Approved

HEALTH SERVICES COMMITTEE
July 17, 2025

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. **APPROVAL OF ADMINISTRATIVE STIPEND FOR MADELYN (MADDY) PEARSON, CHIEF NURSING EXECUTIVE AND VICE PRESIDENT OF PATIENT CARE SERVICES, UCSF HEALTH, SAN FRANCISCO CAMPUS AS DISCUSSED IN CLOSED SESSION**

Recommendation

The President of the University recommends that the Health Services Committee approve the following items in connection with an administrative stipend for Madelyn (Maddy) Pearson, Chief Nursing Executive and Vice President of Patient Care Services, UCSF Health, San Francisco campus, in addition to her current base salary of $668,766:

A. An administrative stipend of 7.5 percent ($50,157 annualized) of Ms. Pearson's current base salary ($668,766), effective July 1, 2025, through June 30, 2026, or until a new Chief Nursing Officer – Adult Services (CNO-AS) is hired, whichever occurs first.

B. Per policy, continued eligibility to participate in the Clinical Enterprise Management Recognition Plan's (CEMRP) Short Term Incentive (STI) component, with a target award of 15 percent ($107,838) of base salary plus the portion of the annualized administrative stipend received during each plan year and maximum potential award of 25 percent ($179,731) of base salary plus the portion of the annualized administrative stipend received during each plan year, subject to all applicable plan requirements and Administrative Oversight Committee approval. Any actual award will be determined based on performance against pre-established objectives.

C. Per policy, continued eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.

D. Per policy, continued eligibility for standard pension and health and welfare benefits and standard senior management benefits, including eligibility for senior manager life insurance and eligibility for executive salary continuation for disability after five consecutive years of Senior Management Group service.

E. For any outside professional activities, Ms. Pearson will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.

COMPARATIVE ANALYSIS

Recommended Compensation
Effective Date: July 1, 2025, through June 30, 2026, or until a new CNO-AS is hired, whichever occurs first.
Annual Base Salary: $668,766
Administrative Stipend: $50,157 Annualized (7.5 percent of Base Salary)
Clinical Enterprise Management Recognition Plan (CEMRP) – Short Term Incentive (STI): $107,838 (at 15 percent at Target Attainment)
Clinical Enterprise Management Recognition Plan (CEMRP) – Long Term Incentive (LTI): N/A
Target Cash Compensation:* $826,761
Funding: Funded from sources other than State General Funds.

Current Compensation
Title: Chief Nursing Executive and Vice President of Patient Care Services, UCSF Health
Annual Base Salary: $668,766
Clinical Enterprise Management Recognition Plan (CEMRP) – Short Term Incentive (STI): $100,314 (at 15 percent at Target Attainment)
Clinical Enterprise Management Recognition Plan (CEMRP) – Long Term Incentive (LTI): N/A
Target Cash Compensation:* $769,080
Funding: Funded from sources other than State General Funds.

*Target Cash Compensation consists of base salary and, if applicable, stipends, HSCP components, and/or short term and long term CEMRP incentives.

VICE PRESIDENT OF PATIENT CARE SERVICES, UCSF HEALTH, SAN FRANCISCO CAMPUS
(MRZ: CHIEF NURSING OFFICER/CHIEF NURSING EXECUTIVE (MEDICAL CENTER)
(TIER 1 - $6.6 BILLION MEDIAN OPERATING REVENUE))

	MARKET REFERENCE ZONE FOR BASE SALARY PLUS STIPEND						MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
Percentiles	25th	50th	60th	75th	90th	Percentiles	25th	50th	60th	75th	90th
Market Data	$512.5k	$580.3k	$600.6k	$631.0k	$802.1k	Market Data	$607.9k	$687.8k	$756.4k	$859.3k	$999.1k
% Difference	40.3%	23.9%	19.7%	13.9%	-10.4%	% Difference	36.0%	20.2%	9.3%	-3.8%	-17.2%

Survey Source: Sullivan Cotter Manager and Executive Compensation Custom Peer Group for Academic Medical Centers

The compensation described above shall constitute the University's total commitment until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, and shall supersede all previous oral and written commitments.

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

Background to Recommendation

The President of the University recommends approval for an administrative stipend for Madelyn (Maddy) Pearson, Chief Nursing Executive and Vice President of Patient Care Services, UCSF Health, San Francisco campus, for the temporary assumption of significant additional responsibilities.

The Chief Nursing Officer – Adult Services (CNO-AS), UCSF Health, resigned on June 9, 2025. And following a review of options to ensure continuity of oversight for this critical area, UCSF Health determined that Ms. Pearson would be the best qualified executive to temporarily assume the responsibilities for the CNO-AS role, which is a position in the Managers and Senior Professional (MSP) Personnel Program, while measures are undertaken to permanently fill that position.

The campus proposes a stipend equal to 7.5 percent ($50,157) of Ms. Pearson's current base salary ($668,766). The stipend will be effective July 1, 2025 through June 30, 2026, or until a new CNO-AS is hired, whichever occurs first.

Ms. Pearson will remain in her Level Two Senior Management Group (SMG) position. Her current salary ($668,766) is at the 78th percentile of her position's Market Reference Zone (MRZ). Her total base salary plus the proposed stipend of $50,157 is $718,923, and at the 83rd percentile of her position's MRZ, which is 13.9 percent above the 75th percentile ($631,000) and 10.4 percent below the 90th percentile ($802,100).

Ms. Pearson's current base salary plus the proposed stipend, when combined, exceed the 75th percentile; therefore, Regents' approval is required. Ms. Pearson's current position and the CNO-AS role both serve UCSF Health, and both positions are paid solely from sources other than State General Fund support to the University. Therefore, the Health Services Committee may review and approve this action without further Regents' action.

Committee vote: Regents Chu, Leib, Makarechian, Matosantos, Park, Reilly, and Sures voting "aye."

2. **APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR WENDY HORTON AS SENIOR VICE PRESIDENT AND PRESIDENT – ADULT SERVICES, UCSF HEALTH, SAN FRANCISCO CAMPUS AS DISCUSSED IN CLOSED SESSION**

Recommendation

The President of the University recommends that the Health Services Committee approve the following items in connection with the appointment of and compensation for Wendy Horton as Senior Vice President and President – Adult Services, UCSF Health, San Francisco campus:

A. Per policy, appointment of Wendy Horton as Senior Vice President and President – Adult Services, UCSF Health, San Francisco Campus, at 100 percent time.

B. Per policy, an annual base salary of $1.05 million.

C. Per policy, a hiring bonus of 20 percent ($210,000) of base salary, which is intended to make the hiring offer market-competitive and assist in securing Ms. Horton's acceptance of the offer. The hiring bonus will be paid in a lump sum subject to the following repayment schedule if Ms. Horton separates from the University or accepts an appointment at another University of California location within two years of her appointment: 100 percent if separation occurs within the first year of employment, and 50 percent if separation occurs within the second year of employment, subject to the limitations under Regents Policy 7705, Senior Management Group Hiring Bonus.

D. Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Plan's (CEMRP) Short Term Incentive (STI) component, with a target award of 15 percent of base salary ($157,500) and maximum potential award of 25 percent of base salary ($262,500), subject to all applicable plan requirements and Administrative Oversight Committee approval. Any actual award will be determined based on performance against pre-established objectives and may be prorated in Ms. Horton's first year of participation based on her hire date. If her hire date is on or before January 1, 2026, she will be eligible to participate in the STI component of CEMRP starting in the 2025-26 plan year, which started on July 1, 2025 and ends on June 30, 2026. If her start date is after January 1, 2026, she will be eligible to participate in the STI component of CEMRP beginning in the 2026-27 plan year, which starts on July 1, 2026 and ends on June 30, 2027. Ms. Horton's first possible short term incentive award will be determined following the close of the plan year for which she is first eligible to participate.

E. Per policy, eligibility for standard pension and health and welfare benefits and eligibility for standard senior management benefits, including eligibility for senior management life insurance upon start date and eligibility for executive salary

continuation for disability after five consecutive years of Senior Management Group service.

F. Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Ms. Horton's primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement. If Ms. Horton voluntarily separates from this position prior to completing one year of service or accepts an appointment at another University of California location within 12 months of her initial date of appointment, she will be required to pay back 100 percent of these moving and relocation expenses.

G. Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.

H. For any outside professional activities, Ms. Horton will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.

I. This action will be effective as of Ms. Horton's hire date, estimated to be no earlier than September 1, 2025

COMPARATIVE ANALYSIS

Recommended Compensation
Effective Date: Date of hire, estimated to be no earlier than September 1, 2025
Annual Base Salary: $1,050,000
Clinical Enterprise Management Recognition Plan (CEMRP) – Short Term Incentive (STI): $157,500 (at 15 percent at Target Attainment)
Clinical Enterprise Management Recognition Plan (CEMRP) – Long Term Incentive (LTI): N/A
Target Cash Compensation:* $1,207,500
Funding: Funded from sources other than State General Funds.

Previous Career Incumbent Data
Title: Senior Vice President and President – Adult Services, UCSF Health
Annual Base Salary: $820,166
Clinical Enterprise Management Recognition Plan (CEMRP) – Short Term Incentive (STI): $123,024 (at 15 percent at Target Attainment)
Clinical Enterprise Management Recognition Plan (CEMRP) – Long Term Incentive (LTI): N/A
Target Cash Compensation:* $943,190
Funding: Funded from sources other than State General Funds

*Target Cash Compensation consists of base salary and, if applicable, stipends, HSCP components, and/or short term and long term CEMRP incentives.

COMPETITIVE ANALYSIS FOR SENIOR VICE PRESIDENT AND PRESIDENT-ADULT SERVICES, UCSF HEALTH (MRZ TITLE: PRESIDENT, ADULT SERVICES, UCSF HEALTH)

	MARKET REFERENCE ZONE FOR BASE SALARY						MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
Percentiles	25th	50th	60th	75th	90th	Percentiles	25th	50th	60th	75th	90th
Market Data	$644.5k	$756.9k	$804.0k	$874.7k	$1013.6k	Market Data	$788.0k	$979.5k	$1070.4k	$1206.7k	$1419.2k
% Difference	62.9%	38.7%	30.6%	20.0%	3.6%	% Difference	53.2%	23.3%	12.8%	0.1%	-14.9%

Survey Source: Sullivan Cotter Manager and Executive Compensation Custom Peer Group for Academic Medical Centers

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

Background to Recommendation

The President of the University recommends approval for the appointment of and compensation for Wendy Horton as Senior Vice President and President – Adult Services, UCSF Health, San Francisco Campus, at 100 percent time with a proposed salary of $1.05 million, effective on her start date, which is estimated to be no earlier than September 1, 2025.

The previous career incumbent, Cynthia Barginere, stepped down as of November 28, 2024, and Lukejohn Day, Chief Medical Officer, UCSF Health, was appointed as the Interim President – Adult Services in addition to his existing role, effective January 6, 2025 through December 31, 2025, or until a new President – Adult Services is appointed, whichever occurs first.

The campus completed an open, competitive recruitment, and Ms. Horton was identified as the top candidate from a diverse applicant pool. The campus has confirmed that this action is within its local hiring freeze guidelines.

The candidate pool for academic health system leadership for organizations of similar size and complexity to UCSF Health is very scarce, and the market is very competitive. Therefore, the San Francisco campus is also seeking approval for a hiring bonus of 20 percent ($210,000) of the proposed base salary. The San Francisco campus notes that the request is within policy:

1) Ms. Horton is a qualified external candidate who has not worked for UC in the previous 12 months;

2) The position has been difficult to fill despite extensive recruiting efforts due to a low number of qualified candidates in the current market for this area of academic leadership;

3) A documented reason exists that indicates the offer will not be accepted without a hiring bonus;

4) The hiring manager has documented the business justification for the hiring bonus; and

5) The justification and the bonus amount are consistent with local practice.

This is a Level Two Senior Management Group (SMG) position. The proposed base salary ($1,050,000) exceeds the 90th percentile ($1,013,600) of the position's Market Reference Zone (MRZ) and is 28.0 percent above the previous career incumbent's base salary ($820,166).

The proposed base salary is above the 90th percentile; therefore, Regents' approval is required. This position serves UC Health, and the compensation will be paid solely from sources other than State General Fund support to the University. Therefore, the Health Services Committee may review and approve the proposed appointment and compensation without further Regents action.

Committee vote: Regents Chu, Leib, Makarechian, Matosantos, Park, Reilly, and Sures voting "aye."

3. **ESTABLISHMENT OF A NEW LEVEL TWO SENIOR MANAGEMENT GROUP POSITION OF ASSOCIATE VICE PRESIDENT – STRATEGIC PARTNERSHIPS, UC HEALTH, OFFICE OF THE PRESIDENT, AND THE MARKET REFERENCE ZONE FOR THE POSITION**

The President of the University recommends that the Health Services Committee approve:

A. Establishment of a new Senior Management Group position of Associate Vice President – Strategic Partnerships, UC Health, Office of the President. This will be a Level Two position in the Senior Management Group.

B. Establishment of a Market Reference Zone for this position as follows: 25th percentile – $458,300, 50th percentile – $531,400, 60th percentile – $559,800, 75th percentile – $602,500, and 90th percentile – $652,500.

C. This action will be effective upon approval by both the Health Services Committee and the Governance Committee.

Committee vote: Regents Chu, Leib, Makarechian, Matosantos, Park, Reilly, and Sures voting "aye."