

The Regents of the University of California

HEALTH SERVICES COMMITTEE

November 16, 2023

The Health Services Committee met on the above date at the Luskin Conference Center, Los Angeles campus and by teleconference at 455 Golden Gate Avenue, San Francisco and Corral del Risco, 63727 Nayarit, Mexico.

Members present: Regents Makarechian, Pérez, Reilly, Sherman; Ex officio members Drake and Leib; Chancellor Gillman

In attendance: Regents Cohen, Ellis, Hernandez, Raznick, Robinson, and Tesfai, Regents-designate Beharry and Salazar, Faculty Representative Cheung, Secretary and Chief of Staff Lyall, General Counsel Robinson, Provost Newman, Chief Investment Officer Bachher, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Vice Presidents Brown and Lloyd, Chancellors Christ, Larive, May, Muñoz, and Wilcox, and Recording Secretary Johns

The meeting convened at 1:00 p.m. with Committee Chair Pérez presiding.

APPROVAL OF INCENTIVE COMPENSATION USING HEALTH SYSTEM OPERATING REVENUES FOR FISCAL YEAR 2022–23 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 Carrie Byington, M.D. as Executive Vice President – UC Health, Office of the President, in the amount of \$328,611, which is comprised of both a Short Term Incentive award of \$188,179 for the 2022–23 Plan Year and a Long Term Incentive award of \$140,432 for the performance period of July 1, 2020 through June 30, 2023. Dr. Byington was an active full-time employee of the University through June 30, 2023 in a CEMRP-eligible position.

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 briefly introduced the proposed Clinical Enterprise Management Recognition Plan (CEMRP) incentive award for Carrie Byington, M.D., the former Executive Vice President – UC Health. Dr. Byington was eligible for the award as she was an active full-time

employee of the University through June 30, 2023 in a CEMRP-eligible position. The amount of her award, \$328,611, was based on achievement of short-term and long-term systemwide clinical enterprise objectives.

Committee Chair Pérez noted that the CEMRP award had been discontinued for this position, and Ms. Lloyd confirmed this.

Upon motion duly made and seconded, the Committee approved the recommendation and voted to present it to the Board, Regents Drake, Leib, Pérez, Reilly, and Sherman voting “aye” and Regent Makarechian abstaining.

The meeting adjourned at 1:02 p.m.

Attest:

Secretary and Chief of Staff