







and well-being was the central principle of this affiliation. Partnering with faith-based institutions which are dedicated to serving vulnerable populations affords opportunity for patients who are least able to navigate complex health systems. UC must find balance in its competing priorities in order to optimize health outcomes for communities at large; non-affiliation would be a significant barrier to achieving UC's community and statewide health goals. Dr. Hatfield confirmed that her ability to practice had been without restrictions and that UC's values had not once been compromised. She attested that, in 11 years of providing care, she had never been asked to modify recommendations for pregnancy management based on ethical and religious directives; indeed, she had been encouraged to ensure the full scope of care and options counseling, and, as such, she had regularly facilitated access to services such as abortion at UC Irvine. It was imperative that one continued to work together for the greater good of women's health care and patient rights.

## 2. APPROVAL OF MINUTES OF PREVIOUS MEETING

Upon motion duly made and seconded, the minutes of the meetings of July 21 and August 17, 2022 were approved, Regents Makarechian, Pérez, Keny, Sierman, and Sures voting "aye."<sup>1</sup>

## 3. APPROVAL OF INCENTIVE COMPENSATION USING HEALTH SYSTEM OPERATING REVENUES FOR CARRIE BYINGTON, M.D. AS EXECUTIVE VICE PRESIDENT – UC HEALTH, OFFICE OF THE PRESIDENT AS DISCUSSED IN CLOSED SESSION

The Committee recommended approval of the Clinical Enterprise Management Recognition Plan (CEMRP) incentive award for Dr. Carrie Byington as Executive Vice President – UC Health, Office of the President, in the amount of \$308,635, which is comprised of a Short Term Incentive award of \$268,768 for the 2021-22 CEMRP plan year and a Long Term Incentive award of \$39,867 for the performance period of July 1, 2019 through June 30, 2022.

The incentive compensation described above shall constitute the University's total commitment regarding incentive compensation until modified by the Regents or the President, 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 the Committee in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Vice President Lloyd introduced this item for the approval of a Clinical Enterprise Management Recognition Plan (CEMRP) incentive award of \$308,635 for Carrie

<sup>1</sup> Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code §11123(b)(1)(D)] for all meetings held by teleconference.













































































