location	Annualized Base Salary	All Actual Bonus/Incentive Payments	Bonus/Incentive Comments	Total Actual Health Science Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal: Cash Compensation	Moving Costs (Reimbursement)	Allowances: Housing, Relocation, Recruitment	Auto Allowance	SMG Benefits	UC Provided Housing	Severance Benefits	SMG Supp Benefit	Additional Post-Retirement Benefits	UC Provided Home Mortgage
SIMON,HORST D	ASSOCIATE LABORATORY DIRECTOR	LBNL	\$293,566						\$293,566				Y	N	N	5%	N	
SYMONS,TIMOTHY J	SCIENTIFIC DIVISION DIRECTOR	LBNL	\$238,844						\$238,844				N	N	N		N	
WOODS,GLENN R	CHIEF LABORATORY COUNSEL	LBNL	\$227,400						\$227,400				N	N	N		N	
YELICK,KATHERINE A	SCIENTIFIC DIVISION DIRECTOR FACULTY	LBNL	\$155,467				\$66,540		\$222,007				N	N	N		N	
ANANTHASWAMY,SATISH	SENIOR PORTFOLIO MANAGER	UCOP	\$254,065	\$33,990	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$288,055				N	N	N		N	
BEAM,JOANNA MCKEE	ACTING DEPUTY GENERAL COUNSEL	UCOP	\$202,360				\$22,640		\$225,000				N	N	N		N	
BECKWITH,STEVEN VAN WALTER	VICE PRESIDENT, RESEARCH AND GRADUATE STUDIES	UCOP	\$320,000						\$320,000	\$29,983	\$40,000	\$8,916	Y	N	N	5%	N	
BERGGREN,MARIE N	CHIEF INVESTMENT OFFICER AND VICE PRESIDENT- INVESTMENTS AND ACTING TREASURER	UCOP	\$470,000						\$470,000			\$8,916	Y	N	N	5%	N	
BIRELY,JOHN H	ASSOCIATE VICE PRESIDENT-- PROGRAMS	UCOP	\$318,200						\$318,200				Y	N	N	5%	N	
BIRNBAUM,DAVID MARK	ACTING DEPUTY GENERAL COUNSEL	UCOP	\$177,375				\$47,625		\$225,000				N	N	N		N	
BLAIR,JEFFREY A	ACTING DEPUTY GENERAL COUNSEL	UCOP	\$175,821				\$52,379		\$228,200				N	N	N		N	
BOCCHICCHIO,MICHAEL J	ASSOCIATE VP--FACILITIES ADMINISTRATION	UCOP	\$185,848						\$185,848				Y	N	N	5%	N	
BROOME,ANNE C	VICE PRESIDENT--FINANCE	UCOP	\$305,000						\$305,000			\$8,916	Y	N	N	5%	N	
CAMMIDGE,JOHN	ACTING ASSOCIATE VICE PRESIDENT HUMAN RESOURCES AND BENEFITS	UCOP	\$160,095	\$2,000	Other:SRDP awarded under local authority, prior to assuming Acting AVP role.		\$31,908		\$194,003				N	N	N		N	
CHOI,LYNDA HEE	MANAGING DIRECTOR - ABSOLUTE RETURN	UCOP	\$270,657	\$193,130	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$463,787				N	N	N		N	\$523,600
COAKER,WILLIAM JORDAN	SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS	UCOP	\$275,000	\$61,700	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$336,700	\$2,758			Y	N	N	5%	N	
CRICKETTE,GRACE MARGUERITE	CHIEF RISK OFFICER	UCOP	\$196,700						\$196,700				Y	N	N	5%	N	
CUCULLU,MICHELE ELISE	INVESTMENT OFFICER-PRIVATE EQUITY INVESTMENTS	UCOP	\$170,000	\$95,440	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$265,440				N	N	N		N	
DARLING,BRUCE B	EXECUTIVE VICE PRESIDENT	UCOP	\$391,400						\$391,400			\$8,916	Y	N	N	5%	N	\$573,750
DYNES,ROBERT C	FORMER PRESIDENT OF THE UNIVERSITY	UCOP	\$405,000						\$405,000	\$2,744		\$8,916	Y	Y	N	5%	N	
ERNST,DAVID JOSEPH	CHIEF INFORMATION OFFICER AND ASSOCIATE VICE PRESIDENT FOR INFORMAION TECHNOLOGY	UCOP	\$238,000						\$238,000	\$4,000			Y	N	N	5%	N	
EVANS,KIM B	SENIOR PORTFOLIO MANAGER	UCOP	\$259,250	\$58,960	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$318,210				N	N	N		N	
FALLE,JOHN GARY	DIRECTOR, NATIONAL LABORATORY AFFAIRS	UCOP	\$244,500						\$244,500				N	N	N		N	
FOLEY,S ROBERT	VP--LABORATORY MANAGEMENT	UCOP	\$393,000						\$393,000			\$8,916	Y	N	N	5%	N	\$850,000
FRENCH,KAREN KRISTINE	FORMER INTERIM VICE PRESIDENT - STATE GOVERNMENTAL RELATIONS	UCOP	\$160,000						\$160,000				N	N	N		N	
FRIED,LINDA	INVESTMENT OFFICER	UCOP	\$269,620	\$61,320	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$330,940				N	N	N		N	
GARVIN,ANTHONY O	ACTING DEPUTY GENERAL COUNSEL	UCOP	\$159,130				\$40,870		\$200,000				N	N	N		N	
GIL,GLORIA BROWNING	MANAGING DIRECTOR - REAL ASSETS	UCOP	\$279,990	\$149,850	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$429,840				N	N	N		N	\$726,200
GREENSTEIN,DANIEL I	VICE PROVOST-ACADEMIC INFORMATION AND STRATEGIC SERVICES	UCOP	\$244,700						\$244,700				Y	N	N	5%	N	
GREY,ROBERT DEAN	INTERIM PROVOST & EXECUTIVE VICE PRESIDENT - ACADEMIC AFFAIRS	UCOP	\$350,000						\$350,000	\$7,663			N	N	N		N	
GRIFFITHS,DIANE MARIE	SECRETARY AND CHIEF OF STAFF TO THE REGENTS	UCOP	\$295,000						\$295,000			\$8,916	Y	N	N	5%	Y	
HAYWARD,BRAD	FORMER ACTING ASST VICE PRESIDENT, STRATEGIC COMMUNICATIONS	UCOP	\$139,259	\$5,168	Other:SRDP departmental award granted under local authority in February 2008.		\$20,888		\$165,315				N	N	N		N	
HENRICH,CAROLYN ELAINE	ACTING ASSOCIATE VICE PRESIDENT FOR FEDERAL GOVERNMENT RELATIONS	UCOP	\$110,980				\$33,294		\$144,274				N	N	N		N	
HIRAHARA,JAMES SHIGERU	EXECUTIVE DIRECTOR-BUSINESS AND FINANCE OPERATIONS	UCOP	\$217,002						\$217,002				N	N	N		N	
HUGHES,DAVID DOUGLAS	INVESTMENT OFFICER- EXTERNALLY MANAGED INVESTMENTS	UCOP	\$180,438	\$46,940	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$227,378				N	N	N		N	



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2008

Name	Title	Location	Annualized Base Salary	All Actual Bonus/Incentive Payments	Bonus/Incentive Comments	Total Actual Health Science Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal: Cash Compensation	Moving Costs (Reimbursement)	Allowances: Housing, Relo, Recruitment	Auto Allowance	SMG Benefits	UC Provided Housing	Severance Benefits	SMG Supp Benefit	Additional Post-Retirement Benefits	UC Provided Home Mortgage
JESTER,PAMELA J	DIRECTOR, CONTINUING EDUCATION OF THE BAR	UCOP	\$203,000						\$203,000				Y	N	N	5%	N	
JEWELL,NICHOLAS PATRICK	FORMER VICE PROVOST - ACADEMIC PERSONNEL	UCOP	\$263,750						\$263,750				Y	N	N		N	
JUAREZ,STEVE	ASSOCIATE VICE PRESIDENT & DIRECTOR, STATE GOVERNMENT RELATIONS	UCOP	\$230,000						\$230,000	\$592		\$8,916	Y	N	N	5%	N	
KIM,SANDRA H	EXECUTIVE DIRECTOR - EXTERNAL FINANCE	UCOP	\$225,000						\$225,000				Y	N	N	5%	N	
KOONCE,JAMES F	DEPUTY ASSOCIATE VICE PRESIDENT	UCOP	\$254,500						\$254,500				Y	N	N	5%	N	
LAPP,KATHERINE N	EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	\$416,000						\$416,000	\$289	\$45,000	\$8,916	Y	N	N	5%	N	
LARSEN,DENNIS KEITH	EXECUTIVE DIRECTOR - EXECUTIVE COMPENSATION & PERFORMANCE MGMT	UCOP	\$216,744						\$216,744				N	N	N		N	
LENZ,PATRICK JAMES	VICE PRESIDENT - BUDGET	UCOP	\$272,500						\$272,500			\$8,916	Y	N	N	5%	N	
LIU,AILEEN	ASSOCIATE DIRECTOR	UCOP	\$180,438	\$62,590	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$243,028				N	N	N		N	
LURQUIN,THOMAS JOHAN	DIRECTOR-PRIVATE EQUITY	UCOP	\$213,466	\$147,840	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$361,306				N	N	N		N	
MANDLE,JONATHAN R	INVESTMENT OFFICER- ABSOLUTE RETURNS	UCOP	\$180,483	\$103,100	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$283,583				N	N	N		N	
MUNOZ,SANTIAGO	ASSOCIATE VICE PRESIDENT- CLINICAL SERVICES DEVELOPMENT	UCOP	\$201,400	\$30,210	CEMRP: Approved by the Regents November 2008				\$231,610				Y	N	N	5%	N	
NATION,CATHRYN L	ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES	UCOP	\$185,000						\$185,000				Y	N	N	5%	N	
NELSON,RONALD A	DIRECTOR-CONTRACTS MANAGEMENT	UCOP	\$224,300						\$224,300				Y	N	N	3%	N	
NESS,ROBERT VAN	ASSOC VP--LABORATORY OPERATIONS & ADMINISTRATION	UCOP	\$318,200						\$318,200				Y	N	N	5%	N	
NORRIS,JANET C.	ACTING DEPUTY GENERAL COUNSEL	UCOP	\$185,664				\$14,336		\$200,000				N	N	N		N	
OBLEY,DEBORA	ASSISTANT VP--BUDGET OPERATIONS	UCOP	\$198,300						\$198,300				Y	N	N	5%	N	
O'NEILL,GEOFFREY A	ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT	UCOP	\$178,500						\$178,500				Y	N	N	5%	N	
PHILLIPS,JESSE L	SENIOR MANAGING DIRECTOR, RISK MANAGEMENT	UCOP	\$301,600						\$301,600				Y	N	N	5%	N	
PLOTS,JOHN E	ASST VP--FINANCIAL MANAGEMENT	UCOP	\$236,108	\$23,611	Other:Performance bonus approved by Regents in January 2008, for performance year ending 06/30/07.				\$259,719				Y	N	N	5%	N	
RECKER,TIMOTHY JACOB	MANAGING DIRECTOR-PRIVATE EQUITY INVESTMENTS	UCOP	\$270,135	\$180,800	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$450,935				N	N	N		N	\$1,000,000
REED,PATRICK V	UNIVERSITY AUDITOR	UCOP	\$246,100						\$246,100				Y	N	N	5%	N	
REESE,MICHAEL	ASSOCIATE VICE PRESIDENT - BUSINESS OPERATIONS	UCOP	\$236,300						\$236,300				Y	N	N	5%	N	\$545,000
ROBINSON,CHARLES F	GENERAL COUNSEL & VP-LEGAL AFFAIRS	UCOP	\$416,000						\$416,000			\$8,916	Y	N	N	5%	N	\$800,000
SAKAKI,JUDY KAORU	VICE PRESIDENT--STUDENT AFFAIRS	UCOP	\$246,300						\$246,300			\$8,916	Y	N	N	5%	N	\$589,650
SAMPSON,DANIEL C	ASST VP FINANCIAL CONTROLS AND ACCOUNTABILITY	UCOP	\$213,200	\$21,320	Other: Performance based incentive in the amount of 10%, approved by the Regents January 2008.				\$234,520				Y	N	N	5%	N	
SCHROEDER,DAVID W	SENIOR PORTFOLIO MANAGER	UCOP	\$269,620	\$94,210	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$363,830				N	N	N		N	
SCOTT,RANDOLPH R.	EXECUTIVE DIRECTOR - STRATEGIC PLANNING & WORKFORCE DEVELOPMENT	UCOP	\$224,398						\$224,398				N	N	N		N	
SHAW,ANNE	ASSOCIATE SECRETARY OF THE REGENTS	UCOP	\$129,400						\$129,400				N	N	N		N	
STANTON,MELVIN L	ASSOCIATE CHIEF INVESTMENT OFFICER	UCOP	\$306,800	\$54,690	Treasurer's AIP: Approved by the Regents November 2008				\$361,490				Y	N	N	5%	N	
STOBO,JOHN DAVID	SENIOR VICE PRESIDENT - HEALTH SCIENCES AND SERVICES	UCOP	\$580,000						\$580,000	\$16,681		\$8,916	Y	N	N	5%	N	
STOFAN,JAMES E	ASSISTANT VICE PRESIDENT- ALUMNI AFFAIRS AND PROTOCOL	UCOP	\$162,300						\$162,300				Y	N	N	3%	N	
TUCKER,WILLIAM TINSLEY	EXECUTIVE DIRECTOR- TECHNOLOGY TRANSFER AND RESEARCH ADMINISTRATION	UCOP	\$189,800						\$189,800				Y	N	N	5%	N	
VACCA,SHERYL JEANNE	SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER	UCOP	\$405,000						\$405,000	\$17,486		\$8,916	Y	N	N	5%	N	



ANNUAL REPORT ON EXECUTIVE COMPENSATION FOR CALENDAR YEAR 2008

Name	Title	Location	Annualized Base Salary	All Actual Bonus/Incentive Payments	Bonus/Incentive Comments	Total Actual Health Science Compensation	Annualized Stipend	Other Cash Compensation or Payments	Subtotal: Cash Compensation	Moving Costs (Reimbursement)	Allowances: Housing, Relo, Recruitment	Auto Allowance	SMG Benefits	UC Provided Housing	Severance Benefits	SMG Supp Benefit	Additional Post-Retirement Benefits	UC Provided Home Mortgage
WEDDING,RANDOLPH E	SENIOR MANAGING DIRECTOR-FIXED INCOME INVESTMENTS	UCOP	\$306,800	\$83,860	Treasurer's AIP: Approved by the Regents November 2008				\$390,660				Y	N	N	5%	N	
WILLIAMS, LINDA	ASSOCIATE TO THE PRESIDENT	UCOP	\$200,404						\$200,404				N	N	\$100,202.00	N	N	\$832,500
WITHEY,LYNNE E	DIRECTOR, UNIVERSITY PRESS	UCOP	\$207,000						\$207,000				Y	N	N	5%	N	
YEE,ALICE L	SENIOR PORTFOLIO MANAGER	UCOP	\$197,030	\$68,300	Treasurer's AIP: Approved by President Yudof August 29, 2008				\$265,330				N	N	N		N	
YUDOF,MARK GEORGE	PRESIDENT OF THE UNIVERSITY	UCOP	\$591,084						\$591,084	\$92,246		\$8,916	Y	Y	N		Y	



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

ABBASCHIAN,REZA UCR  
DEAN-ENGINEERING

Compensation Element Amount Staff Comments

Exceptional Vacation accrual Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefits.

ADLER,STEVEN UCSD  
PROVOST, EARL WARREN COLLEGE

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

ALIVISATOS,A PAUL LBNL  
DEPUTY DIRECTOR

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

ALLEY,KEITH EDWARD UCM  
EXECUTIVE VICE CHANCELLOR AND PROVOST

Compensation Element Amount Staff Comments

Exceptional Vacation accrual Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

ALVARADO,GLORIA J UCD  
EXECUTIVE DIRECTOR - HUMAN RESOURCES

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Clinical Enterprise Management Recognition Program	\$29,990.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by the Chancellor and reported to the Regents at November 2008 meeting in the Bi-Monthly Transaction Monitoring Report.
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ALVAREZ, ROSIO LBNL  
OPERATIONS DIVISION DIRECTOR

Compensation Element Amount Staff Comments

Moving Expenses - Relocation/LBNL Only	\$11,550.00	Per Laboratory policy, reimbursement for moving expenses.
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ANANTHASWAMY, SATISH UCOP  
SENIOR PORTFOLIO MANAGER

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$33,990.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
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ANTRUM, SHEILA E UCSF  
CHIEF PATIENT CARE SERVICES OFFICER, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$13,500.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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Relocation Allowance	\$18,542.00	\$50,000 approved by Regents on 09/20/07 to offset higher cost of living in the Bay Area from San Diego. Incumbent is subject to standard payback parameters as outlined in policy.
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ATCHISON, KATHRYN UCLA  
VICE PROVOST -- INTELLECTUAL PROPERTY & INDUSTRY RELATIONS

Compensation Element Amount Staff Comments





**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Health Sciences Compensation Plan	\$14,669.00	Per policy, eligible to participate in Health Sciences Compensation Plan
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BABAKANIAN, EDWARD UCSD  
CHIEF INFORMATION OFFICER - UCSD HEALTHCARE

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$42,630.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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BADE, MICHAEL G UCSF  
INTERIM ASSISTANT VICE CHANCELLOR-CAPITAL PROJECTS AND CAMPUS ARCHITECT

Compensation Element Amount Staff Comments

Stipend	\$26,520.00	Annualized stipend reflected. Actual stipend effective October 1, 2008 - September 30, 2009 for responsibilities associated with Interim Assistant Vice Chancellor-Capital Projects and Campus Architect role. Approved by Regents 09/23/2008.
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Incentive	\$8,757.00	Eligible to participate in Financial & Administrative Services Incentive Plan (FAS) annually with a maximum potential payout of 10%, actual amount based on performance related to goals. Approved under local authority as incumbent's total cash was below \$205,000 at the time.
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BAGGETT, MARGARITA M UCSD  
CHIEF PATIENT CARE SERVICES OFFICER, UCSD MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$37,800.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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BAILEY, DAVID N UCI  
VICE CHANCELLOR-HEALTH AFFAIRS



### Addendum to Annual Report on Executive Compensation for Calendar Year 2008

#### Compensation Element Amount Staff Comments

Health Sciences Compensation Plan	\$50,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
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#### BARBOUR, ANNE SAUNDERS UCB ATHLETIC DIRECTOR

#### Compensation Element Amount Staff Comments

Annual Base	\$273,450.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$85,750.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Cash Payment	\$25,000.00	Approved as part of contract. Payout based on participation on TV; nonbase building.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Housing Allowance	\$7,950.00	Housing allowance: Requested as an exception at time of appointment. Total payout of \$106,000 paid out between October 1, 2004 - September 30, 2008.
Relocation Allowance	\$4,472.00	Relocation allowance to be paid over 4 years (October 1, 2004 through September 30, 2008) with 40% provided the first year, 30% the second, 20% the third, and 10% the last year. Total to be paid out is \$59,625. \$4,472 is amount paid in 2008.
Other - Include in Total Cash Compensation	\$8,250.00	Courtesy vehicle approved as part of negotiated athletics' contract.
Coach - Incentive	\$76,675.00	\$10,518 for Women's basketball appearance at NCAA; \$10,938 for performance of football team; \$44,701 for academic achievements of student athletes; \$10,518 for performance of tennis team.

#### BARCLAY, STEPHEN J UCSF SENIOR VICE CHANCELLOR-RESOURCE MANAGEMENT AND CAPITAL PROJECTS

#### Compensation Element Amount Staff Comments

Annual Base	\$216,480.00	60% time appointment for a fixed period 08/11/08 - 08/15/09.
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#### BARRETT, JOHN GREGORY UCSD



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

**ASSOC VC-DEVELOPMENT, HEALTH SCIENCES**

Compensation Element Amount Staff Comments

Temporary Housing	\$1,492.00	Includes cost of hotel.
Moving Expenses - Initial Househunting	\$200.00	Move from Chicago, IL to San Diego, CA
Moving Expenses - Family's Move	\$369.00	Move from Chicago, IL to San Diego, CA
Moving Expenses - Other-Excl from Total Cash Comp	\$126.00	Move from Chicago, IL to San Diego, CA
Moving Expenses - Shipment of Household Goods	\$8,583.00	Move from Chicago, IL to San Diego, CA

**BARRETT,KIM ELAINE UCSD  
DEAN - GRADUATE STUDIES**

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**BASRI,GIBOR UCB  
VICE CHANCELLOR - EQUITY AND INCLUSION**

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**BEAM,JOANNA MCKEE UCOP  
ACTING DEPUTY GENERAL COUNSEL**

Compensation Element Amount Staff Comments

Stipend	\$22,640.00	Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for responsibilities associated with Acting Deputy General Counsel role. Due to administrative error, overpayment of stipend in amount of \$1,865.83 is being repaid.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

BECKWITH, STEVEN VAN WALTER UCOP  
VICE PRESIDENT, RESEARCH AND GRADUATE STUDIES

Compensation Element Amount Staff Comments

Senior Management Supplement

Due to an administrative error the Senior Management Supplemental Benefit was granted along with a tenured academic appointment. Contributions made to date under this benefit will be repaid and participation canceled.

BENNAN, JAMES UCSF  
ADMINISTRATIVE DIRECTOR-PERIOPERATIVE SERVICES, MEDICAL CENTER

Compensation Element Amount Staff Comments

Other Cash Payment \$6,646.00

Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

BENNETT, ALBERT UCI  
DEAN-SCHOOL OF BIOLOGICAL SCIENCES

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

BIDDY, FRANKLIN SCOTT UCB  
VICE CHANCELLOR-UNIVERSITY RELATIONS

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

BIRGENEAU, ROBERT J. UCB  
CHANCELLOR

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Exceptional Vacation accrual	Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Sabbatical Payment/Transfer	Transfer of 24 sabbatical credits upon recruitment approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.
Post Retirement Agreement	As part of the appointment item that was approved by The Regents July 27, 2004, the University will provide a supplement to his earned retirement under UCRP, calculating his retirement benefit on the full amount of his base salary.
Other Benefit	Accelerated vesting in retiree health premium approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.
Other - Exclude from Total Cash Compensation	Future participation in GP MOP approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.

BIRNBAUM, DAVID MARK UCOP  
ACTING DEPUTY GENERAL COUNSEL

Compensation Element Amount Staff Comments

Stipend	\$47,625.00	Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for responsibilities associated with Acting Deputy General Counsel role. Due to administrative error, overpayment of stipend in the amount of \$924.25 is being repaid.
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BISHOP, JOHN M UCSF  
CHANCELLOR

Compensation Element Amount Staff Comments

Executive Auto Allowance	\$516.00	Imputed income for personal use of a university provided vehicle.
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BLAIR, JEFFREY A UCOP  
ACTING DEPUTY GENERAL COUNSEL

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$52,379.00	Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for responsibilities associated with Acting Deputy General Counsel role. Due to administrative error, overpayment of stipend in the amount of \$925.30 is being repaid.
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**BLINDER, DAVID UCB  
ASSOCIATE VICE CHANCELLOR - UNIVERSITY RELATIONS**

Compensation Element Amount Staff Comments

MOP Loan		Approved by The Regents as an exception to policy.
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SHLP Loan		Approved by The Regents as an exception to policy.
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**BLOCK, GENE D. UCLA  
CHANCELLOR**

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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Other Benefit		Paid Administrative Leave: Credit of 6 months of paid administrative leave to be taken immediately following at least 5 years of service as Chancellor. Approved by Regents 12/2006.
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Other Benefit		Relocation of Personal Belongings: Relocation of personal belongings from the Chancellor's residence to a location within the greater LA area upon stepping down as Chancellor. Approved by Regents 12/2006.
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**BLUESTONE, JEFFREY UCSF  
INTERIM VICE CHANCELLOR - RESEARCH**

Compensation Element Amount Staff Comments

Annual Base	\$197,600.00	Incumbent holds a without salary (WOS) appointment as Interim Vice Chancellor-Research. All compensation elements reflect academic salary only as reported/confirmed by department.
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**BLUMENTHAL, GEORGE R UCSC**



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

**CHANCELLOR**

Compensation Element Amount Staff Comments

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Moving Expenses - Shipment of Household Goods	Packing & relocation of household goods per policy for move into required University Housing.
Moving Expenses - Strg of Hsehd Goods-short-term	Approved for a maximum of \$10,000 for up to 6 months over the 1 month allowed by policy for a total of 7 months.

**BOSSERT, STEVEN T. UCR  
DEAN-GRADUATE SCHOOL OF EDUCATION**

Compensation Element Amount Staff Comments

Exceptional Vacation accrual	Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Severance/Separation Agreement	Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-2. Provision included in offer letter.

**BOUBELIK, JANE ESTHER UCLA  
CHIEF LEGAL COUNSEL, MEDICAL SCIENCES**

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$23,500.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor November 2008 and reported to The Regents at November 2008 meeting in the Bi-Monthly Transaction Monitoring Report.
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**BOYD, MICHAEL W UCD  
EXECUTIVE DIRECTOR - PLANNING, DESIGN & CONSTRUCTION**



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$37,000.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor November 2008 and reported to The Regents at November 2008 meeting in the Bi-Monthly Transaction Monitoring Report.
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**BOYLE, JOANNE UCB  
HEAD COACH-WOMEN'S BASKETBALL**

Compensation Element Amount Staff Comments

Annual Base	\$241,688.00	Base salary approved as part of negotiated athletics' contract. Due to retroactive approval, 2007 retroactive salary of \$43,000 paid in 2008.
Bonus	\$2,730.00	Bonus paid based on number of tickets sold, approved as part of negotiated athletics' contract.
Other Cash Payment	\$301,688.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB. Due to retroactive approval of contract, a 2007 retroactive payment of \$85,593 was paid in 2008.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$6,850.00	Courtesy vehicle approved as part of negotiated athletics' contract.
Coach - Bonus	\$96,980.00	Payout based on Pac-10 wins, Pac-10 Championships, NCAA participation, coaching awards, academic achievement of team, recruiting success. Approved as part of negotiated athletics' contract. \$73,500 NCAA participation; \$15,750 Academic Achievement; \$5000 signing bonus; \$2730 ticket sales.

**BRASE, WENDELL C UCI  
VICE CHANCELLOR-ADMINISTRATIVE AND BUSINESS SERVICES**

Compensation Element Amount Staff Comments

Stipend	\$20,000.00	Ongoing stipend for additional duties associated with his role as Project Manager in the oversight of the Medical Center's seismic replacement hospital project. Effective February 1, 2005 - January 31, 2009. Approved by The Regents 5/27/2005.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

**BRAUN,BEN UCB  
FORMER HEAD COACH-MEN'S BASKETBALL**

Compensation Element Amount Staff Comments

Annual Base	\$156,000.00	Base salary approved as part of negotiated athletics' contract. Terminated 4/30/2008. Actual earnings \$52,000.
Other Cash Payment	\$794,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB. Terminated 4/30/2008. Actual earnings were \$238,200.
Other Cash Payment	\$657,291.00	Coach was terminated at end of the 2008 Basketball season.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other Benefit		Approved as part of negotiated athletics' contract.
Other - Exclude from Total Cash Compensation	\$7,500.00	Apparel consideration approved as part of negotiated athletics' contract.
Coach - Bonus	\$12,995.00	For participating in the NIT in March 2008.

**BRENNER,DAVID ALLEN UCSD  
VICE CHANC - HEALTH SCI AND DEAN, SCHOOL OF MEDICINE**

Compensation Element Amount Staff Comments

Health Sciences Compensation Plan	\$220,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$31,250.00	\$125,000 (25%) to be distributed over 4 years in equal annual payments of \$31,250. Subject to repayment if resigns within first 4 years.

**BROSTROM,NATHAN UCB  
VICE CHANCELLOR - ADMINISTRATION**

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

BROUGHTON, JANET UCB  
DEAN-ARTS AND HUMANITIES

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

Based on policy at the time of leave, should the accrued sabbatical credits not yield the equivalent of 100% of the faculty salary, the campus will provide a research fund which can be used to supplement the sabbatical up to 100% in accordance with APM 74

Other Benefit

CALARCO, PATRICIA G UCSF  
DEAN-GRADUATE DIVISION

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

CALDWELL, YOLANDA NICOLE UCLA  
HEAD WOMEN'S BASKETBALL COACH

Compensation Element Amount Staff Comments

Annual Base	\$250,000.00	Per negotiated contract.
Other Cash Payment	\$18,278.00	Contract compensation approved by Chancellor under Recruitment Authority granted by Regents in March 2008. Payout based on camp income.
Other Cash Payment	\$49,500.00	Part of guaranteed compensation, based on negotiated contract.
Other - Include in Total Cash Compensation	\$638.00	UCLA Sporting Event Tickets

CAMMIDGE, JOHN UCOP  
ACTING ASSOCIATE VICE PRESIDENT HUMAN RESOURCES AND BENEFITS



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Stipend	\$31,908.00	Annualized stipend reflected for additional duties as Acting Assoc VP-HR&B. Stipend approved beginning 10/01/2008 and lasting 12 months or until the appointment of a new Vice President - HR is appointed.
Bonus	\$2,000.00	Departmental bonus payment issued in July 2008, prior to start of acting appointment.

CAMPBELL, THOMAS J. UCB  
DEAN-HAAS SCHOOL OF BUSINESS

Compensation Element Amount Staff Comments

Annual Base	\$300,800.00	Stepped down as dean 6/30/2008
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

CANNING, MARCIA J UCSF  
CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL

Compensation Element Amount Staff Comments

Senior Management Supplement		Originally 3% and increased to 5% approved by The Regents on 7/17/08 with an effective date of 8/1/08.
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CARPENTER, KATHARINE O UCLA  
CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA--UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$38,336.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

CHAPMAN,JOHN UCSF  
EXECUTIVE DIRECTOR-CLINICAL SERVICES, MEDICAL CENTER

Compensation Element Amount Staff Comments

Stipend	\$24,102.00	Annualized stipend reflected. Actual stipend effective September 23, 2007 - June 30, 2008 for duties as Interim Executive Director-Clinical Services prior to appointment as Executive Director-Clinical Services. Approved by Regents on 07/17/2008. Stipend terminated with incumbents' appointment effective 07/01/08.
Other Cash Payment	\$11,801.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

CHOI,LYNDA HEE UCOP  
MANAGING DIRECTOR - ABSOLUTE RETURN

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$193,130.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
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CHOW,NORMAN YEW HEEN UCLA  
FOOTBALL OFFENSIVE COORDINATOR

Compensation Element Amount Staff Comments

Other Cash Payment	\$50,000.00	Part of guaranteed compensation based on negotiated contract.
Other - Include in Total Cash Compensation	\$2,554.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$9,247.00	Courtesy Vehicle (imputed income). Approved by Regents per employment contract.

CHRISMAN,MAYE C. UCSF  
CHIEF OPERATING OFFICER AND INTERIM CHIEF FINANCIAL OFFICER, DEPARTMENT OF MEDICINE, SCHOOL OF MEDICINE

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$29,280.00	Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for responsibilities associated with Interim Chief Financial Officer role. Approved by Regents 07/17/2008.
<p><b>CHU, STEVEN LBNL LABORATORY DIRECTOR</b></p> <p>Compensation Element Amount Staff Comments</p>		
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement.
Other Payment - Benefits	\$240.00	Annual dues for UC Faculty Club paid from discretionary administrative fund.
Post Retirement Agreement		Entire base salary used to calculate UCRP pension included as part of offer letter approved by Regents Feb 1999.
<p><b>CIGNETTI, FRANK J. UCB OFFENSIVE COORDINATOR - FOOTBALL</b></p> <p>Compensation Element Amount Staff Comments</p>		
Other Cash Payment	\$80,000.00	Part of guaranteed compensation based on negotiated contract.
Other Cash Payment	\$80,403.00	\$70,583 in supplemental compensation is provided by the Director of Athletics and the Head Football Coach as a portion of the \$250,000 allotment in Coach Tedford's contract, which he can use for bonuses for his assistant coaches and staff each year. An additional \$9820 was earned from participation in youth summer camps.
Coach - Bonus	\$6,000.00	For participation in the Emerald Bowl.
<p><b>COAKER, WILLIAM JORDAN JR. UCOP SENIOR MANAGING DIRECTOR OF PUBLIC EQUITY INVESTMENTS</b></p> <p>Compensation Element Amount Staff Comments</p>		



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Treasurer's AIP Plan	\$61,700.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
Executive Disability		Per policy, must meet 5yr vesting requirement in SMG to receive benefit.

COOKSEY,DONALD A. UCR  
FORMER ACTING DEAN-COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES

Compensation Element Amount Staff Comments

Stipend	\$45,800.00	Annualized stipend reflected. Actual stipend effective March 12, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - College of Natural and Agricultural Sciences role. Extension beyond 1 year approved as exception to policy by The Regents January 2008.
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COWHEY,PETER F. UCSD  
DEAN-GRADUATE SCHOOL OF INTERNATIONAL RELATIONS & PACIFIC STUDIES

Compensation Element Amount Staff Comments

Stipend	\$28,590.00	Stipend extension approved by the Board of Regents at their May 2008 meeting. Stipend has been in effect since January 1, 2007.
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COYLE,MICHELE C. UCR  
CHIEF CAMPUS COUNSEL/ASSOCIATE GENERAL COUNSEL

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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CRAIG,PAUL A UCSD  
CHIEF RISK MANAGEMENT AND PATIENT SAFETY OFFICER

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$20,160.00	Annualized stipend reflected. Actual stipend effective October 1, 2008 - June 30, 2009 for responsibilities associated with Acting Chief Human Resources Officer role held concurrently with his position as Chief Risk Management and Patient Safety Officer. Approved by the Chancellor.
Clinical Enterprise Management Recognition Program	\$30,240.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor October 2008 and reported to The Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.

CREEM, MITCHELL R. UCLA  
FORMER CHIEF FINANCIAL OFFICER -- UCLA MEDICAL SCIENCES

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - had not yet met five year vesting requirement in SMG to receive benefit. (Separated 5-30-08)

CRICKETTE, GRACE MARGUERITE UCOP  
CHIEF RISK OFFICER

Compensation Element Amount Staff Comments

Exceptional Vacation accrual Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

CROOKS, HEIDI UCLA  
SR. ASSOCIATE DIRECTOR -- OPERATIONS & PATIENT CARE SERVICES

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$39,475.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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CUCULLU, MICHELE ELISE UCOP  
INVESTMENT OFFICER-PRIVATE EQUITY INVESTMENTS

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Annual Base	\$170,000.00	Exception to policy at the time due to promotional increase over 25%. Approved by The Regents March 2008.
Treasurer's AIP Plan	\$95,440.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.

CULLENBERG,STEPHEN E. UCR  
DEAN-COLLEGE OF HUMANITIES, ARTS, & SOCIAL SCIENCES

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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CUMMINS,JOHN F UCB  
ASSOCIATE CHANCELLOR/CHIEF OF STAFF

Compensation Element Amount Staff Comments

Annual Base	\$185,600.00	Retired June 28, 2008.
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CZECH,JANE UCSF  
DIRECTOR OF ADMINISTRATION-NEUROLOGY

Compensation Element Amount Staff Comments

Incentive	\$19,318.00	Eligible to participate in School of Medicine Management Incentive Program annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved under local authority as incumbent's total cash compensation is less than \$205,000.
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DANIELS,DONALD FRANCIS UCLA  
ASSISTANT COACH, MEN'S BASKETBALL

Compensation Element Amount Staff Comments

Other Cash Payment	\$10,000.00	Payout is based on camp income under negotiated contract.
Other - Include in Total Cash Compensation	\$6,043.00	UCLA Sporting Event Tickets





**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Other - Include in Total Cash Compensation \$160.00 Spouse Travel. Per contract.

DEAN,CAROLYN UCSC  
FORMER ACTING DEAN-DIVISION OF THE ARTS

Compensation Element Amount Staff Comments

Stipend	\$30,833.00	Three summer ninths stipend added to 9-month professorial salary for service as Acting Dean. Served in role temporarily during summer months only after previous Acting Dean left and prior to new Acting Dean Jones appointment in September. Total actual amount paid was \$31,078.71. Overpayment of \$245.71 being repaid in calendar year 2009.
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DENTON,EDWARD J UCB  
VICE CHANCELLOR-FACILITIES SERVICES

Compensation Element Amount Staff Comments

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
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DEPAOLO,DONALD J LBNL  
SCIENTIFIC DIVISION DIRECTOR FACULTY

Compensation Element Amount Staff Comments

Stipend	\$39,420.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 50% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
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Stipend	\$4,000.00	\$4,000 Administrative Stipend (1.52% this year) charged to State funds for his joint appointment as UCB/LBNL Director of the Center of Isotope Geochemistry.
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DEVRIES,JAN UCB  
ACTING DEAN-SOCIAL SCIENCES

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$34,478.00	Annualized stipend reflected. Actual stipend effective November 1, 2008 - July 01, 2009 for responsibilities associated with Acting Dean - Social Sciences role. Approved by Regents 12/17/2008.
<p>DHIR,VIJAY K UCLA DEAN -- SCHOOL OF ENGINEERING AND APPLIED SCIENCE</p> <p>Compensation Element Amount Staff Comments</p>		
Summer Salary	\$22,525.00	Exception allowed by SMG policy, payment for summer research conducted in July 2008 and funded by a NASA grant. Per policy, equivalent number of days of vacation was forfeited. Approved by The Regents, July 2008.
<p>DIAZ,ALPHONSO V. UCR VICE CHANCELLOR-ADMINISTRATION</p> <p>Compensation Element Amount Staff Comments</p>		
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
<p>DOOLEY,DANIEL M. ANR INTERIM SENIOR VICE PRESIDENT--EXTERNAL RELATIONS AND VICE PRESIDENT-AGRICULTURE AND NATURAL RESOURCES</p> <p>Compensation Element Amount Staff Comments</p>		
Stipend	\$50,000.00	Annualized stipend reflected. Actual stipend effective November 5, 2008 - November 4, 2009 for responsibilities associated with Interim Senior Vice President--External Relations and Vice President-Agriculture and Natural Resources roles. Approved by Regents 11/2008.
<p>DORRELL,KARL JAMES UCLA FORMER HEAD COACH, FOOTBALL</p> <p>Compensation Element Amount Staff Comments</p>		
Annual Base	\$150,000.00	Base salary approved as part of negotiated athletics' contract.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Incentive	\$200,000.00	2007 Season Incentive approved as part of negotiated athletics' contract paid out in 2008. Payout based on identified levels of team performance.
Other Cash Payment	\$480,417.00	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other - Include in Total Cash Compensation	\$1,449.00	Courtesy Vehicle (imputed income)

**DOUGLASS, JOSEPH P UCI  
HEAD COACH-MEN'S BASKETBALL**

[Compensation Element Amount Staff Comments](#)

Bonus	\$3,000.00	Incentive Bonus Plan paid in 2008.
Other Cash Payment	\$50,498.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.

**DOYLE, MARY M UCSC  
VICE CHANCELLOR, INFORMATION TECHNOLOGY**

[Compensation Element Amount Staff Comments](#)

Relocation Allowance	\$53,500.00	Per policy, relocation allowance paid as lump sum in support of move from Washington. Repayment schedule as follows: Leave before end of 1st year, 100% return; 2nd year 80%; 3rd year 60%; 4th year 40%; 5th year 20%.
Moving Expenses - Initial Househunting	\$722.00	Reimbursement for initial househunting expenses per policy; moving from Washington.
Moving Expenses - Shipment of Household Goods	\$5,885.00	Payment for shipment of household goods during move from Washington, per policy.

**DUFFY, SHARON A. UCR  
ACTING DEAN-UNIVERSITY EXTENSION**

[Compensation Element Amount Staff Comments](#)

Stipend	\$52,006.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - September 30, 2009 for responsibilities associated with Acting Dean - University Extension role. Extension beyond 1 year approved as an exception to policy by The Regents September 2008.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

DURDEN, DAVID A. UCB  
HEAD COACH-MEN'S SWIMMING AND DIVING

Compensation Element Amount Staff Comments

Annual Base	\$124,800.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$20,000.00	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$104,963.00	Buyout of Maryland contract as per UCB negotiated contract.
Coach Auto Allowance	\$7,239.00	Includes \$1,839 retroactive payment for 2007, paid in 2008.
Coach - Bonus	\$41,250.00	Includes \$25,000 signing bonus; \$16,000 for participation in NCAA tournament; \$250 campus Spot Award.

DURUISSEAU, SHELTON J UCD  
SENIOR ADMINISTRATIVE AND PROFESSIONAL SERVICES OFFICER, UC DAVIS HEALTH SYSTEM

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$38,220.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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DYNES, ROBERT C UCOP  
FORMER PRESIDENT OF THE UNIVERSITY

Compensation Element Amount Staff Comments

Annual Base	\$405,000.00	Appointment end date was 06/15/2008.
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EDLEY, CHRISTOPHER UCB  
DEAN-SCHOOL OF LAW

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Exceptional Vacation accrual	Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Partner Career Opportunity Program	Campus committed to fund 3 years of 1/2 time employment for incumbent's spouse as part of offer beginning 7/1/2004 and ending 6/30/2007.

ELLIS,ARTHUR BARON UCSD  
VICE CHANCELLOR-RESEARCH

Compensation Element Amount Staff Comments

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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ELLISON,WANDA UCSF  
INTERIM ASSISTANT VICE CHANCELLOR - RESEARCH

Compensation Element Amount Staff Comments

Bonus	\$16,723.00	Eligible to participate in Staff Recognition & Development Plan annually with a maximum potential payout of up to 10% of base salary. Approved under local authority as incumbent's total cash was below \$205,000 at time of approval. Stipend began 11/1/08 bringing total cash compensation over ICL.
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ELMAN,JEFFREY L. UCSD  
DEAN - DIVISION OF SOCIAL SCIENCES

Compensation Element Amount Staff Comments

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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ELMAN,JEFFREY L. UCSD  
FORMER ACTING DEAN-DIVISION OF SOCIAL SCIENCES

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$30,879.00	The 12.8% stipend was \$30,000 based on salary in effect at the time of Regental approval, but was increased to reflect 12.8% of the new 10/1/07 salary following approval of faculty scale adjustments.
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ENTRIKIN, J N UCLA  
ACTING VICE PROVOST-INTERNATIONAL STUDIES

Compensation Element Amount Staff Comments

Stipend	\$23,800.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - May 31, 2009 for responsibilities associated with Acting Vice Provost-International Studies role. Extension beyond 1 year approved as an exception to policy by The Regents May 2008.
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ESPIRITU, RONALDO G. UCSD  
ASSISTANT VICE CHANCELLOR FOR BUSINESS AND FISCAL AFFAIRS

Compensation Element Amount Staff Comments

Incentive	\$21,760.00	Per policy, is eligible for an incentive payment up to 10% of base salary annually under UCSD Clinical Senior Leaders Recognition Plan. Award based on performance as judged against predetermined goals in key results areas. Although payment was received, it has yet to be authorized by the President and Regents, therefore, Mr. Espiritu has agreed to repay the incentive payment until the matter is resolved.
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ESQUER, DAVID UCB  
HEAD COACH-BASEBALL

Compensation Element Amount Staff Comments

Annual Base	\$111,180.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$40,000.00	Talent Fees are part of guaranteed compensation for standard participation in outside events representing the campus as negotiated in the contract.
Other Cash Payment	\$44,157.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$16,000.00	Athletic equipment supplier consideration approved as part of negotiated athletics' contract.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Coach - Bonus	\$7,500.00	Bonus paid based on team performance per negotiated contract. Participation in NCAA tournament.
<p>EVANS,KIM B UCOP SENIOR PORTFOLIO MANAGER</p> <p>Compensation Element Amount Staff Comments</p>		
Treasurer's AIP Plan	\$58,960.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
<p>FALCONE,ROGER W LBNL SCIENTIFIC DIVISION DIRECTOR FACULTY</p> <p>Compensation Element Amount Staff Comments</p>		
Stipend	\$29,900.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 50% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
<p>FAWLEY,REECE I UCSF EXECUTIVE DIRECTOR-HEALTH PLAN STRATEGY &amp; REVENUE MANAGEMENT, MEDICAL CENTER</p> <p>Compensation Element Amount Staff Comments</p>		
Clinical Enterprise Management Recognition Program	\$17,587.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by the Chancellor and reported to the Regents at the November 2008 meeting in the Bi-Monthly Transaction Monitoring Report.
<p>FEATHERSTONE,JOHN D B UCSF DEAN-SCHOOL OF DENTISTRY</p> <p>Compensation Element Amount Staff Comments</p>		
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

FEINBERG, DAVID T UCLA  
ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER FOR THE HOSPITAL SYSTEM

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$83,448.00	Eligible to participate in CEMRP annually beginning in 2008 with a maximum potential of 20%, actual payout based on performance related to goals. Approved by Regents November 2008.
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FEINBERG, DAVID T UCLA  
FORMER ACTING ASSOCIATE VICE CHANCELLOR/CHIEF EXECUTIVE OFFICER

Compensation Element Amount Staff Comments

Stipend	\$283,900.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Associate Vice Chancellor/Chief Executive Officer role.
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FELLER, RICHARD I UCB  
HEAD COACH-WOMEN'S VOLLEYBALL

Compensation Element Amount Staff Comments

Annual Base	\$111,240.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$46,500.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefit	\$364.00	Per negotiated athletics' contract, spouse/partner travel/events outside San Francisco Bay Area.
Other - Exclude from Total Cash Compensation	\$5,000.00	Apparel consideration approved as part of negotiated athletics' contract.
Coach - Bonus	\$50,000.00	Bonus for appearing in 2007 NCAA tournament. Bonus paid in January 2008.

FERNANDES, ROXANNE UCSF  
EXECUTIVE DIRECTOR-CHILDREN'S HOSPITAL, MEDICAL CENTER

Compensation Element Amount Staff Comments





**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Other Cash Payment	\$4,617.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
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FERNANDEZ,JEFFREY A LBNL  
CHIEF FINANCIAL OFFICER

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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FERNANDEZ,NOHEMA UCI  
FORMER DEAN-CLAIRE TREVOR SCHOOL OF THE ARTS

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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FLYNN,MARY FRANCES UCLA  
DIRECTOR, MANAGED CARE PROGRAM, UCLA MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$34,261.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor November 2008 and reported to The Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
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FOX,MARYE ANNE UCSD  
CHANCELLOR

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
University Housing		As a non-taxable benefit, per the offer letter, a house is being rented off campus, pending renovation of University House.
Other Payment - Benefits	\$985.00	Annual membership renewal payment made to Cosmos Club to cover Chancellor Fox's 2008-09 membership fee. Membership is used to secure meeting and lodging facilities during business travel.

**FRAKER,HARRISON S JR UCB  
DEAN-COLLEGE OF ENVIRONMENTAL DESIGN**

**Compensation Element Amount Staff Comments**

Annual Base	\$205,400.00	Stepped down as Dean 06/30/2008
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

**FRENCH,KAREN KRISTINE UCOP  
FORMER INTERIM VICE PRESIDENT - STATE GOVERNMENTAL RELATIONS**

**Compensation Element Amount Staff Comments**

Annual Base	\$160,000.00	Appointment ended 08/31/08. Annualized base salary reflected.
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**FRIED,LINDA UCOP  
INVESTMENT OFFICER**

**Compensation Element Amount Staff Comments**

Treasurer's AIP Plan	\$61,320.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
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**GAINES,STEVEN UCSB  
ACTING DEAN, MATHEMATICAL, LIFE AND PHYSICAL SCIENCES**



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Stipend	\$39,260.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - September 30, 2008 as an exception to policy for responsibilities associated with Acting Dean - Mathematical, Life and Physical Sciences role. Approved by Regents.
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GALLOWAY,ALISON UCSC  
VICE PROVOST, ACADEMIC AFFAIRS

Compensation Element Amount Staff Comments

Stipend	\$16,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for additional responsibilities associated with temporary increase in duties to include UNEX responsibilities. Approved by Regents.
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GARAMENDI,JOHN RAYMOND II UCM  
VICE CHANCELLOR- UNIVERSITY RELATIONS

Compensation Element Amount Staff Comments

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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GARVIN,ANTHONY O UCOP  
ACTING DEPUTY GENERAL COUNSEL

Compensation Element Amount Staff Comments

Stipend	\$40,870.00	Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for responsibilities associated with Acting Deputy General Counsel role. Due to administrative error, overpayment of stipend in the amount of \$2,560.83 is being repaid.
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GIDDINGS,LELAND M UCSD  
CHIEF COMPLIANCE OFFICER, PRIVACY OFFICER, AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$34,980.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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GIL, GLORIA BROWNING UCOP  
MANAGING DIRECTOR - REAL ASSETS

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$149,850.00	Treasurer's Annual Incentive Plan: In accordance with Plan document and as approved by President Yudof and Regent Watcher, overall weightings were changed to 20% quantitative (based on Entity performance) and 80% subjective, for this fiscal year only.
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GILLESPIE, MICHAEL J. UCI  
HEAD COACH-BASEBALL

Compensation Element Amount Staff Comments

Bonus	\$5,000.00	Incentive bonus Plan: 2008 payout per negotiated contract.
Other Cash Payment	\$6,455.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.

GILLESS, J KEITH UCB  
DEAN-COLLEGE OF NATURAL RESOURCES

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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GILLESS, J KEITH UCB  
FORMER ACTING DEAN-COLLEGE OF NATURAL RESOURCES

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$40,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - College of Natural Resources role. Approved by The Regents May 2007.
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GLADSON, REBEKAH G. UCI  
ASSOCIATE VICE CHANCELLOR AND CAMPUS ARCHITECT-DESIGN AND CONSTRUCTION SERVICES

Compensation Element Amount Staff Comments

Stipend	\$16,800.00	Ongoing stipend for additional duties associated with her role as Project Architect and Construction Coordinator of the Medical Center's seismic replacement hospital project. Effective February 1, 2005 - January 31, 2009.
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GRAY, JOE W LBNL  
ASSOCIATE LABORATORY DIRECTOR

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - met five year vesting requirement 04/01/08
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GREGORY, ROBERT UCB  
ASSISTANT COACH-FOOTBALL

Compensation Element Amount Staff Comments

Annual Base	\$168,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$62,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Cash Payment	\$9,941.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract. Includes \$121 retroactive payment from summer 2007.
Other Benefit		Spouse/partner travel to events outside of the Bay Area. Approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$5,350.00	Courtesy vehicle approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$1,500.00	Sport Club Family Membership approved as part of negotiated athletics' contract. Coach has not availed himself of this benefit.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Coach - Bonus	\$46,000.00	Includes \$40,000 payment from Tedford Bonus pool and \$6000 for participation in the Emerald Bowl.
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GREY, ROBERT D. UCR  
FORMER ACTING CHANCELLOR

Compensation Element Amount Staff Comments

Annual Base	\$300,000.00	Annualized rate shown. Appointment began June 29, 2007.
University Housing		Required to live in the Chancellor's residence as approved at the June 2007 Regents' meeting.
Temporary Housing	\$2,228.00	Residence was not available upon appointment.

GRIFFITHS, DIANE MARIE UCOP  
SECRETARY AND CHIEF OF STAFF TO THE REGENTS

Compensation Element Amount Staff Comments

Executive Disability		As an exception to policy, eligible immediately upon hire. Normally must wait 5 years.
Post Retirement Agreement		Full University contribution for retiree health benefits.

GRIMES, KEVIN UCB  
HEAD COACH-MEN'S SOCCER

Compensation Element Amount Staff Comments

Annual Base	\$110,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$90,000.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$5,400.00	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
Other Benefit		Spouse travel for events outside Bay Area approved as part of negotiated athletics' contract.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Coach - Bonus	\$27,750.00	Includes \$15,000 signing bonus; \$12,500 for NCAA participation; and \$250 for campus Spot Award.
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GROSSER,JOY MELANIE UCI  
FORMER CHIEF INFORMATION OFFICER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$37,599.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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GUERRERO,DANIEL GENE UCLA  
DIRECTOR, INTERCOLLEGIATE ATHLETICS

Compensation Element Amount Staff Comments

Incentive	\$78,938.00	Supplemental Compensation Opportunities (2007) based on performance related goals set in employment contract.
Other - Include in Total Cash Compensation	\$8,995.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$1,770.00	Spouse Travel
Other - Include in Total Cash Compensation	\$26,361.00	Courtesy Vehicles (imputed income)
Other - Include in Total Cash Compensation	\$3,500.00	Annual Physical Exam. Approved by Regents in May 2008.

HARLOW,SUSAN A. UCR  
FORMER ACTING VICE CHANCELLOR-UNIVERSITY ADVANCEMENT

Compensation Element Amount Staff Comments

Stipend	\$38,500.00	Annualized stipend reflected. Actual stipend effective September 9, 2007 - October 15, 2008 for responsibilities associated with Acting Dean - College of Natural Resources role. Extension (25% time from 9/10-10/15/2008) beyond 1 year approved as an exception to policy by Regents 09/2008.
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HARRIS,JOHN P UCSF  
CHIEF STRATEGY & BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$12,414.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

HAVIS,ALLAN UCSD  
PROVOST, THURGOOD MARSHALL COLLEGE

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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HAWGOOD,SAMUEL UCSF  
INTERIM DEAN, SCHOOL OF MEDICINE

Compensation Element Amount Staff Comments

Stipend	\$181,425.00	Annualized stipend reflected. Actual stipend effective December 1, 2008 - June 30, 2009 necessary to provide market level income. Approved by Regents 09/18/2008.
Health Sciences Compensation Plan	\$195,475.00	Health Sciences Compensation Plan: Payout reduced from \$248,029 to \$195,475. Approved by The Regents 9/18/2008.

HAWKINS,ANGELA M. UCSF  
EXECUTIVE DIRECTOR-BUDGET & RESOURCE MANAGEMENT

Compensation Element Amount Staff Comments

Incentive	\$9,662.00	Eligible to participate in Financial & Administrative Services Incentive Plan (FAS) annually with a maximum potential payout of 10%, actual amount based on performance related to goals. Approved under local authority as incumbent's actual total cash was below \$205,000.
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HAYMET,ANTHONY DOUGLAS JOHN UCSD  
VICE CHANCELLOR-MARINE SCIENCES, DEAN OF THE GRADUATE SCHOOL OF MARINE SCIENCES & DIRECTOR SCRIPPS INSTITUTION OF OCEANOGRAPHY





**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

HAYWARD, BRAD UCOP  
FORMER ACTING ASST VICE PRESIDENT, STRATEGIC COMMUNICATIONS

Compensation Element Amount Staff Comments

Bonus \$5,168.00 Departmental bonus, locally approved in February 2008.

Stipend \$20,888.00 Annualized stipend reflected. Actual stipend effective Oct. 22, 2007 - Oct. 21, 2008 for responsibilities associated with Acting Asst Vice President, Strategic Communications role.

HEMMINGER, JOHN C. UCI  
DEAN-SCHOOL OF PHYSICAL SCIENCES

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

Summer Salary \$18,463.00 Exception allowed by SMG policy. Funded by the Nat'l Science Foundation and Dept of Energy. Per policy, 22 days of vacation was forfeited. Approved by The Regents, July 2008.

HENRICH, CAROLYN ELAINE UCOP  
ACTING ASSOCIATE VICE PRESIDENT FOR FEDERAL GOVERNMENT RELATIONS

Compensation Element Amount Staff Comments

Stipend \$33,294.00 Annualized stipend reflected. Actual stipend effective September 1, 2008 - January 31, 2009 for responsibilities associated with Acting Associate Vice President for Federal Government Relations role.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

HERRON,JAMES R UCI  
ASSOCIATE VICE CHANCELLOR-ADMINISTRATION OF HEALTH AFFAIRS

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

HINDERY,MICHAEL A UCSF  
VICE DEAN-ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

HOFFERBER,SCOTT S. UCSD  
CHIEF OPERATING OFFICER - UCSD MEDICAL GROUP

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$30,660.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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HOGAN,ROBERT W. UCSD  
CHIEF FINANCIAL OFFICER-UCSD MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$37,515.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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HORWITZ,BARBARA A UCD  
ACTING PROVOST AND EXECUTIVE VICE CHANCELLOR

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$36,600.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - December 31, 2008 for responsibilities associated with Acting Provost and Executive Vice Chancellor role. Extension beyond 1 year approved as exception to policy by Regents 05/14/08.
Executive Auto Allowance	\$8,916.00	Continuation of allowance due to the continued expectation that Ms. Horwitz will be serving at 100% time for a total of 18 months performing the full scope of this position which, on a permanent basis, is eligible under policy for auto allowance.

**HORWITZ, BARBARA A UCD  
VICE PROVOST - ACADEMIC PERSONNEL**

[Compensation Element Amount Staff Comments](#)

Annual Base	\$244,000.00	Only compensation reflected for the acting appointment is paid while serving in an acting capacity.
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**HOWLAND, BENJAMIN CLARK UCLA  
HEAD COACH, MEN'S BASKETBALL**

[Compensation Element Amount Staff Comments](#)

Annual Base	\$300,000.00	Base salary approved as part of negotiated athletics' contract.
Incentive	\$75,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance.
Other Cash Payment	\$1,670,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCLA.
Other Cash Payment	\$120,842.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$9,024.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$1,070.00	Spouse Travel
Other - Include in Total Cash Compensation	\$26,285.00	Two Courtesy Vehicles (imputed income). Approved by Regents July 2006.

**HSU, STELLA Y UCSF  
ASSOCIATE VICE CHANCELLOR-CAMPUS LIFE SERVICES AND INTERIM ASSOCIATE VICE CHANCELLOR-FACILITIES MANAGEMENT**



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Stipend	\$27,430.00	Annualized stipend reflected. Actual stipend effective April 1, 2008 - March 31, 2009 for responsibilities associated with Associate Vice Chancellor-Campus Life Services and Interim Associate Vice Chancellor-Facilities Management roles. Approved by Regents 07/17/2008.
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HUGHES, DAVID DOUGLAS UCOP  
INVESTMENT OFFICER-EXTERNALLY MANAGED INVESTMENTS

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$46,940.00	Treasurer's Annual Incentive Plan: In accordance with the Plan document, and as approved by the President Yudof and Regent Watcher, overall weightings were changed to 50% Entity and 50% Subjective, and the subjective award was NOT contingent on quantitative measures, for this fiscal year only.
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IRWIN, MICHAEL D UCSF  
INTERIM ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPMENT AND ALUMNI RELATIONS

Compensation Element Amount Staff Comments

Stipend	\$36,320.00	Annualized stipend reflected. Actual stipend effective September 20, 2008 - September 19, 2009 for responsibilities associated with Interim Associate Vice Chancellor-University Development and Alumni Relations role. Approved by the Chancellor under delegated authority.
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Bonus	\$9,080.00	Eligible to participate in Staff Recognition & Development Plan annually with a maximum potential payout of up to 10% of base salary. Approved under local authority as incumbent's actual total cash was below \$205,000. Stipend began 09/20/08 bringing salary total cash compensation over ICL.
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ISAACSON, MICHAEL SAUL UCSC  
ACTING DEAN SCHOOL OF ENGINEERING

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$41,247.00	Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for responsibilities associated with Acting Dean - School of Engineering role. Exception to policy (prior to policy change) for 20% stipend approved by Regents 07/17/08.
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JACKIEWICZ, THOMAS EDWARD UCSD  
ASSOCIATE VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER - HEALTH SCIENCES

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$73,500.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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JACKSON, RUTH M. UCR  
UNIVERSITY LIBRARIAN

Compensation Element Amount Staff Comments

MOP Loan		Eligibility to participate in the University's Home Loan Program approved by The Regents as an exception to policy. Provided as part of a retention package.
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JEWELL, NICHOLAS PATRICK UCOP  
FORMER VICE PROVOST - ACADEMIC PERSONNEL

Compensation Element Amount Staff Comments

Annual Base	\$263,750.00	Appointment end date was 08/31/2008.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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JONES, DAVID EVAN UCSC  
ACTING DEAN OF THE ARTS

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$15,334.00	Annualized stipend reflected. Actual stipend effective September 16, 2008 - June 30, 2009 for responsibilities associated with Acting Dean of the Arts role.
Other Cash Payment	\$33,549.00	Annualized College Provost compensation reflected. Maintains 25% appointment as Provost while serving as Acting Dean of the Arts at 75%.
University Housing		Campus Academic Personnel Manual (CAPM) 306.240 requires the College Provost to live in the college residence where provided. This requirement is a part of his .25 appointment as College Provost, and not related to the Acting Dean appointment.

JONES, KENNETH M UCSF  
CHIEF FINANCIAL OFFICER, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$22,265.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
Severance/Separation Agreement	\$353,900.00	12 months of pay if University terminates incumbent for other than just cause. Per offer letter from 2001. Offer letter pre-dates need for Regental approval. This component was approved locally.

KAMIENIECKI, SHELDON UCSC  
DEAN, SOCIAL SCIENCES

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

KAY, STEVE A UCSD  
DEAN - DIVISION OF BIOLOGICAL SCIENCES

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

KEASLING, JAY D LBNL  
SCIENTIFIC DIVISION DIRECTOR FACULTY



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Stipend	\$44,280.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 100% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
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KING, RONALD L UCI  
CHIEF FINANCIAL OFFICER - HEALTH AFFAIRS

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$60,518.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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KLOVE, CAROLE A UCLA  
CHIEF COMPLIANCE OFFICER -- UCLA HOSPITAL SYSTEM

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$38,244.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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KOSHLAND, CATHERINE P UCB  
VICE PROVOST-ACADEMIC PLANNING AND FACILITIES

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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KRAUS, DAVID V. UCSD  
CHIEF CONTRACTING OFFICER-MEDICAL CENTER

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Incentive	\$16,042.00	Per policy, as a member of medical center management, is eligible for annual incentive payment up to 10% of base salary, based on performance as judged against predetermined goals in key results areas.
Other One-Time Payment	\$5,000.00	Payment as UNEX instructor

KRUPNICK, JAMES T LBNL  
CHIEF OPERATING OFFICER

[Compensation Element Amount Staff Comments](#)

Executive Disability		Per policy eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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KWAN, LUCIA UCSF  
DIRECTOR-REVENUE CYCLE SERVICES, MEDICAL CENTER

[Compensation Element Amount Staff Comments](#)

Other Cash Payment	\$4,326.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
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LACY, WILLIAM B UCD  
VICE PROVOST - UNIVERSITY OUTREACH AND INTERNATIONAL PROGRAMS

[Compensation Element Amount Staff Comments](#)

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
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LADUSAW, WILLIAM A UCSC  
VICE PROVOST AND DEAN, UNDERGRADUATE EDUCATION

[Compensation Element Amount Staff Comments](#)

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

LAPP, KATHERINE N UCOP  
EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$45,000.00	Per policy, Total \$90,000: 23.7% of current base salary to be paid out in 3 annual payments: 50/30/20% of total. If she terminates before 3 years remaining payments are forfeited. The payment amount issued in 2008 was \$45,000.
Moving Expenses - Other-Incl in Total Cash Comp	\$289.00	Per policy and approved by the Regents in conjunction with appointment, reimbursement for additional moving expenses.

LARET, MARK R UCSF  
CHIEF EXECUTIVE OFFICER, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$30,389.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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LARSEN, JULIANNE JOY UCSD  
ACTING ASSOC VC UNIVERSITY DEVELOPMENT

Compensation Element Amount Staff Comments

Stipend	\$26,130.00	Administrative stipend in the amount of 15% for additional duties as Acting Assoc VC Univ Development.
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LAVERNIA, ENRIQUE J UCD  
DEAN - COLLEGE OF ENGINEERING

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Summer Salary	\$20,567.00	Exception allowed by SMG policy, payment for summer research conducted in July 2008 and funded by the Office of Naval Research and Army Research Office. Per policy, equivalent number of days of vacation was forfeited (22 days). Approved by The Regents, July 2008.
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LAWRENCE,JANE FIORI UCM  
VICE CHANCELLOR- STUDENT AFFAIRS

Compensation Element Amount Staff Comments

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
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LE GRANDE,HARRY UCB  
FORMER ACTING VICE CHANCELLOR-STUDENT AFFAIRS

Compensation Element Amount Staff Comments

Stipend	\$36,344.00	Annualized stipend reflected. Actual stipend effective January 1, 2007 - May 31, 2008 for responsibilities associated with Acting Vice Chancellor-Student Affairs role. Extension approved as exception to policy due to duration beyond 1yr at January 2008 Regents meeting.
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LE GRANDE,HARRY UCB  
VICE CHANCELLOR-STUDENT AFFAIRS

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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LENZ,PATRICK JAMES UCOP  
VICE PRESIDENT - BUDGET

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit. Will be eligible 2/11/2013.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

LEVEY, GERALD S. UCLA  
VICE CHANCELLOR -- MEDICAL SCIENCES & DEAN -- SCHOOL OF MEDICINE

Compensation Element Amount Staff Comments

Health Sciences Compensation Plan	\$207,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Other - Include in Total Cash Compensation	\$234.00	Regency Club Membership: Primarily used for business. Some personal usage, prorated and calculated as imputed income in 2008.

LEVI, DENNIS M. UCB  
DEAN-SCHOOL OF OPTOMETRY

Compensation Element Amount Staff Comments

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Relocation Allowance	\$9,400.00	To be paid over 8 years with lump sum of \$75,000 in year seven. The total payout is \$150,000. Effective July 1, 2001 - June 30, 2009. \$9,400 reflects the amount paid in 2007. Approved as exception by Provost King and disclosed to The Regents in July 2001.
Summer Salary	\$18,583.00	Exception allowed by SMG policy, payment for 21 days of summer research conducted in July and August 2008, and funded by the National Eye Institute. Per policy, 21 days of vacation was forfeited. Approved by The Regents, July 2008.

LEVINE, HAROLD G. UCD  
DEAN-SCHOOL OF EDUCATION

Compensation Element Amount Staff Comments

Stipend	\$37,360.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - March 31, 2009 for additional duties assisting UCOP with educational initiatives; the development of an educational imperative initiative; and creation and implementation of UC system-wide strategies for a coordinated and ongoing engagement with California's public P-12 educational system. Extension approved by The Regents as exception to policy for duration beyond 1yr.
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LIE, JOHN UCB  
DEAN-INTERNATIONAL AND AREA STUDIES



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Sabbatical Payment/Transfer		One additional sabbatical credit accrued each year from July 1, 2004 - June 30, 2006 to balance lower initial salary offer. Approved retroactively by The Regents at their November 2006 meeting.

LIEKWEG,RICHARD J UCSD  
ASSOCIATE VICE CHANCELLOR AND CHIEF EXECUTIVE OFFICER-UCSD MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$88,725.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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LIMA,CYNTHIA G UCSF  
EXECUTIVE DIRECTOR-ADMINISTRATION, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$17,696.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by the Chancellor and reported to the Regents at the November 2008 meeting in the Bi-Monthly Transaction Monitoring Report.
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LIU,AILEEN UCOP  
ASSOCIATE DIRECTOR

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Treasurer's Annual Incentive Plan: In accordance with the Plan document, and as approved by the President and Regent Watcher, overall weightings were changed to 50% Entity and 50% Subjective, and the subjective award was NOT contingent on quantitative measures, for this fiscal year only.

Treasurer's AIP Plan \$62,590.00

LOPEZ,RANDY L UCSF  
INTERIM VICE CHANCELLOR-FINANCE AND ADMINISTRATION

Compensation Element Amount Staff Comments

Stipend \$41,625.00

Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for responsibilities associated with Interim Vice Chancellor-Finance and Administration role. Approved by Regents 07/17/2008.

LOTENERO,LAWRENCE J UCSF  
CHIEF INFORMATION OFFICER, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program \$1,865.00

Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.

Severance/Separation Agreement \$255,900.00

12 months of pay if the University terminates the incumbent for other than just cause. Per offer letter from 2001. Offer letter pre-dates need for Regental approval. This component was approved locally.

LOUIS,CHARLES FRANCIS UCR  
VICE CHANCELLOR-RESEARCH

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

LU,SUSIE L. UCLA  
ASSOCIATE DIRECTOR, OPERATIONS-OUTPATIENT/ANCILLARY SERVICES, UCLA HOSPITAL SYSTEM

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Clinical Enterprise Management Recognition Program	\$34,442.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor November 2008 and reported to The Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
Relocation Allowance	\$16,125.00	Allowance of 25% of base salary (\$53,750) to be paid over a period of four years.

LURQUIN, THOMAS JOHAN UCOP  
DIRECTOR-PRIVATE EQUITY

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$147,840.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
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LYONS, RICHARD K UCB  
DEAN-HAAS SCHOOL OF BUSINESS

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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MACIAS, REYNALDO FLORES UCLA  
ACTING DEAN, DIVISION OF SOCIAL SCIENCES, COLLEGE

Compensation Element Amount Staff Comments

Stipend	\$31,600.00	Annualized stipend reflected. Actual stipend effective January 1, 2007 - September 30, 2009, for responsibilities associated with Acting Dean - Division of Social Sciences, College role. Extension approved by the Regents 11/2008 as exception to policy for duration beyond 1yr.
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MAHANEY, TIMOTHY M UCSF  
EXECUTIVE DIRECTOR-SUPPORT SERVICES, MEDICAL CENTER

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Clinical Enterprise Management Recognition Program	\$18,330.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by the Chancellor and reported to the Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
Other Cash Payment	\$10,452.00	Paid Time Off payment. 2008 payout per UCSF Med Ctr PTO policy approved by Assoc. VP-HR & Benefits in 2004.

**MAJUMDAR, ARUNAVA LBNL  
SCIENTIFIC DIVISION DIRECTOR FACULTY**

[Compensation Element Amount Staff Comments](#)

Stipend	\$29,880.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 50% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
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**MANDLE, JONATHAN R UCOP  
INVESTMENT OFFICER-ABSOLUTE RETURNS**

[Compensation Element Amount Staff Comments](#)

Treasurer's AIP Plan	\$103,100.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
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**MANGUN, GEORGE R UCSD  
ACTING DEAN - SOCIAL SCIENCES**

[Compensation Element Amount Staff Comments](#)

Annual Base	\$278,460.00	In addition to the Dean salary at 85% (\$246,653), he is also receiving \$31,807 for his 15% appointment at the School of Medicine.
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**MARGON, BRUCE H UCSC  
VICE CHANCELLOR, RESEARCH**

[Compensation Element Amount Staff Comments](#)

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

MARSHALL, DAVID B UCSB  
EXECUTIVE DEAN COLLEGE OF LETTERS & SCIENCE, DEAN, DIVISION OF HUMANITIES AND FINE ARTS

Compensation Element Amount Staff Comments

Stipend	\$40,000.00	Annualized stipend reflected. Actual stipend effective October 1, 2005 - September 30, 2011 for responsibilities associated with Executive Dean College of Letters & Science, Dean, Division of Humanities and Fine Arts role in addition to role as Dean-Division of Humanities & Fine Arts. Approved by the Regents.
Summer Salary	\$18,158.00	As an exception allowed by SMG policy, payment for 21 days of summer research conducted in August. 2008. Per policy 21 days of vacation was forfeited. Research for book.

MARSHALL, SALLY J UCSF  
VICE PROVOST-ACADEMIC AFFAIRS

Compensation Element Amount Staff Comments

Health Sciences Compensation Plan	\$16,300.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

MARTIN, WILLIAM W UCLA  
HEAD COACH, MEN'S TENNIS

Compensation Element Amount Staff Comments

Annual Base	\$104,500.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$196,540.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$1,153.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$3,300.00	Courtesy Vehicle (imputed income). Approved by Regents in January 2007.

MASLACH ZIMBARDO, CHRISTINA UCB





**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

**FORMER ACTING DEAN-UNDERGRADUATE DIVISION**

Compensation Element Amount Staff Comments

Stipend	\$27,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - Undergraduate Division role. She will then resume duties as Vice Provost-Undergrad Ed & Instructional Technology.
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**MATHIES,RICHARD A UCB  
DEAN-COLLEGE OF CHEMISTRY**

Compensation Element Amount Staff Comments

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**MATTHEWS,GARY CLIFFORD UCSD  
VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING**

Compensation Element Amount Staff Comments

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**MC GINTY,FELICIA ELAINE UCSC  
VICE CHANCELLOR, STUDENT AFFAIRS**

Compensation Element Amount Staff Comments

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.	
Moving Expenses - Other-Incl in Total Cash Comp	\$1,386.00	Reimbursement for additional moving expenses for move from Pennsylvania, per policy.
Moving Expenses - Shipment of Household Goods	\$1,670.00	Payment for shipment of household goods from Pennsylvania, per policy.

**MC GOWAN,WILLIAM H UCD  
CHIEF FINANCIAL OFFICER - UC DAVIS MEDICAL CENTER**



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$55,400.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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MCAFEE, THOMAS VARDON UCSD  
DEAN - CLINICAL AFFAIRS, HEALTH SCIENCES

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$67,080.00	Eligible to participate in CEMRP annually with a maximum potential of 20%. Actual amount based on performance related to goals. Approved by Regents November 2008.
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MCGUIRE, NEIL J. UCB  
HEAD COACH - WOMEN'S SOCCER

Compensation Element Amount Staff Comments

Annual Base	\$108,150.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$29,355.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Coach - Bonus	\$3,000.00	For participation in the NCAA tournament

MCKEEVER, TERI J UCB  
HEAD COACH-WOMEN'S SWIMMING

Compensation Element Amount Staff Comments

Annual Base	\$127,228.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$11,393.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$15,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Cash Payment	\$40,000.00	Athletic Equipment supplier agreement approved as part of negotiated athletics' contract.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Coach - Bonus	\$8,500.00	For participation in the NCAA tournament.

MERKLEY,CALVIN L UCSC  
FORMER VICE PROVOST, INFORMATION TECHNOLOGY

Compensation Element Amount Staff Comments

Annual Base	\$201,100.00	Last day on pay status 3/7/08
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MICHALCZIK,JIM UCB  
ASSISTANT COACH - FOOTBALL

Compensation Element Amount Staff Comments

Annual Base	\$135,000.00	Annualized base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$40,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Cash Payment	\$9,942.00	For participation in summer camps. Includes \$121 payment from 2007 summer camp.
Coach - Bonus	\$31,000.00	Includes \$25,000 from Tedford bonus pool and \$6000 for participation in the Emerald Bowl.

MIDANIK,LORRAINE T UCB  
DEAN - SCHOOL OF SOCIAL WELFARE

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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MILLER,MARY E UCM  
VICE CHANCELLOR-ADMINISTRATION

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

MINEAR, MICHAEL N UCD  
CHIEF INFORMATION OFFICER, DAVIS CAMPUS HEALTH SYSTEM

Compensation Element Amount Staff Comments

Annual Base	\$310,000.00	Monthly amount corrected so that annual salary will match amount approved by Regents. (Corrected from \$310,008 to \$310,000 on 10/20/2008).
Clinical Enterprise Management Recognition Program	\$32,000.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.

MOORE, SUSAN B UCSF  
DIRECTOR-FINANCE AND ACCOUNTING, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$16,415.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by the Chancellor and reported to the Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
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MORAN, DENNIS J UCSD  
CHIEF PROFESSIONAL SERVICES OFFICER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$29,700.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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MORGAN, DAVID R. UCSF  
EXECUTIVE DIRECTOR-AMBULATORY CARE SERVICES, MEDICAL CENTER

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Clinical Enterprise Management Recognition Program	\$17,816.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by the Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
Other Cash Payment	\$1,907.00	2008 payout per UCSF Med Ctr PTO policy approved by Assoc. VP-HR & Benefits in 2004.

MORSE, MARGARET E UCSC  
FORMER ACTING DEAN - ARTS DIVISION

Compensation Element Amount Staff Comments

Stipend	\$19,800.00	Annualized stipend reflected. Actual stipend effective Sept. 15, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - Arts Division role.
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MUNOZ, SANTIAGO III UCOP  
ASSOCIATE VICE PRESIDENT-CLINICAL SERVICES DEVELOPMENT

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$30,210.00	CEMRP: Approved at November 2008 Regents' meeting. Actual payout is based on goals and objectives established at the beginning of the plan year.
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MURPHY, DONNA MARIE UCSC  
VICE CHANCELLOR, UNIVERSITY RELATIONS

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$10,160.00	Per policy, relocation allowance paid out in decreasing increments over 4 years in support of move from Oklahoma.

NACHT, MICHAEL UCB  
DEAN-GOLDMAN SCHOOL OF PUBLIC POLICY

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Annual Base	\$200,500.00	Stepped down as dean 6/30/2008.
Other Cash Payment	\$12,956.00	Payment for 8.5 days of consulting at Lawrence Livermore National Laboratory during April and May 2008. Since LLNL is no longer a UC entity, such consulting is allowable under the policy on Outside Professional Activities and not considered to be an exception. Per agreement with UCOP administration, any such consulting payments from LLNL for UC employees are paid through the UC payroll system.
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

NADAF-RAHROV, SORENA UCSF  
CHIEF INFORMATICS OFFICER-CANCER CENTER

Compensation Element Amount Staff Comments

Other Cash Payment	\$1,000.00	Honorarium was paid in error. By policy, incumbent is ineligible to receive the honorarium. Incumbent is reimbursing the university. This payment is being reported in order to reconcile W-2 expense reporting for 2008 calendar year.
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NATION, CATHRYN L UCOP  
ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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NEUHEISEL, RICHARD GERALD UCLA  
HEAD FOOTBALL COACH

Compensation Element Amount Staff Comments

Other Cash Payment	\$1,000,000.00	Talent Fee
Other Cash Payment	\$15,033.00	Summer Camp Income
Other - Include in Total Cash Compensation	\$3,196.00	Rose Bowl Suite for use by coach's immediate family.
Other - Include in Total Cash Compensation	\$21,124.00	Courtesy Vehicle (imputed income)



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Other - Include in Total Cash Compensation \$8,534.00 UCLA Sporting Event Tickets

**NEUMAN,DEBRA G. UCSD  
VICE CHANCELLOR-EXTERNAL RELATIONS**

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$36,875.00	Relocation allowance in the amount of \$73,750 to be distributed over 2 years in equal payments of \$36,875.00. Subject to repayment if resigns within first 4 years.
Temporary Housing	\$5,478.00	Includes \$1,488 for cost of La Jolla Del Sol faculty and staff apartment complex and \$3,990 for additional hotel, meals and other expenses upon arrival to San Diego.
Moving Expenses - Initial Househunting	\$5,017.00	One coach-fare house hunting trip.
Moving Expenses - Family's Move	\$1,175.00	Family travel expense to move to San Diego.
Moving Expenses - Other-Incl in Total Cash Comp	\$699.00	Airfare to retrieve auto from Atlanta.
Moving Expenses - Moving Services	\$18,991.00	Moving services required to move to San Diego.

**NEUMARK,DANIEL M LBNL  
SCIENTIFIC DIVISION DIRECTOR FACULTY**

Compensation Element Amount Staff Comments

Stipend	\$28,900.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 50% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
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**NINEMIRE,DIANE L UCB  
HEAD COACH-SOFTBALL**

Compensation Element Amount Staff Comments

Annual Base	\$136,875.00	Base salary approved as part of negotiated athletics' contract.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Other Cash Payment	\$6,000.00	Athletic Equipment supplier consideration approved as part of negotiated athletics' contract. Includes \$3000 payment from 2007.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Coach - Bonus	\$25,000.00	For participation in NCAA tournament.

**NISBET, MARY UCSB  
ACTING DEAN, UNDERGRADUATE EDUCATION**

[Compensation Element Amount Staff Comments](#)

Stipend	\$38,778.00	Annualized stipend reflected. Actual stipend effective September 1, 2008 - August 31, 2009 for responsibilities associated with Acting Dean - Undergraduate Education role. Approved by The Regents.
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**NORRIS, JANET C. UCOP  
ACTING DEPUTY GENERAL COUNSEL**

[Compensation Element Amount Staff Comments](#)

Stipend	\$14,336.00	Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for responsibilities associated with Acting Deputy General Counsel role. Due to administrative error, overpayment of stipend in the amount of \$1,231.79 is being repaid.
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**NOSEK, STANLEY E JR UCD  
VICE CHANCELLOR - ADMINISTRATION**

[Compensation Element Amount Staff Comments](#)

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**NYAMATHI, ADELIN M UCLA  
ACTING DEAN -- SCHOOL OF NURSING**

[Compensation Element Amount Staff Comments](#)





**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$28,100.00	Annualized stipend reflected. Actual stipend effective March 1, 2008 - July 31, 2008 for responsibilities associated with Acting Dean - School of Nursing role. Approved by Regents 5/2008.
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O'KELLEY,JOHN SHANNON UCLA  
ASSOCIATE DIRECTOR, OPERATIONS -- CLINICAL SERVICES, UCLA HOSPITAL SYSTEM

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$35,825.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor November 2008 and reported to The Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
Relocation Allowance	\$10,750.00	Per policy, relocation allowance of \$53,750 to be paid over a period of four years. Approved by Regents September 2006.

O'NEILL,GEOFFREY A UCOP  
ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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ODATO,DAVID UCSF  
EXECUTIVE DIRECTOR-PATIENT & EMPLOYEE SERVICES, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$19,566.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by the Chancellor and reported to the Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
Other Cash Payment	\$10,138.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

OLIAN,JUDY D. UCLA  
DEAN -- ANDERSON SCHOOL OF MANAGEMENT



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Other Cash Payment	\$50,000.00	Annual housing differential approved in Regents' Item RE 74 Guideline #A-2 at September 2006 meeting.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$29,166.00	Per policy, relocation allowance of \$87,500 to be paid in installments over 3 years.

OLIVER, MELVIN L UCSB  
DEAN, DIVISION OF SOCIAL SCIENCES

Compensation Element Amount Staff Comments

Summer Salary	\$17,825.00	As a exception allowed by SMG policy, payment for 24 days of summer research on research on homeownership and equity accumulation was conducted in 2008 and funded by campus unrestricted funds. Per policy, 24 days of vacation was forfeited. Approved by The Regents, July 2008.
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ORESQUES, NAOMI UCSD  
PROVOST-SIXTH COLLEGE

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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ORLOWSKI, ANNA UCD  
CHIEF HEALTH SCIENCES COUNSEL

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$13,853.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by the Chancellor and reported to the Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
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OWEN, WILLIAM G UCB  
FORMER DEAN-BIOLOGICAL SCIENCES



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Annual Base \$217,400.00 Retired 6/28/2008

PALLAVICINI,MARIA GEORGINA UCM  
DEAN - NATURAL SCIENCES

Compensation Element Amount Staff Comments

Annual Base \$203,400.00

Effective September 1, 2008-December 31, 2008 Dean Pallavicini served as Dean (.60FTE) and Vice Provost for Health Sciences (.40FTE; Non-SMG/Academic post). Additional compensation earned from 9-12/08 totalled \$1333 of which \$1000 was received in 2008, for annual compensation of \$204,400. The remaining \$333 earned in 2008 was paid in her December paycheck which was received in January 2009. The appointment was discussed with UCOP and SMG Administrators prior to implementation.

PARK,DANIEL W UCSD  
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

Other One-Time Payment \$2,400.00 Payment as UNEX instructor.

PARK,NO-HEE UCLA  
DEAN -- SCHOOL OF DENTISTRY

Compensation Element Amount Staff Comments

Health Sciences Compensation Plan \$66,500.00 Per policy, eligible to participate in Health Sciences Compensation Plan.

Summer Salary \$15,942.00 As an exception allowed by SMG policy, payment for summer research conducted in August 2008 and partially funded by National Institutes of Health. Per policy, equivalent number of days of vacation was forfeited. Approved by The Regents, July 2008.

PEARSON,P DAVID UCB



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

DEAN-GRADUATE SCHOOL OF EDUCATION

Compensation Element Amount Staff Comments

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
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PECKENPAUGH,RUSSELL L UCSF  
DIRECTOR-INFORMATION TECHNOLOGY, MEDICAL CENTER

Compensation Element Amount Staff Comments

Other Cash Payment	\$9,200.00	Paid Time Off payment. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
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PLOTTS,JOHN E UCOP  
ASST VP--FINANCIAL MANAGEMENT

Compensation Element Amount Staff Comments

Incentive	\$23,611.00	Performance incentive pay for review period ending June 30, 2007. Incentive pay approved by the Board of Regents at their meeting of January 2008.
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POLICANO,ANDREW JOHN UCI  
DEAN-PAUL MERAGE SCHOOL OF BUSINESS

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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POMEROY,CLAIRE UCD  
VICE CHANCELLOR - HUMAN HEALTH SCIENCES AND DEAN - SCHOOL OF MEDICINE

Compensation Element Amount Staff Comments

Health Sciences Compensation Plan	\$75,000.00	Health Sciences Comp Plan, monthly payments of \$6250 come to \$75,000 in 2008.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Clinical Enterprise Management Recognition Program	\$84,380.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

**PRICE, ROBERT M UCB  
INTERIM VICE CHANCELLOR-RESEARCH**

Compensation Element Amount Staff Comments

Annual Base	\$129,600.00	The amount is a fiscal year faculty salary.
Stipend	\$110,100.00	Annualized stipend reflected. Actual stipend effective November 1, 2008 - June 30, 2009 for responsibilities associated with Interim Vice Chancellor-Research role. Approved by Regents 11/2008.

**PURCELL, ALEXIS H UCSF  
FORMER SENIOR ASSOCIATE DEAN-ADMINISTRATION & FINANCE, SCHOOL OF DENTISTRY**

Compensation Element Amount Staff Comments

Incentive	\$28,470.00	School of Dentistry Management Incentive Program: 2008 payment for performance related achievement. Approved and paid on 10/10/08 consistent with September 2008 Regents' approved delegated authority to the campus.
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**PUTNAM, THOMAS MILTON III UCSB  
ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER**

Compensation Element Amount Staff Comments

Annual Base	\$200,000.00	Annualized rate shown. Appointment began Aug. 15, 2007.
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**QUIGLEY, JOHN M UCB  
FORMER ACTING DEAN-GOLDMAN SCHOOL OF PUBLIC POLICY**

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend	\$54,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2008 - December 31, 2009 for responsibilities associated with Acting Dean-Goldman School of Public Policy role. Approved by Regents.
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RABENSTEIN,DALLAS L. UCR  
FORMER DEAN-GRADUATE DIVISION

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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RAYBURN,SUSAN J. UCI  
EXECUTIVE DIRECTOR OF CLINICAL ENTERPRISE

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$28,401.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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RECKER,TIMOTHY JACOB UCOP  
MANAGING DIRECTOR-PRIVATE EQUITY INVESTMENTS

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$180,800.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
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MOP Loan		Approved as non-standard title.
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REIN,DAVID UCSF  
INTERIM CLINICAL COMPLIANCE OFFICER AND DIRECTOR-FACULTY MEDICAL GROUP, SCHOOL OF MEDICINE

Compensation Element Amount Staff Comments

Stipend	\$26,910.00	Annualized stipend reflected. Actual stipend effective September 1, 2008 - August 31, 2009 for responsibilities associated with Interim Clinical Compliance Officer role. Approved by the Regents on 09/18/2008.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

REISER,LISA M. UCI  
CHIEF PATIENT CARE SERVICES OFFICER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$26,507.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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REISLER,EMIL UCLA  
DEAN -- SCHOOL OF LIFE SCIENCES, COLLEGE OF LETTERS AND SCIENCE

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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RELYEA,STEVEN UCSD  
FORMER ACTING VICE CHANCELLOR EXTERNAL RELATIONS

Compensation Element Amount Staff Comments

Stipend	\$45,000.00	Administrative stipend in the amount of 18.8% for additional duties as Acting Vice Chancellor - External Relations.
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REYNAUD,LOUIS UCB  
FORMER ASSISTANT COACH-MEN'S BASKETBALL

Compensation Element Amount Staff Comments

Annual Base	\$128,750.00	Base salary approved as part of negotiated athletics' contract. Coach separated 5/31/2008 at end of contract.
Other Cash Payment	\$20,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$7,250.00	Courtesy vehicle approved as part of negotiated athletics' contract.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Coach - Bonus \$8,750.00 For participation in the NIT tournament.

RICE, ANN MADDEN UCD  
CHIEF EXECUTIVE OFFICER-UC DAVIS MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program \$89,700.00 Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.

RICE, THOMAS H UCLA  
VICE CHANCELLOR -- ACADEMIC PERSONNEL

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

RICHARDS, MARK A UCB  
EXECUTIVE DEAN COLLEGE OF LETTERS AND SCIENCE AND DEAN-PHYSICAL SCIENCES

Compensation Element Amount Staff Comments

Stipend \$32,600.00 Annualized stipend reflected. Actual stipend effective July 1, 2006 - December 31, 2008 for responsibilities associated with Executive Dean College of Letters and Science role. Stipend ends December 31, 2008 because Dean Richards will be on sabbatical for the period January 1, 2009, through December 31, 2009.

RING, ERNEST J UCSF  
FORMER CHIEF MEDICAL OFFICER, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program \$32,760.00 Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.





**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

ROBINSON,CAROL A UCD  
SENIOR PATIENT CARE SERVICES OFFICER, UC DAVIS HEALTH SYSTEM

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$39,400.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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ROBINSON,CHARLES F UCOP  
GENERAL COUNSEL & VP-LEGAL AFFAIRS

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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ROSEN,ROBERT UCLA  
DEAN -- SCHOOL OF THEATER, FILM AND TELEVISION

Compensation Element Amount Staff Comments

Summer Salary	\$16,983.00	As an exception allowed by SMG policy, payment for summer research conducted in July 2008 and funded by state funds. Per policy, equivalent number of days of vacation was forfeited. Approved by the Regents July 2008.
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ROSENSTOCK,LINDA UCLA  
DEAN -- SCHOOL OF PUBLIC HEALTH

Compensation Element Amount Staff Comments

Health Sciences Compensation Plan	\$34,100.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
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Other - Include in Total Cash Compensation	\$2,825.00	Regency Club Membership: Used for business and personal. Personal usage prorated and calculated as imputed income in 2008.
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ROSENTHAL,J THOMAS UCLA  
CHIEF MEDICAL OFFICER, UCLA HOSPITAL SYSTEM

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Clinical Enterprise Management Recognition Program	\$49,415.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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ROSSI,CAROLE ROSEMARIE UCSC  
CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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Other One-Time Reimbursement	\$15.00	Reimbursement for mileage during move from San Francisco, per policy.
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Moving Expenses - Other-Incl in Total Cash Comp	\$1,558.00	Reimbursement for temporary living costs within policy to support move from San Francisco.
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Moving Expenses - Shipment of Household Goods	\$6,050.00	Reimbursement for shipment of household goods during move from San Francisco, per policy.
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Moving Expenses - Strg of Hsehld Goods-short-term	\$2,347.00	Reimbursement for storage charges within policy in support of move from San Francisco.
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RUBIN,AMIR DAN UCLA  
CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$83,235.00	Eligible to participate in CEMRP annually with a maximum potential payout of 25%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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Relocation Allowance	\$9,375.00	Per policy, relocation allowance totaling \$93,750 paid out incrementally.
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RUDNICK,JOSEPH A UCLA  
ACTING DEAN -- DIVISION OF PHYSICAL SCIENCES



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Stipend	\$33,800.00	Annualized stipend reflected. Actual stipend effective October 1, 2006 - September 30, 2009 for responsibilities associated with Acting Dean - Division of Physical Sciences role. Extension approved by the Regents 9/2008 as exception to policy for duration beyond 1yr.
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RUE, HENRIETTA ELIZABETH UCSD  
VICE CHANCELLOR - STUDENT AFFAIRS

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$13,438.00	Per policy, \$53,750 (25%) to be distributed over 4 years in equal annual payments of \$13,437.50. Subject to repayment if resigns within first 4 years.

RYBA, TOMI UCSF  
CHIEF OPERATING OFFICER, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$25,190.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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SAMPSON, DANIEL C UCOP  
ASSISTANT VP FINANCIAL CONTROLS AND ACCOUNTABILITY

Compensation Element Amount Staff Comments

Incentive	\$21,320.00	Performance based incentive in the amount of 10%, approved by the Regents January 2008.
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SANDEEN, CATHY A. UCLA  
DEAN -- CONT. ED. AND UNEX

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Other Benefit

Educational Loans: Transfer of loan balance of \$35,596.50 to UCLA from UCSC approved by Regents upon Sandeen appointment 11/29/06.

SASTRY,SOSALE SHANKAR UCB  
DEAN - COLLEGE OF ENGINEERING

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

Summer Salary \$15,053.00

As an exception allowed by SMG policy, payment for 15 days of summer research conducted in July 2008, and funded by the National Science Foundation. Per policy, 15 days of vacation were forfeited. Approved by The Regents, July 2008.

SAVAGE,JOHN JOSEPH UCLA  
HEAD COACH, BASEBALL

Compensation Element Amount Staff Comments

Annual Base \$185,000.00

Base salary approved as part of negotiated athletics' contract.

Other Cash Payment \$51,304.00

Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.

Other - Include in Total Cash Compensation \$3,524.00

Courtesy Vehicle (imputed income). Per employment contract.

SAXENIAN,ANNALEE UCB  
DEAN-SCHOOL OF INFORMATION

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

SCHILL,MICHAEL H UCLA  
DEAN -- SCHOOL OF LAW



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

SCHLISSEL, MARK S UCB  
DEAN-BIOLOGICAL SCIENCES

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

SCHNETZLER, GRETA UCSF  
CHIEF HEALTH SCIENCES COUNSEL

Compensation Element Amount Staff Comments

Incentive	\$6,883.00	Eligible to participate in Financial & Administrative Services Incentive Plan (FAS) annually with a maximum potential payout of 10%, actual amount based on performance related to goals. Approved under local authority as incumbent's total cash was below \$205,000 at the time.
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SCHROEDER, DAVID W UCOP  
SENIOR PORTFOLIO MANAGER

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$94,210.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
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SCIOSCIA, ANGELA LYNN UCSD  
CHIEF MEDICAL OFFICER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$47,250.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

SEIBLE, FRIEDER UCSD  
DEAN - JACOBS SCHOOL OF ENGINEERING

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

SHORTELL, STEPHEN M UCB  
DEAN-SCHOOL OF PUBLIC HEALTH

Compensation Element Amount Staff Comments

Annual Base

\$327,600.00

During 2007, on sabbatical leave January 1, 2007 - June 30, 2007.

SHOWSTACK, JONATHAN A UCSF  
ASSISTANT VICE CHANCELLOR & CHIEF INFORMATION OFFICER

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

SHULTZ, JAMES UCLA  
EXECUTIVE DIRECTOR -- PHYSICIAN SUPPORT SERVICES

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program

\$34,457.00

Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.

SIEFKIN, ALLAN D UCD  
CHIEF MEDICAL OFFICER - UC DAVIS MEDICAL CENTER

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Clinical Enterprise Management Recognition Program	\$33,080.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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SIMON,HORST D LBNL  
ASSOCIATE LABORATORY DIRECTOR

Compensation Element Amount Staff Comments

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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SLOAN,LISA UCSC  
VICE PROVOST AND DEAN, GRADUATE STUDIES

Compensation Element Amount Staff Comments

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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SMITH,SUSAN L UCSD  
PROVOST, JOHN MUIR COLLEGE

Compensation Element Amount Staff Comments

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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SONNENSHEIN,MONA L UCSD  
CHIEF OPERATING OFFICER, UCSD MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$47,610.00	Eligible to participate in CEMRP annually with a maximum potential payout Program of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008. Total award for 2007/2008 plan year should be \$73,380. Ms. Sonnenshein was incorrectly paid in 2008. The difference will be paid in 2009 and reflected in 2009 report.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

SPARKMAN,ANN UCSF  
PRINCIPAL COUNSEL

Compensation Element Amount Staff Comments

Incentive

\$6,883.00

Eligible to participate in Financial & Administrative Services Incentive Plan (FAS) annually with a maximum potential payout of 10%, actual amount based on performance related to goals. Approved under local authority as incumbent's total cash was below \$205,000 at the time.

SPEARE,MARK A UCLA  
SR. ASSOC. DIRECTOR, MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program

\$36,054.00

Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor November 2008 and reported to The Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.

SPIRITUS,EUGENE UCI  
CHIEF MEDICAL OFFICER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program

\$38,373.00

Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.

STANDIFORD,RICHARD B. ANR  
ASSOCIATE VICE PRESIDENT

Compensation Element Amount Staff Comments

Senior Management Supplement

Holds academic title of Cooperative Extension Specialist at UCB that is not tenured, therefore eligible to participate in Sr. Mgmt Supplemental Benefit Program.





**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

STANTON, MELVIN L UCOP  
ASSOCIATE CHIEF INVESTMENT OFFICER

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$54,690.00	Treasurer's Annual Incentive Plan: Approved at November 2008 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
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STATON, PAUL A UCLA  
CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$47,241.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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STEWART, DAVID W. UCR  
DEAN-A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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STOBO, JOHN DAVID DR. UCOP  
SENIOR VICE PRESIDENT - HEALTH SCIENCES AND SERVICES

Compensation Element Amount Staff Comments

Executive Disability		Per policy has not yet met 5yr vesting requirement in SMG to receive benefit.
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Relocation Allowance		Approved by The Regents at maximum allowed under policy of 25% of base salary or \$145,000, to be paid out in one lump sum or in installments. If paid out in a lump sum a payback formula will be in place if Mr. Stobo leaves within 4 years. No payments were made in 2008.
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Temporary Housing	\$4,868.00	Approved as an exception to policy for a period of 60 days instead of the 30 days allowed for in policy. Used for just over 1 month.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

STOVALL, TYLER E UCB  
DEAN-UNDERGRADUATE DIVISION

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

STOWELL, TIMOTHY A UCLA  
DEAN -- DIVISION OF HUMANITIES, COLLEGE OF LETTERS & SCIENCE

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

SULLIVAN, ROBERT S. UCSD  
DEAN - RADY SCHOOL OF MANAGEMENT

Compensation Element Amount Staff Comments

Exceptional Vacation accrual Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

SZERI, ANDREW J UCB  
DEAN - GRADUATE DIVISION

Compensation Element Amount Staff Comments

Executive Disability Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

TAYLOR, PALMER W. UCSD  
ASSOC VICE CHANCELLOR HEALTH SCIENCES AND FOUNDING DEAN-SCHOOL OF PHARMACY AND PHARMACEUTICAL SCIENCES

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Clinical Enterprise Management Recognition Program	\$47,610.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

**TEDFORD,JEFF UCB  
HEAD FOOTBALL COACH**

Compensation Element Amount Staff Comments

Annual Base	\$225,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$1,575,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other Benefit		Travel for spouse provided as approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$18,000.00	Two courtesy vehicles approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$7,080.00	Country Club membership approved as part of negotiated athletics' contract.
Other - Exclude from Total Cash Compensation	\$12,832.00	Thirty tickets and five parking passes for home football games. Six men's basketball tickets.
Coach - Bonus	\$42,314.00	2008 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance. Per contract \$25,000 earned in 2008 for participation in non-BCS Bowl game. Additional \$17,314 paid from AD Discretionary fund for bonuses.

**TERRICCIANO,ALAN L UCI  
ACTING DEAN - CLAIRE TREVOR SCHOOL OF THE ARTS**

Compensation Element Amount Staff Comments

Stipend	\$43,722.00	Annualized stipend reflected. Actual stipend effective July 16, 2008 - June 30, 2009 for responsibilities associated with Acting Dean-Claire Trevor School of the Arts role. Approved by Regents 08/08/2008.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

THATCHER,PATRICIA D. UCI  
EXECUTIVE DIRECTOR-HR AND CUSTOMER SERVICE, MEDICAL CENTER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$17,542.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor November 2008 and reported to The Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
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THIEMENS,MARK H UCSD  
DEAN - DIVISION OF PHYSICAL SCIENCES

Compensation Element Amount Staff Comments

Summer Salary	\$22,117.00	As an exception allowed by SMG policy, payment for 24 days of summer research conducted in august 2008 and funded by Nat'l Science Foundation. Per policy, 24 days of vacation was forfeited. Approved by The Regents, July 2008.
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THORSETT,STEPHEN E UCSC  
DEAN, PHYSICAL AND BIOLOGICAL SCIENCES

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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TIRRELL,MATTHEW V UCSB  
DEAN OF THE COLLEGE OF ENGINEERING

Compensation Element Amount Staff Comments

Summer Salary	\$22,575.00	As an exception allowed by SMG policy, payment for 21 day of summer research conducted in August 2008. 21 days vacation forfeited. Funded by unrestricted gift funds.
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TORRES-GIL,FERNANDO M UCLA  
FORMER ACTING DEAN-SCHOOL OF PUBLIC AFFAIRS

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

		Annualized stipend reflected. Actual stipend effective August 1, 2007 - August 31, 2008 for responsibilities associated with Acting Dean - School of Public Affairs role. Extension approved by the Regents 7/2008 as exception to policy for duration beyond 1yr.
Stipend	\$8,208.00	

TRAINA,SAMUEL JUSTIN UCM  
VICE CHANCELLOR OF RESEARCH AND DEAN OF THE GRADUATE SCHOOL

[Compensation Element Amount Staff Comments](#)

Executive Disability	Per policy, eligible - has not met five year vesting requirement in SMG to receive benefit.
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TURTELTAUB,RHEA P UCLA  
FORMER ACTING VICE CHANCELLOR - EXTERNAL AFFAIRS

[Compensation Element Amount Staff Comments](#)

		Annualized stipend reflected. Actual stipend effective October 1, 2007 - June 30, 2008 for responsibilities associated with Acting Vice Chancellor - External Affairs role. Approved at Sept 2007 Regents' meeting.
Stipend	\$32,460.00	

VACCA,SHERYL JEANNE UCOP  
SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER

[Compensation Element Amount Staff Comments](#)

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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VAN DEN ABBEELE,GEORGES Y UCSC  
DEAN, HUMANITIES

[Compensation Element Amount Staff Comments](#)

Executive Disability	Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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VAN YOUNG,ERIC UCSD



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

**FORMER ACTING DEAN - DIVISION OF ARTS AND HUMANITIES**

Compensation Element Amount Staff Comments

Stipend	\$15,919.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - Division of Arts and Humanities role. Per policy, approved by Chancellor Fox.
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**VERMILLION, ERIC B UCSF  
ASSOCIATE VICE CHANCELLOR-FINANCE**

Compensation Element Amount Staff Comments

Stipend	\$20,813.00	Annualized stipend reflected. Actual stipend effective June 1, 2008 - May 31, 2009 for additional responsibilities assumed due to the retirement of the Senior Vice Chancellor-Finance and Administration. Approved by Regents 07/17/2008.
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Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**WAGGENER, SHELTON UCB  
ASSOCIATE VICE CHANCELLOR FOR INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER**

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**WALKER, DEWAYNE MORRIS UCLA  
FOOTBALL DEFENSIVE COORDINATOR**

Compensation Element Amount Staff Comments

Other Cash Payment	\$180,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCLA.
Other - Include in Total Cash Compensation	\$1,277.00	UCLA Sporting Event Tickets
Other - Include in Total Cash Compensation	\$14,216.00	Courtesy Vehicle (imputed income). Approved by Regents per employment contract.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

WALSHOK,MARY LINDENSTEIN UCSD  
ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION

Compensation Element Amount Staff Comments

Other Payment - Benefits	\$1,631.00	University Club membership: Monthly dues payment made to University Club to cover her 2008 membership fee. Membership is used to provide a location for business meetings.
Other Payment - Benefits	\$400.00	Rotary Club membership fees.

WARTELLA,ELLEN A. UCR  
EXECUTIVE VICE CHANCELLOR AND PROVOST

Compensation Element Amount Staff Comments

Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

WASHINGTON,A EUGENE UCSF  
EXECUTIVE VICE CHANCELLOR & PROVOST

Compensation Element Amount Staff Comments

Health Sciences Compensation Plan	\$52,300.00	Per policy, eligible to participate in Health Sciences Compensation Plan. Per UCOP counsel in 03/2007.
Other Cash Payment	\$13,194.00	Outside Activity income processed thru HSCP, non-patient care activity. Per Regental approval 03/07.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

WATKINS,PAUL H. UCLA  
DIRECTOR, SUPPORT SERVICES, UCLA HOSPITAL SYSTEM

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Clinical Enterprise Management Recognition Program	\$30,490.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor November 2008 and reported to The Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
Relocation Allowance	\$9,250.00	Per policy, relocation allowance of \$46,250 to be paid over a period of four years. Approved by Regents September 2006.

WAUGH, SCOTT L UCLA  
FORMER ACTING EXEC. VICE CHANCELLOR AND PROVOST

Compensation Element Amount Staff Comments

Stipend	\$83,500.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - December 31, 2008 for responsibilities associated with Acting Executive Vice Chancellor and Provost role.
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WEDDING, RANDOLPH E UCOP  
SENIOR MANAGING DIRECTOR-FIXED INCOME INVESTMENTS

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$83,860.00	Treasurer's Annual Incentive Plan: Approved at November 2008 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
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WHITE, BRUCE R UCD  
ACTING VICE PROVOST - ACADEMIC PERSONNEL

Compensation Element Amount Staff Comments

Annual Base	\$212,512.00	As an exception to policy, acting appt extension will be effective 7/1/08 - 12/31/08; this extends the stipend beyond the 1 yr allowed by policy; if base salary adjusted during acting appt the stipend will be recalculated against the new base.
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WHITE, TIMOTHY P UCR  
CHANCELLOR

Compensation Element Amount Staff Comments





**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Executive Disability		Credit for 5 yrs. prior UC service recognized. This satisfied vesting requirement for eligibility.
Other Payment - Benefits	\$901.00	Taxable items for personal use per policy; \$228.85 Cable TV + \$672.04 personal use of leased auto

WIESENTHAL, STEVEN M UCSF  
FORMER ASSOCIATE VICE CHANCELLOR-CAPITAL PROJECTS & FACILITIES MANAGEMENT

Compensation Element Amount Staff Comments

Executive Auto Allowance	\$443.00	Imputed income for his personal use of a university provided pool vehicle.
Other Cash Payment	\$1,999.00	Tax preparation reimbursement due to error made by campus that caused a cost to the employee for recalculation of tax returns. Consistent with others who received a corrected W-2.

WILLIAMS, ROBERT ALLEN UCSB  
HEAD COACH MEN'S BASKETBALL

Compensation Element Amount Staff Comments

Other Cash Payment	\$39,000.00	Per contract, payment for conducting basketball camps.
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WINNER, CYNTHIA A. UCI  
CHIEF AMBULATORY CARE OFFICER

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program	\$24,371.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by Chancellor November 2008 and reported to The Regents November 2008 in the Bi-Monthly Transaction Monitoring Report.
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WONG, JANE Y. UCSF  
INTERIM CHIEF OPERATING OFFICER AND DEPUTY CHIEF INFORMATION OFFICER

Compensation Element Amount Staff Comments



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

		Annualized stipend reflected. Actual stipend effective July 1, 2008 - June 30, 2009 for responsibilities associated with Interim Chief Operating Officer and Deputy Chief Information Officer role. Approved by Regents 07/17/2008.
Stipend	\$19,980.00	

WOOLDRIDGE, JAMES A. UCR  
HEAD COACH - MEN'S BASKETBALL

Compensation Element Amount Staff Comments

		Per policy - 25% of the base salary paid out in lump sum, subject to repayment. Approved as an Interim Regents Item on 4/27/07.
Relocation Allowance	\$15,417.00	

WOON, PETER UCI  
CONTROLLER-FINANCIAL ADMINISTRATION, MEDICAL CENTER

Compensation Element Amount Staff Comments

		Paid Time Off Payout: Automatic payout for paid time off amount in excess of accumulation limits.
Other One-Time Payment	\$12,021.00	

WRIGHT, JEFFREY R UCM  
DEAN - SCHOOL OF ENGINEERING

Compensation Element Amount Staff Comments

		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Exceptional Vacation accrual		

WU DRAGUN, DIANA UCB  
DEAN-UNIVERSITY EXTENSION

Compensation Element Amount Staff Comments

		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Executive Disability		

WU DRAGUN, DIANA UCB



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

**FORMER ACTING DEAN-UNIVERSITY EXTENSION**

Compensation Element Amount Staff Comments

Stipend	\$19,700.00	Annualized stipend reflected. Actual stipend effective February 1, 2007 - January 31, 2008 for responsibilities associated with Acting Dean - University Extension role. Percentage increased from 7.5% to 15% effective 10/1/2007.
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**YAMAUCHI,LORI L UCSF  
ASSISTANT VICE CHANCELLOR-CAMPUS PLANNING**

Compensation Element Amount Staff Comments

Bonus	\$23,060.00	Staff Recognition and Development Program - Bonus approved locally.
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**YANCEY JR,WILLIAM R UCLA  
ASSISTANT DEAN - DENTISTRY**

Compensation Element Amount Staff Comments

Other Cash Payment	\$65,500.00	By Agreement Payment for position as Adjunct Instructor. Includes retroactive payments approved by The Regents in July 2008.
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**YEARY,FRANK D. UCB  
VICE CHANCELLOR**

Compensation Element Amount Staff Comments

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**YEE,ALICE L UCOP  
SENIOR PORTFOLIO MANAGER**

Compensation Element Amount Staff Comments

Treasurer's AIP Plan	\$68,300.00	Treasurer's Annual Incentive Plan: Actual pay-out is based on targets established at the beginning of the Plan year. Approved by President Yudof August 29, 2008.
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**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

YELICK,KATHERINE A LBNL  
SCIENTIFIC DIVISION DIRECTOR FACULTY

Compensation Element Amount Staff Comments

Stipend	\$66,540.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 50% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
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YOUNG,HEATHER M UCD  
ASSOCIATE VICE CHANCELLOR FOR NURSING

Compensation Element Amount Staff Comments

Health Sciences Compensation Plan	\$60,000.00	Participation will comply with all University of California Health System parameters.
Standard Benefits		Waiting for Regental approval for the Proposed Betty Irene Moore School of Nursing and Ms. Young's subsequent title of Founding Dean.
Executive Life		Waiting for Regental approval for the Proposed Betty Irene Moore School of Nursing and Ms. Young's subsequent title of Founding Dean.
Executive Business Travel		Waiting for Regental approval for the Proposed Betty Irene Moore School of Nursing and Ms. Young's subsequent title of Founding Dean.
Executive Disability		Waiting for Regental approval for the Proposed Betty Irene Moore School of Nursing and Ms. Young's subsequent title of Founding Dean.

YUDOF,MARK GEORGE UCOP  
PRESIDENT OF THE UNIVERSITY

Compensation Element Amount Staff Comments

Senior Management Supplement		Ineligible due to dual tenured faculty appointment.
University Housing		2yr leased housing at a cost of \$9,990.90/mo plus \$1,360/mo for rental of furnishings due to repairs needed at Blake house.



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Post Retirement Agreement		Supplemental pension funding will be provided to produce a vested single life annuity at the end of each of the first 7 years of employment of approximately: Year 1-\$29,554;Year 2-\$60,217; Year 3-\$92,029; Year 4- \$127,307; Year 5- \$230,000; Year 6- \$300,000; Year 7-\$350,000. For years 8 and beyond, funding will occur in accordance with the normal UCRP funding policy that is applicable to funding the benefits of all UCRP members. The University contribution for 2008 is \$228,000.
Accrual of Sabbatical Credits		Eligible to accrue sabbatical credits due to dual appointment as tenured faculty member.
Moving Expenses - Initial Househunting	\$2,598.00	Per policy, temporary housing was provided while permanent housing was obtained.
Moving Expenses - Other-Excl from Total Cash Comp	\$15,292.00	Consistent with academic policy Mr. Yudof's professional library was moved from Austin. This was separate from the move of his personal items.
Moving Expenses - Shipment of Household Goods	\$74,356.00	As an exception to policy allowing \$25,000 in moving costs, \$86,098.89 was approved by The Regents.

**ZEDECK,SHELDON UCB  
VICE PROVOST - ACADEMIC AFFAIRS AND FACULTY WELFARE**

[Compensation Element Amount Staff Comments](#)

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
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**ZEHNTNER,MAUREEN L UCI  
ASSOCIATE VICE CHANCELLOR/CHIEF EXECUTIVE OFFICER - MEDICAL CENTER**

[Compensation Element Amount Staff Comments](#)

Clinical Enterprise Management Recognition Program	\$74,432.00	Eligible to participate in CEMRP annually with a maximum potential payout of 20%. Actual payout based on performance related to goals. Approved by The Regents on 11/20/2008.
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**ZEHNTNER,MAUREEN L UCI  
FORMER ACTING CHIEF EXECUTIVE OFFICER**

[Compensation Element Amount Staff Comments](#)



**Addendum to Annual Report on Executive Compensation for Calendar Year 2008**

Stipend

\$50,000.00

Annualized stipend reflected. Actual stipend approved to be effective November 1, 2005-February 29, 2008 for responsibilities associated with Acting Chief Executive Officer role. Extension approved by the Regents 11/2007 as exception to policy for duration beyond 1yr.