HEALTH SERVICES COMMITTEE  
November 19, 2020

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR ASHISH ATREJA AS CHIEF INFORMATION OFFICER/CHIEF DIGITAL HEALTH OFFICER, UC DAVIS HEALTH, DAVIS 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 Ashish Atreja as Chief Information Officer/Chief Digital Health Officer, UC Davis Health, Davis campus:

A. Per policy, appointment of Ashish Atreja as Chief Information Officer/Chief Digital Health Officer, UC Davis Health, Davis campus, at 100 percent time.

B. Per policy, an annual base salary of $560,000.

C. Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Plan’s (CEMRP) annual Short Term Incentive (STI) component, with a target award of 15 percent of base salary ($84,000), and a maximum potential award of 25 percent of base salary ($140,000), subject to all applicable plan requirements and Administrative Oversight Committee approval. Dr. Atreja’s actual award will be determined based on performance against pre-established objectives.

If Dr. Atreja’s hire date is on or before January 1, 2021, his eligibility to participate in the STI component of CEMRP would start in the 2020-21 plan year, and his award would be prorated in his first year of participation. If his hire date is on or after January 2, 2021, his eligibility to participate in the STI component of CEMRP would start in the 2021-22 plan year.

D. Per policy, eligibility for standard pension and health and welfare benefits and standard senior management benefits including eligibility for Senior Management Life insurance and Executive Salary Continuation for Disability (eligible after five consecutive years of Senior Management Group service).

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

F. Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Dr. Atreja’s primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement.
G. Dr. Atreja will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.

H. This action will be effective as of Dr. Atreja’s start date, estimated to be on or about December 31, 2020.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** Upon hire date, estimated to be on or about December 31, 2020  
**Annual Base Salary:** $560,000  
**Clinical Enterprise Management Recognition Plan (CEMRP): Short Term Incentive (STI):** $84,000 (at 15 percent target rate)  
**Target Cash Compensation:** $644,000  
**Funding:** Non-State-Funded (UC Davis Health Revenue)

**Prior Career Incumbent Compensation**

**Title:** Chief Information Officer  
**Annual Base Salary:** $368,500  
**Clinical Enterprise Management Recognition Plan (CEMRP): Short Term Incentive (STI):** $55,275 (at 15 percent target rate)  
**Target Cash Compensation:** $423,775  
**Funding:** Non-State-Funded (UC Davis Health Revenue)

*Target Cash Compensation consists of base salary and, if applicable, incentive and/or stipend.

**COMPETITIVE ANALYSIS FOR CHIEF INFORMATION OFFICER/CHIEF DIGITAL HEALTH OFFICER — UC DAVIS HEALTH**  
**(MRZ TITLE: CHIEF INFORMATION OFFICER – (UC DAVIS HEALTH))**

<table>
<thead>
<tr>
<th>MARKET REFERENCE ZONE FOR BASE SALARY</th>
<th>MARKET COMPOSITE FOR TARGET CASH COMPENSATION</th>
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<tbody>
<tr>
<td>Percentiles</td>
<td>25th</td>
</tr>
<tr>
<td>Market Data</td>
<td>$439.4k</td>
</tr>
<tr>
<td>% Difference from Market</td>
<td>27.4%</td>
</tr>
</tbody>
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The compensation described above shall constitute the University’s total commitment until modified by the Regents, President, or 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 requests approval for the appointment of and compensation for Ashish Atreja as Chief Information Officer/Chief Digital Health Officer, UC Davis Health, Davis campus, with a proposed base salary of $560,000, at 100 percent time, effective upon his hire date which is estimated to be on or about December 31, 2020.

The campus proposes a base salary of $560,000, which is 10.5 percent above the 60th percentile ($506,600) and 0.6 percent below the 75th percentile ($563,100) of the Market Reference Zone for the position and 52 percent above the previous career incumbent’s salary ($368,500). The salary is reflective of the market as the position has increased in complexity and the requirements include the need for an M.D. for this role. The proposed base salary is above the 60th percentile and exceeds the previous career incumbent’s base salary by ten percent or more; therefore, this action requires approval by the Health Services Committee.

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 this item with no further action needed by the full Board.

Committee vote: Regents Drake, Guber, Lansing, Makarechian, Park, Sherman, and Zettel voting “aye.”