

**HEALTH SERVICES COMMITTEE  
GOVERNANCE COMMITTEE**

March 20, 2025

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

**ESTABLISHMENT OF TWO NEW LEVEL TWO SENIOR MANAGEMENT GROUP  
POSITIONS OF CHIEF STRATEGY AND TRANSFORMATION OFFICER, UCSF  
HEALTH, SAN FRANCISCO CAMPUS, AND DEPUTY CHIEF FINANCIAL OFFICER,  
UCSF HEALTH, SAN FRANCISCO CAMPUS, AND THE MARKET REFERENCE  
ZONES FOR THE POSITIONS**

The Health Services Committee and the Governance Committee report their approval of:

- A. Establishment of a new Senior Management Group position of Chief Strategy and Transformation Officer, UCSF Health, San Francisco campus. This will be a Level Two position in the Senior Management Group.
  - (1) Establishment of a Market Reference Zone for this position as follows: 25th percentile – \$658,900, 50th percentile – \$773,300, 60th percentile – \$832,800, 75th percentile – \$922,000, and 90th percentile – \$1,062,000.
  - (2) The position includes eligibility to participate in the Short Term Incentive (STI) component of the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of base salary, subject to all applicable plan requirements and Administrative Oversight Committee approval. Participation is reviewed and approved prior to the start of each CEMRP Plan Year.
  - (3) This action will be effective upon approval.
- B. Establishment of a new Senior Management Group position of Deputy Chief Financial Officer, UCSF Health, San Francisco campus. This will be a Level Two position in the Senior Management Group.
  - (1) Establishment of a Market Reference Zone for this position as follows: 25th percentile – \$717,800, 50th percentile – \$791,700, 60th percentile – \$807,200, 75th percentile – \$830,400, and 90th percentile – \$977,900.
  - (2) The position includes eligibility to participate in the Short Term Incentive (STI) component of the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of base salary, subject to all applicable plan requirements and Administrative Oversight Committee approval. Participation is reviewed and approved prior to the start of each CEMRP Plan Year.

- (3) This action will be effective upon approval.

Health Services Committee vote: Regents Drake, Leib, Makarechian, Park, and Reilly voting “aye.”

Governance Committee vote: Regents Cohen, Drake, Hernandez, Leib, Reilly, Robinson, and Sarris voting “aye.”

Board vote: Regents Beharry, Cohen, Drake, Hernandez, Leib, Makarechian, Matosantos, Reilly, Robinson, Sarris, and Sures voting “aye” and Regent Kounalakis abstaining.