

**HEALTH SERVICES COMMITTEE
GOVERNANCE COMMITTEE**

March 19, 2025

The Health Services Committee and the Governance Committee met jointly on the above date at the UCLA Luskin Conference Center, Los Angeles campus and by teleconference meeting conducted in accordance with California Government Code §§ 11133.

Members present: Representing the Health Services Committee: Regents Leib, Makarechian, and Park; Ex officio members Drake and Reilly; Executive Vice President Rubin; Chancellors Frenk, Hawgood, Khosla, and Wilcox

Representing the Governance Committee: Regents Cohen, Drake, Hernandez, Leib, Reilly, Robinson, and Sarris

In attendance: Regents-designate Brooks, Komoto, and Wang, Faculty Representatives Cheung and Palazoglu, Staff Advisors Emiru and Frías, Secretary and Chief of Staff Lyall, General Counsel Robinson, Chief Compliance and Audit Officer Bustamante, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Senior Vice President Turner, Vice President Lloyd, Chancellors Larive and Lyons, and Recording Secretary Johns

The meeting convened at 5:20 p.m. with Governance Committee Chair Reilly presiding.

ESTABLISHMENT OF TWO NEW LEVEL TWO SENIOR MANAGEMENT GROUP POSITIONS OF CHIEF STRATEGY AND TRANSFORMATION OFFICER, UCSF HEALTH, SAN FRANCISCO CAMPUS, AND DEPUTY CHIEF FINANCIAL OFFICER, UCSF HEALTH, SAN FRANCISCO CAMPUS, AND THE MARKET REFERENCE ZONES FOR THE POSITIONS

The President of the University recommended that the Regents' Health Services and Governance Committees approve:

- A. Establishment of a new Senior Management Group position of Chief Strategy and Transformation Officer, UCSF Health, San Francisco campus. This will be a Level Two position in the Senior Management Group.
 - (1) Establishment of a Market Reference Zone for this position as follows: 25th percentile – \$658,900, 50th percentile – \$773,300, 60th percentile – \$832,800, 75th percentile – \$922,000, and 90th percentile – \$1,062,000.
 - (2) The position includes eligibility to participate in the Short Term Incentive (STI) component of the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of base salary, subject to all applicable plan requirements and Administrative

Oversight Committee approval. Participation is reviewed and approved prior to the start of each CEMRP Plan Year.

(3) This action will be effective upon approval.

B. Establishment of a new Senior Management Group position of Deputy Chief Financial Officer, UCSF Health, San Francisco campus. This will be a Level Two position in the Senior Management Group.

(1) Establishment of a Market Reference Zone for this position as follows: 25th percentile – \$717,800, 50th percentile – \$791,700, 60th percentile – \$807,200, 75th percentile – \$830,400, and 90th percentile – \$977,900.

(2) The position includes eligibility to participate in the Short Term Incentive (STI) component of the Clinical Enterprise Management Recognition Plan (CEMRP), with a target award of 15 percent and a maximum potential award of 25 percent of base salary, subject to all applicable plan requirements and Administrative Oversight Committee approval. Participation is reviewed and approved prior to the start of each CEMRP Plan Year.

(3) This action will be effective upon approval.

[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.]

Vice President Lloyd introduced this item, which sought approval for the establishment of two new Level Two Senior Management Group (SMG) positions at UC Health and corresponding Market Reference Zones (MRZs). These were existing positions; new responsibilities would be added to the positions, and they would be moved into the SMG.

Chancellor Hawgood explained that, in both instances, UCSF was consolidating two positions into one. This was a cost-saving measure. Both were critical roles for UCSF. The first was Chief Strategy and Transformation Officer. Previously, UCSF had a Strategy Officer and a Transformation Officer. The second position was Deputy Chief Financial Officer. Earlier, UCSF had a Chief Financial Officer for UCSF Benioff Children's Hospitals and a financial executive overseeing enterprise revenue cycle and enterprise decision support. These responsibilities were being assigned to one individual, expanding the scope of the job and moving it to the SMG.

Executive Vice President and Chief Operating Officer Nava clarified that this action would establish the positions and MRZs. It was not a hiring action.

Upon motion duly made and seconded, the Committees approved the President's recommendation with the following vote.

Committee on Health Services vote: Regents Drake, Leib, Makarechian, Park, and Reilly voting “aye.”¹

Committee on Governance vote: Regents Cohen, Drake, Hernandez, Leib, Reilly, Robinson, and Sarris voting “aye.”

The meeting adjourned at 5:25 p.m.

Attest:

Secretary and Chief of Staff

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