

The Regents of the University of California

HEALTH SERVICES COMMITTEE

November 18, 2020

The Health Services Committee met on the above date by teleconference meeting conducted in accordance with Paragraph 3 of Governor Newsom's Executive Order N-29-20.

Members present: Regents Blum, Guber, Lansing, Makarechian, Park, Sherman, and Zettel;
Ex officio member Drake; Executive Vice President Byington

In attendance: Regents Kieffer, Kounalakis, Leib, Mart, Muwwakkil, Reilly, and Sures,
Regents-designate Lott and Zaragoza, Secretary and Chief of Staff Shaw,
General Counsel Robinson, Executive Vice President and Operating Officer
Nava, Interim Vice President Lloyd, and Recording Secretary Johns

The meeting convened at 12:20 p.m. with Committee Chair Lansing presiding.

**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**

The President of the University recommended 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.

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 material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Interim Vice President Lloyd briefly introduced the item, which proposed a base salary of \$560,000 for Ashish Atreja as Chief Information Officer/Chief Digital Health Officer at UC Davis Health. The proposed base salary was 10.5 percent above the 60th percentile of the Market Reference Zone for this position and 0.6 percent below the 75th percentile. Because the proposed salary was above the 60th percentile and exceeded the previous career incumbent's base salary by ten percent or more, this action required approval by the Health Services Committee. This position served UC Health, and the compensation would be paid solely from sources other than State General Funds; therefore, this item was being brought to the Committee, with no further action needed by the full Board of Regents. This position had been held by an interim appointee since August 2017 and had been difficult to fill.

Upon motion duly made and seconded, the Committee approved the President's recommendation, Regents Drake, Guber, Lansing, Makarechian, Park, Sherman, and Zettel voting "aye."

The meeting adjourned at 12:25 p.m.

Attest:

Secretary and Chief of Staff