

The Regents of the University of California

HEALTH SERVICES COMMITTEE

January 24, 2024

The Health Services Committee met on the above date at the UCSF–Mission Bay Conference Center, San Francisco campus and by teleconference at 1021 O Street and 1430 N Street, Sacramento and Corral del Risco, 63727 Nayarit, Mexico.

Members present: Regents Park, Pérez, Sherman, and Sures; Ex officio members Drake and Leib; Executive Vice President Rubin; Chancellors Gillman, Hawgood, and Khosla; Advisory member Ramamoorthy

In attendance: Regents-designate Beharry and Pack, Faculty Representatives Cheung and Steintrager, Secretary and Chief of Staff Lyall, General Counsel Robinson, Executive Vice President and Chief Financial Officer Brostrom, Interim Senior Vice President Reese, Vice President Lloyd, Chancellors Block, Christ, Larive, Muñoz, Wilcox, and Yang, and Recording Secretary Johns

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

1. APPROVAL OF MINUTES OF PREVIOUS MEETING

Upon motion duly made and seconded, the minutes of the meeting of November 16, 2023 were approved, Regents Drake, Leib, Park, Pérez, Sherman, and Sures voting “aye.”¹

2. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR NICHOLAS HOLMES, M.D. AS SENIOR VICE PRESIDENT – CHILDREN’S SERVICES AND PRESIDENT, UCSF BENIOFF CHILDREN’S HOSPITALS, UCSF HEALTH, SAN FRANCISCO CAMPUS AS DISCUSSED IN CLOSED SESSION

The Committee recommended approval of the following items in connection with the appointment of and compensation for Nicholas Holmes, M.D. as Senior Vice President – Children’s Services and President, UCSF Benioff Children’s Hospitals, UCSF Health, San Francisco campus:

- A. Per policy, appointment of Nicholas Holmes, M.D. as Senior Vice President – Children’s Services and President, UCSF Benioff Children’s Hospitals, UCSF Health, San Francisco campus, at 100 percent time.
- B. Per policy, an annual base salary of \$1.2 million.
- C. Per policy, a hiring bonus of 20 percent of base salary (\$240,000), which is intended to make the hiring offer market-competitive and to assist in securing Dr. Holmes’s

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

acceptance of the offer. The hiring bonus will be paid in a lump sum subject to the following repayment schedule if Dr. Holmes separates from the University or accepts an appointment at another University of California location within two years of his appointment: 100 percent if separation occurs within the first year of employment, and 50 percent if separation occurs within the second year of employment, subject to the limitations under policy.

- D. Per policy, and starting in the 2024–25 plan year, eligibility to participate in the Clinical Enterprise Management Recognition Plan's (CEMRP) Short Term Incentive (STI) component with a target award of 15 percent of base salary (\$180,000) and maximum potential award of 25 percent of base salary (\$300,000) subject to all applicable plan requirements and Administrative Oversight Committee approval. The 2024–25 plan year starts on July 1, 2024 and ends on June 30, 2025, and the first possible short term incentive award will be determined following the close of the 2024–25 plan year. Any actual award will be determined based on performance against pre-established objectives and may be prorated in the first year of participation.
- E. Per policy, reimbursement of actual and reasonable moving and relocation expenses associated with relocating Dr. Holmes's primary residence, subject to the limitations under Regents Policy 7710, Senior Management Group Moving Reimbursement. If Dr. Holmes voluntarily separates from this position prior to completing one year of service or accepts an appointment at another University of California location within 12 months of his initial date of appointment, he will be required to pay back 100 percent of these moving and relocation expenses.
- F. Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- G. Per policy, standard pension and health and welfare benefits and standard senior management benefits, including eligibility for senior manager life insurance and eligibility for executive salary continuation for disability after five consecutive years of Senior Management Group service.
- H. For any outside professional activities, Dr. Holmes will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- I. This action will be effective as of Dr. Holmes's hire date, estimated to be on or about March 1, 2024.

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

Associate Vice President Jay Henderson briefly introduced the item.

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

[Board vote: The meeting was disrupted and subsequently adjourned prior to consideration of this item by the full Board. Pursuant to Bylaw 27.5, approved on behalf of the Board via interim action by Regent Leib, Chair of the Board and the Governance Committee, and Regent Elliott, Vice Chair of the Governance Committee.]

The meeting adjourned at 12:21 p.m.

Attest:

Secretary and Chief of Staff