

ANNUAL REPORT ON COMPENSATION

FISCAL YEAR 2003-04

I. Senior Officers

II. Other Officers

III. Other Senior Manager

March 2006

I. SENIOR OFFICERS

PRESIDENT OF THE UNIVERSITY

Name	Robert C. Dynes (c)
Base Salary as of 10/01/03	\$395,000
Senior Management Grade Level	E
Senior Management Benefits	
House/Housing Allowance	House
House Maintenance (Tel., Util., etc.)	\$31,150
Home Mortgage Loan	None
Automobile Leased/Allowance	\$8,916
Credit Card	Eligible
Administrative Fund	\$46,600
Senior Management Life Insurance (a)	Yes
Senior Management Severance Pay Plan (b)	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Robert C. Dynes was appointed President October 2, 2003.

I. SENIOR OFFICERS

SENIOR VICE PRESIDENTS

Name	C. Judson King	Joseph P. Mullinix (c)	Bruce B. Darling
Title	Provost & Senior Vice President-- Academic Affairs	Senior Vice President-- Business & Finance	Senior Vice President-- University Affairs
Base Salary as of 10/01/03	\$281,600	\$350,000	\$269,000
Senior Management Grade Level	E	E	E
Senior Management Benefits			
Home Mortgage Loan	None	None	\$573,750
Automobile Leased/Allowance	Leased	\$8,916	\$8,916
Credit Card	Eligible	Eligible	Eligible
Administrative Fund	\$14,800	\$10,400	\$20,700
Senior Management Life Insurance (a)	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) A relocation allowance of 25% of base salary was approved, totalling \$67,500, payable in monthly installments over 4 years, beginning August 2000.

A relocation allowance is taxable income. In addition, Senior Vice President Mullinix receives an incentive pay of 20,000.

I. SENIOR OFFICERS

VICE PRESIDENTS

Name	Anne C. Broome (c)	Michael V. Drake (d)	W. R. Gomes	William H. Gurtner	Lawrence C. Hershman	Winston C. Doby	Vacant (e)
Title	Vice President for Financial Management	Vice President-- Health Affairs	Vice President-- Agriculture & Natural Resources	Vice President-- Clinical Services Development	Vice President-- Budget	Vice President-- Educational Outreach	Vice President-- Laboratory Management
Base Salary as of 10/01/03	\$215,200	\$300,000	\$227,200	\$395,000	\$207,100	\$214,200	
Health Sciences Compensation Plan	N/A	\$50,000	N/A	Up to \$75,000	N/A	N/A	N/A
Senior Management Grade Level	D	E	D	E	D	D	D
Senior Management Benefits							
Home Mortgage Loan	None	None	\$391,500	\$1,249,500	None	None	N/A
Automobile Leased/Allowance	\$8,916	\$8,916	Leased	Leased	\$8,916	\$8,916	
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	\$4,600	\$4,900	\$4,700	\$5,200	\$4,600	\$4,500	
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%	5%	5%	5%	5%	N/A

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Vice President Broome receives an administrative stipend of \$21,500, effective January 6, 2003 through June 30, 2003.

(d) Michael V. Drake participates in the Senior Management Severance Pay Plan as an exceptoin to policy.

(e) Senior Vice President Darling is Interim Vice President--Laboratory Management, effective January 6, 2003, with a base salary of \$269,000 plus an administrative stipend of \$68,700 for a total annual salary of \$337,700.

I. SENIOR OFFICERS

PRINCIPAL OFFICERS OF THE REGENTS

Name	James E. Holst (a)	David H. Russ (d)	P. Leigh Trivette
Title	General Counsel of The Regents	Treasurer of The Regents	Secretary of The Regents
Base Salary as of 10/01/03	\$289,900	\$279,100 (d)	\$141,800
Senior Management Grade Level	E	E	B
Senior Management Benefits			
Home Mortgage Loan	None	\$650,000	None
Automobile Leased/Allowance	Leased	\$8,916	\$8,916
Credit Card	Eligible	N/A	Eligible
Administrative Fund	\$8,100	\$6,700	\$3,200
Senior Management Life Insurance (b)	Yes	Yes	Yes
Senior Management Severance Pay Plan (c)	5%	5%	5%

(a) Incumbent also holds appointment as Vice President--Legal Affairs.

(b) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(c) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(d) Treasurer Russ has an incentive pay target of up to 50% of base salary.

I. SENIOR OFFICERS

CHIEF DEPUTIES TO THE OFFICERS OF THE REGENTS

Name	John F. Lundberg	Anne Shaw	Melvin L. Stanton	Vacant
Title	Deputy General Counsel	Associate Secretary of The Regents	Assistant Treasurer of The Regents	Chief Investment Officer (CIO)
Base Salary as of 10/01/03	\$211,400	\$95,000	\$225,700	
Senior Management Grade Level	B	MSP	C	D
Senior Management Benefits				
Home Mortgage Loan	None	None	None	N/A
Automobile Leased/Allowance	N/A	N/A	N/A	N/A
Credit Card	Eligible	N/A	Eligible	N/A
Administrative Fund	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	N/A	Yes	N/A
Senior Management Severance Pay Plan (b)	5%	N/A	5%	N/A

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

I. SENIOR OFFICERS

CHANCELLORS

Name	Robert M. Berdahl	Larry N. Vanderhoef	Ralph J. Cicerone	Albert Carnesale (c)	Carol Tomlinson-Keasey	France Cordova (d)	Vacant (e)	J. Michael Bishop	Henry T. Yang	M. R. C. Greenwood
Campus	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSF	UCSB	UCSC
Base Salary as of 10/01/03	\$315,600	\$280,700	\$280,700	\$315,600	\$253,600	\$269,200		\$358,900	\$280,700	\$269,200
Senior Management Grade Level	E	E	E	E	E	E	E	E	E	E
Senior Management Benefits										
House/Housing Allowance	House	House	House	House	House	House	House	House	House	House
House Maintenance (Tel., Util., etc.)	\$153,300	\$85,400	\$86,400	\$117,200	\$35,700	\$81,700	\$112,300	\$60,300	\$71,700	\$78,300
Home Mortgage Loan	None	None	None	None	None	None	None	None	None	\$150,000
Automobile Leased/Allowance	Leased	\$8,916	Leased	\$8,916	\$8,916	\$8,916		Leased	\$8,916	\$8,916
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	\$38,100	\$31,100	\$31,100	\$38,700	\$21,400	\$25,800	\$31,100	\$31,100	\$31,100	\$25,800
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%	5%	5%	5%	5%	N/A	N/A	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) An exception was granted for Albert Carnesale to participate in the Senior Management Severance Pay Plan.

(d) France A. Cordova was appointed Chancellor effective July 1, 2002. She participates in the Senior Management Severance Pay Plan as an exception to policy.

(e) Marsha A. Chandler is Acting Chancellor at an annual salary of \$212,600 plus an administrative stipend of \$68,100 for a total annual compensation of \$280,700, effective October 2, 2003.

I. SENIOR OFFICERS

ACADEMIC VICE CHANCELLORS

Name	Paul R. Gray	Virginia S. Hinshaw (c)	Michael R. Gottfredson	Daniel M. Neuman (d)	David B. Ashley	Vacant (e)	Marsha A. Chandler (f)	Regis B. Kelly	Dorothy F. Bainton (g)	Glenn E. Lucas (h)	Vacant (i)
Title	Executive Vice Chancellor & Provost	Provost & Executive Vice Chancellor	Executive Vice Chancellor	Executive Vice Chancellor and Provost	Executive Vice Chancellor & Provost	Executive Vice Chancellor	Senior Vice Chancellor--Academic Affairs	Executive Vice Chancellor	Vice Chancellor--Academic Affairs	Executive Vice Chancellor	Executive Vice Chancellor
Campus	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSF	UCSF	UCSB	UCSC
Base Salary as of 10/01/03	\$226,100	\$248,700	\$211,200	\$263,900	\$233,500		\$212,600	\$253,800	\$184,900	\$233,500	
Deferred Base Salary as of 10/1/01	\$260,000	\$250,000	\$247,600				\$250,000				
Senior Management Grade Level	D	D	D	D	D	D	D	D	D	D	D
Senior Management Benefits											
Home Mortgage Loan	None	None	\$373,550	None	\$539,000	None	\$650,000	None	None	None	None
Automobile Leased/Allowance	\$8,916	\$8,916	Leased	\$8,916	Leased		\$8,916	\$8,916	\$8,916	\$8,916	
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%	N/A	5%	5%		N/A	N/A	5%	N/A	N/A

(a) Premium for life insurance coverage of two times annual base salary paid by UC; executive pays income tax on imputed income.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) A relocation allowance of \$56,250 (25% of base salary) was approved and paid in one lump sum in 2001. A relocation allowance is taxable income. Ms. Hinshaw participates in the Senior Management Severance Pay Plan as an exception to policy.

(d) An exception was granted for Daniel M. Neuman to participate in the Senior Management Severance Pay Plan when he was appointed as Dean.

(e) William A. Jury is Acting Executive Vice Chancellor at an annual base salary of \$167,200 plus an administrative stipend of \$38,000, for a total annual salary of \$205,200, effective July 1, 2003 through June 30, 2004.

(f) Marsha A. Chandler is Acting Chancellor effective October 2, 2003. David A. Miller is Acting Senior Vice Chancellor--Academic Affairs effective October 2, 2003 at an annual salary of \$193,500 plus an administrative stipend of \$19,100, for a total annual salary of \$212,600.

(g) Incumbent also earns additional compensation in the amount of \$31,580 as a member of the Health Sciences Compensation Plan, for total compensation of \$216,480.

(h) Glenn E. Lucas was appointed effective May 20, 2004.

(i) Martin M. Chemers is Acting Provost and Executive Vice Chancellor at an annual salary of \$162,400 plus an administrative stipend of \$106,800 for a total annual salary of \$269,200, effective April 1, 2004.

I. SENIOR OFFICERS

MEDICAL CENTER DIRECTORS

Name	Robert E. Chason (c)	Ralph W. Cygan	Eugene M. Spiritus	Vacant	Fawzy I. Fawzy	Richard J. Liekweg (d)	Mark R. Laret (e)
Title	Chief Executive Officer, UCD Medical Center	Chief Executive Officer, UCI Medical Center	Chief Medical Officer	Chief Executive Officer, UCLA Medical Center	Medical Director--Neuropsychiatric Institute and Hospital	Chief Executive Officer, UCSD Medical Center	Chief Executive Officer, UCSF Medical Center
Campus	UCD	UCI	UCI	UCLA	UCLA	UCSD	UCSF
Base Salary as of 10/01/03	\$410,000	\$362,400	\$254,900		\$292,000	\$336,500	\$434,400
Health Sciences Compensation Plan	N/A	N/A	N/A	N/A	\$42,300	N/A	N/A
Senior Management Grade Level	E	E	D	E	D	E	E
Senior Management Benefits							
Home Mortgage Loan	None	None	None		None	None	\$1,360,000
Automobile Leased/Allowance	\$8,916	\$8,916	N/A	N/A	\$8,916	\$8,916	\$8,916
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%	5%		5%	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Robert E. Chason receives an administrative stipend of \$75,400, effective October 1, 2002.

(d) Sumiyu E. Kastelic will be on Administrative Leave effective April 1 through June 27, 2003. Richard J. Liekweg has been appointed Chief Executive Officer,

UCSD Medical Center at an annual salary of \$435,000, effective March 24, 2003. He received a relocation allowance of \$108,750 paid in one lump sum on March 18, 2003.

(e) Mark R. Laret received an incentive of \$79,495.

I. SENIOR OFFICERS

LABORATORY DIRECTORS

Name	Charles V. Shank	Michael R. Anastasio (c)	George P. Nanos (d)
Laboratory	LBL	LLNL	LANL
Base Salary as of 10/01/03	\$336,000	\$334,700	\$334,700
Senior Management Grade Level	E	E	E
Senior Management Benefits			
House/Housing Allowance	N/A	N/A	N/A
House Maintenance (Tel., Util., etc.)	N/A	N/A	N/A
Home Mortgage Loan	None	None	None
Automobile Leased/Allowance	\$8,916	\$8,916	\$8,916
Credit Card	Eligible	Eligible	Eligible
Administrative Fund	\$52,300	\$52,300	\$52,300
Senior Management Life Insurance (a)	Yes	No	Yes
Senior Management Severance Pay Plan (b)	5%	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Incumbent declined coverage.

(d) George P. Nanos was appointed effective July 1, 2003.

I. SENIOR OFFICERS

DEPUTIES TO THE LABORATORY DIRECTORS

Name	Piermaria Oddone	Sally M. Benson	Glenn L. Mara	Vacant	William H. Press	James L. Holt
Laboratory Title	LBL Deputy Director	LBL Deputy Director --Laboratory Operations	LLNL Deputy Director --Operations	LANL Principal Deputy Director and Chief Operating Officer	LANL Deputy Director --Science, Technology & Programs	LANL Associate Director --Laboratory Operations
Base Salary as of 10/1/03	\$302,000	\$282,500	\$280,000		\$265,000	\$236,000
Senior Management Grade Level	D	D	D	D	D	D
Senior Management Benefits						
Home Mortgage Loan	None	None	None	None	None	None
Automobile Leased/Allowance	N/A	N/A	N/A	N/A	N/A	N/A
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%	5%	5%	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

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II. OTHER OFFICERS

ASSOCIATE VICE PRESIDENTS

Name	Judith W. Boyette	Kristine A. Hafner (c)	Dennis J. Galligani	Henry J. Vaux
Title	Assoc. Vice President-- Human Resources and Benefits	Assoc. Vice President-- Information Resources and and Communications/ Chief Information Officer	Assoc. Vice President-- Student Academic Services	Assoc. Vice President-- Programs, & Associate Director, Agricultural Experiment Station & Cooperative Extension
Base Salary as of 10/01/03	\$186,400	\$210,000	\$174,000	\$183,500
Senior Management Grade Level	C	C	C	C
Senior Management Benefits				
Home Mortgage Loan	None	None	\$380,000	None
Automobile Leased/Allowance	N/A	N/A	N/A	N/A
Credit Card	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

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(c) Kristine A. Hafner was appointed March 1, 2003.

II. OTHER OFFICERS

ASSISTANT VICE PRESIDENTS

Name	Michael Aldaco	Stephen A. Arditti	B. Bradley Barber	Michael J. Bocchicchio	Vacant	Gerald R. Kissler (c)	Lanny J. Lund	Jacqueline M. Mimms
Title	Asst. VP-- Student Development and Academic Services/ Executive Director, MESA	Asst. VP--State Governmental Relations	Asst. VP-- Institutional Advancement	Asst. VP-- Facilities Admin.	Asst. VP-- Academic Personnel, Planning & Budget	Asst. VP-- Budgetary Planning & Fiscal Analysis	Asst. VP-- Programs	Asst. VP-- School/ University Partnerships
Base Salary as of 10/01/03	\$128,900	\$181,200	\$170,100	\$167,600		\$139,800	\$155,500	\$125,500
Senior Management Grade Level	A	B	B	B		A	A	A
Senior Management Benefits								
Home Mortgage Loan	None	None	None	None	None	\$375,000	None	None
Automobile Leased/Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	3%	5%	5%	5%		3%	N/A	3%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

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Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) A relocation allowance of 25% of base salary was approved, totalling \$33,750, payable in one lump sum. A relocation allowance is taxable income.

II. OTHER OFFICERS

ASSISTANT VICE PRESIDENTS

Name	Debora Obley	John E. Plotts	Robert Polkinghorn, Jr.	Michael Reese (c)	Vacant (d)	A. Scott Sudduth (e)	Ellen S. Switkes	Robert L. Van Ness	Vacant
Title	Asst. VP-- Budget Development & External Relations	Asst. VP-- Financial Management	Asst. VP-- Educational Outreach	Asst. VP-- Strategic Communications	Asst. VP-- Planning	Asst. VP-- Federal Governmental Relations	Asst. VP-- Academic Development	Asst. VP-- Laboratory Administration	Asst. VP-- Administration Agriculture & Natural Resources
Base Salary as of 10/01/03	\$139,800	\$183,200	\$139,400	\$181,200		\$181,200	\$140,700	\$223,800	
Senior Management Grade Level	A	C	B	B	B	B	B	C	B
Senior Management Benefits									
Home Mortgage Loan	None	None	None	None	None	None	None	None	None
Automobile Leased/Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	3%	5%	5%	5%	N/A	5%	5%	5%	N/A

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Michael Reese received a stipend of \$18,100 effective January 1, 2003 through October 31, 2003.

(e) Linda C. Guerre is Acting Assistant Vice President at an annual salary of \$99,900 plus an administrative stipend of \$20,000, for a total annual salary of \$119,900, effective October 1, 2003.

(e) A. Scott Sudduth received a stipend of \$18,100 effective January 1, 2003 through October 31, 2003.

II. OTHER OFFICES

UNIVERSITY AUDITOR

Name	Patrick V. Reed (c)
Base Salary as of 10/01/03	\$219,100
Senior Management Grade Level	D
Senior Management Benefits	
Home Mortgage Loan	\$432,650
Automobile Leased/Allowance	N/A
Credit Card	Eligible
Administrative Fund	N/A
Senior Management Life Insurance (a)	Yes
Senior Management Severance Pay Plan (b)	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) University Auditor Reed receives an administrative stipend of \$21,900 effective January 6, 2003 through June 30, 2003.

II. OTHER OFFICERS

VICE CHANCELLORS -- BUSINESS AND ADMINISTRATION

Name	Horace Mitchell	Vacant (c)	Wendell C. Brase	Peter W. Blackman (d)	Lindsay A. Desrochers	C. Michael Webster	Steven W. Relyea (e)	Stephen J. Barclay (f)	George P. Pernsteiner (g)	Thomas Vani
Title	VC--Business & Administrative Services	VC--Administration	VC--Administrative & Business Services	Administrative Vice Chancellor	VC--Administration	VC--Administration	VC--Business Affairs	VC--Administration & Finance	VC--Administrative Services	VC--Business & Administrative Services
Campus	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSF	UCSB	UCSC
Base Salary as of 10/01/03	\$194,000		\$184,300	\$247,400	\$192,900	\$185,100	\$183,400	\$247,400	\$197,500	\$183,500
Senior Management Grade Level	C	C	C	D	C	C	C	C	C	C
Senior Management Benefits										
Home Mortgage Loan	\$386,850	None	\$300,000	None	\$393,750	\$224,700	None	\$350,250	\$900,950	\$310,500
Automobile Leased/Allowance	N/A	N/A	N/A	\$8,916	N/A	N/A	N/A	\$8,916	N/A	N/A
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	N/A	5%	5%	5%	5%	5%	5%	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Stanley E. Nosek is Interim Vice Chancellor--Administration at an annual salary of \$139,523 plus and administrative stipend of \$40,417, for total salary of \$180,000, effective February 1, 2003.

(d) Position will be regraded to C when the incumbent leaves the position. Exception to Senior Management Automobile policy reported but not approved.

(e) Steven W. Relyea receives a stipend of \$20,000 effective August 1, 2003 through July 31, 2006.

(f) Approved exception to Senior Management Automobile policy. Also receives \$312,750 from the Supplemental Home Loan Program and a \$439,000 Loan (Promisory Note) for the purchase of a San Francisco home.

(g) A relocation allowance of 25% of base salary was approved, totalling \$49,400, payable in one lump sum. A relocation allowance is taxable income.

II. OTHER OFFICERS

VICE CHANCELLORS -- STUDENT AFFAIRS

Name	Genaro M. Padilla	Judy K. Sakaki	Manuel N. Gomez	Claudia Mitchell-Kernan	Janina Montero (c)	Jane F. Lawrence (d)	James W. Sandoval	Joseph W. Watson	Michael D. Young	Francisco J. Hernandez
Title	VC--Undergraduate Affairs	VC--Student Affairs	VC--Student Affairs	VC--Grad. Studies & Dean--Grad. Division	VC--Student Affairs	VC--Student Services	VC--Student Services & Enrollment	VC--Student Affairs	VC--Student Affairs	VC--Student Affairs
Campus	UCB	UCD	UCI	UCLA	UCLA	UCM	UCR	UCSD	UCSB	UCSC
Base Salary as of 10/01/03	\$165,300	\$175,000	\$175,000	\$186,400	\$185,000	\$147,200	\$162,400	\$174,800	\$165,600	\$165,000
Senior Management Grade Level	B	B	B	C	B	B	B	B	B	B
Senior Management Benefits										
Home Mortgage Loan	None	\$589,650	None	None	None	\$324,000	None	None	None	\$275,000
Automobile Leased/Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level; 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation to eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation. Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Janina Montero was appointed July 1, 2003. She received a relocation allowance of \$46,000 (24.9% of base salary), payable in 24 monthly installments.

(d) Jane F. Lawrence received a relocation allowance totaling \$15,000 (10.3% of base salary) with \$10,000 payable in the first year, and \$5,000 in the second year, beginning October, 2001.

II. OTHER OFFICERS

VICE CHANCELLORS -- ACADEMIC AFFAIRS

Name	Barbara A. Horwitz	Donna Vredevoe
Title	Vice Provost-- Academic Personnel	Vice Chancellor-- Academic Personnel
Campus	UCD	UCLA
Base Salary as of 10/01/04	\$197,900	\$192,900
Senior Management Grade Level	B	C
Senior Management Benefits		
Home Mortgage Loan	None	None
Automobile Leased/Allowance	N/A	N/A
Credit Card	Eligible	Eligible
Administrative Fund	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level; 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation to eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation. Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

II. OTHER OFFICERS

VICE CHANCELLORS -- UNIVERSITY RELATIONS & DEVELOPMENT

Name	Donald A. McQuade (c)	Celeste E. Rose	Thomas J. Mitchell (d)	Michael Eicher	Estaban Soriano	Vacant (e)	James M. Langley (f)	Bruce W. Spaulding (g)	John M. Wiemann	Ronald P. Sudaiko (h)
Title	VC--Univ. Relations & President, UCB Foundation	VC--Univ. Relations	VC--Univ. Advancement	VC--External Affairs	VC--Univ. Advancement	VC--Univ. Advancement	VC--Development & University Relations	VC--Univ. Advancement & Planning	Vice Chancellor-- Institutional Advancement	VC--University Relations
Campus	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSF	UCSB	UCSC
Base Salary as of 10/01/03	\$194,700	\$186,600	\$207,800	\$233,500	\$187,500		\$210,900	\$245,000	\$184,000	\$187,500
Senior Management Grade Level	C	C	C	C	C	C	C	C	C	C
Senior Management Benefits										
Home Mortgage Loan	None	None	\$892,500	None	None	None	\$322,000	\$273,800	None	\$357,300
Automobile Leased/Allowance	Leased	\$8,916	Leased	\$8,916	\$8,916	Leased	\$8,916	\$8,916	\$8,916	\$8,916
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Eligible
Senior Management Severance Pay Plan (b)	N/A	5%	5%	5%	5%	N/A	5%	5%	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation to eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Leased car provided by UCB Foundation.

(d) A relocation allowance of 28.9% of base salary was approved totalling \$60,000, payable in one lump sum in January, 2003.

(e) Robert J. Nava is acting Vice Chancellor for University Advancement for the period July 1, 2002 through June 30, 2004 at an annual salary of \$146,400 plus an administrative stipend of \$40,300 for total compensation of \$186,700. Incumbent is an MSP appointee.

(f) A relocation allowance of 25% of base salary was approved totalling \$42,500, paid in one lump sum in February, 1998. A relocation allowance is taxable income.

(g) Bruce W. Spaulding also receives \$10,000 from the Supplemental Home Loan Program.

(h) A relocation allowance of 25% of base salary was approved totalling \$43,750, payable in annual installments over 4 years, equaling \$17,500 the first year, \$13,125 the second year, \$8,750 the third year, and \$4,375 the fourth year, beginning July, 1999. A relocation allowance is taxable income.

II. OTHER OFFICERS

VICE CHANCELLORS -- RESEARCH

Name	MaryBeth Burnside	Barry M. Klein	William H. Parker	Roberto D. Peccei	Keith E. Alley	Vacant (c)	Richard E. Attiyeh	Charles F. Kennel	Vacant (f)	Robert C. Miller, Jr.
Title	VC--Research	VC--Research	VC--Research & Dean of Graduate Studies	VC--Research	VC--Research & Dean of Graduate Studies	VC--Research	VC--Research & Dean--Graduate Studies	VC--Marine Sciences, Dean of the Grad. School--Marine Sci., Scripps Institute of Oceanography	VC--Research	VC--Research
Campus	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSD	UCSB	UCSC
Base Salary as of 10/01/03	\$194,700	\$208,100	\$186,400	\$217,400	\$182,900	-	\$191,500	\$187,900	-	\$197,900
Senior Management Grade Level	C	C	C	C	C	C	C	D (d)	C	C
Senior Management Benefits										
Home Mortgage Loan	None	None	None	None	None	-	None	\$355,000	None	-
Automobile Leased/Allowance	N/A	N/A	N/A	N/A	N/A	-	N/A	\$8,916 (e)	N/A	-
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes	Yes	-
Senior Management Severance Pay Plan (b)	N/A	N/A	5%	5%	5%	-	5%	5%	N/A	-

- (a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.
- (b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation to eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation. Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.
- (c) Richard Luben is acting Vice Chancellor--Research and Graduate Affairs with an annual salary of \$92,600 plus and administrative stipend of \$82,800 for the period July 1, 2002 through June 30, 2004. Incumbent is an academic appointee.
- (d) Position will be regraded to C when the current incumbent leaves the position.
- (e) Exception to Senior Management Automobile Policy reported but not approved.
- (f) Steven D. Gaines is Acting Vice Chancellor for the period July 1, 2003 through June 30, 2004, at an annual salary of \$121,700 and an administrative stipend of \$45,800, for total annual salary of \$167,500.

II. OTHER OFFICERS

VICE CHANCELLORS -- HEALTH SCIENCES

Name	Edward W. Holmes (c)	David A. Kessler (d)
Title	Vice Chancellor--Health Sciences and Dean -- School of Medicine	Dean--School of Medicine & Vice Chancellor for Medical Affairs
Campus	UCSD	UCSF
Base Salary as of 10/01/03	\$310,600	\$500,000
Health Sciences Compensation Plan	\$195,000	\$40,000
Senior Management Grade Level	E	IV
Senior Management Benefits		
Home Mortgage Loan	None	None
Automobile Leased/Allowance	N/A	N/A
Credit Card	Eligible	Eligible
Administrative Fund	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes
Senior Management Severance Pay Plan (b)	N/A	5%

- (a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.
- (b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation to eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation. Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.
- (c) A Relocation Allowance of 25% of base salary was approved totalling \$75,000 payable in annual installments over a 3-year period, equalling \$30,000 the first year, \$30,000 the second year, and \$15,000 the third year, beginning September, 2000. A relocation allowance is taxable income.
- (d) David A. Kessler was appointed effective September 1, 2003. A Relocation Allowance of 25% of base salary was approved totalling \$125,000, paid in one lump sum in September 2003. A relocation allowance is taxable income. As an exception to policy, he will receive an additional lump sum payment equivalent to \$25,000 per year of service upon termination of employment from UCSF. He also receives \$1,000,000 from the Supplemental Home Loan Program

II. OTHER OFFICERS

VICE CHANCELLORS -- CAPITAL PROJECTS/PHYSICAL PLANNING

Name	Edward J. Denton	Vacant	Gretchen S. Bolar
Title	Vice Chancellor-- Capital Projects	Vice Chancellor-- Physical Planning	Vice Chancellor--Academic Planning & Budget
Campus	UCB	UCM	UCR
Base Salary as of 10/01/03	\$190,500		\$172,600
Senior Management Grade Level	B	C	C
Senior Management Benefits			
Home Mortgage Loan	None	None	None
Automobile Leased/Allowance	N/A	N/A	N/A
Credit Card	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	N/A	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation to eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

II. OTHER OFFICERS

VICE CHANCELLOR -- LEGAL AFFAIRS

Name	Joseph D. Mandel
Title	Vice Chancellor-- Legal Affairs
Campus	UCLA
Base Salary as of 10/01/03	\$190,700
Senior Management Grade Level	C
Senior Management Benefits	
Home Mortgage Loan	None
Automobile Leased/Allowance	N/A
Credit Card	Eligible
Administrative Fund	N/A
Senior Management Life Insurance (a)	Yes
Senior Management Severance Pay Plan (b)	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation to eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

II. OTHER OFFICERS

VICE CHANCELLORS -- RESOURCE MANAGEMENT/PLANNING/BUDGET

Name	James A. Hyatt	John Meyer	Roy E. Dormaier (c)	Steven A. Olsen (d)	John A. Woods (e)	Meredith Michaels Jed
Title	Vice Chancellor-- Budget & Finance	VC--Resource Management & Planning	VC-Planning and Budget	VC--Finance & Budget	Vice Chancellor-- Resource Mgmt & Planning	Vice Chancellor-- Academic Planning & Budget
Campus	UCB	UCD	UCI	UCLA	UCSD	UCSC
Base Salary as of 10/01/03	\$192,900	\$165,500	\$166,700	\$186,600	\$186,200	\$164,200
Senior Management Grade Level	C	C	C	C	C	C
Senior Management Benefits						
Home Mortgage Loan	None	None	\$582,750	None	None	\$500,000
Automobile Leased/Allowance	N/A	N/A	N/A	N/A	N/A	N/A
Credit Card	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible
Administrative Fund	N/A	N/A	N/A	N/A	N/A	N/A
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	5%	5%	5%	5%	5%	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation to eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Roy E. Dormaier receives a stipend of \$20,000 effective January 1, 2003 through December 31, 2003.

(d) Steven A. Olsen receives a stipend of \$28,000 effective May 1, 2003 through April 30, 2006.

(e) John A. Woods receives a stipend of \$20,000 for the period August 1, 2003 through July 31, 2006, for a total annual salary of \$206,200.

II. OTHER OFFICERS

VICE CHANCELLOR -- PUBLIC SERVICE

Name	John F. Azzaretto
Title	Vice Chancellor-- Public Service & Int'l Pgms. Dean--University Extension
Campus	UCR
Base Salary as of 10/01/03	\$148,500
Senior Management Grade Level	B
Senior Management Benefits	
Home Mortgage Loan	\$280,000
Automobile Leased/Allowance	N/A
Credit Card	Eligible
Administrative Fund	N/A
Senior Management Life Insurance (a)	Yes
Senior Management Severance Pay Plan (b)	5%

(a) Premium for life insurance coverage of two times annual base salary paid by UC; senior manager pays income tax on imputed income value.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

III. OTHER SENIOR MANAGERS

Name	Base Salary 10/1/2003	Deferred Base Salary 10/1/2001	Senior Mgmt. Grade Level	Home Mortgage Loan	Relocation Allowance (a)			SMSPP (b)
					Amount	Effective Dates	Distribution Payments (c)	
Harrison S. Fraker, UCB Dean--College of Environmental Design	\$187,800		I	\$203,500				5%
Dennis M. Levi, UCB Dean--School of Optometry	\$187,800		I	\$485,000				--
P. David Pearson, UCB Dean--School of Education	\$192,900		I	\$680,000				--
James E. Sherwood, UCB Dean--University Extension	\$170,000		B	\$449,650	\$42,500	9/1/02	40%, 30%, 20%, 10%	5%
Nicolaos G. Alexopoulos, UCI Dean--School of Engineering	\$186,400		III	\$391,500				5%
Gerald J. Munoff, UCI University Librarian	\$155,000		B	\$270,000				5%
Barbara J. Nelson, UCLA (d) Dean--School of Public Policy & Social Research	\$186,800		II	\$335,550				5%
Maria G. Pallavicini, UCM Dean-Natural Sciences	\$178,500		II	\$385,100				
Jeffrey R. Wright, UCM Dean--Division of Engineering	\$177,600		III	\$350,100				--
Kenji Hakuta, UCM (e) Dean--Social Sciences, Humanities and Arts	\$182,000		I					--
Janet E. Young, UCM Assistant Chancellor and Chief of Staff	\$142,100		A	\$210,350				3%

(a) A Relocation Allowance is taxable income.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Percentages indicate the amount of the relocation allowance paid beginning at the effective date, and for each subsequent year thereafter until the full amount is distributed.

(d) An exception was granted for Barbara Nelson to participate in the Senior Management Severance Pay Plan.

(e) Kenji Hakuta receives a \$40,000 Salary Differential Housing Allowance, payable in 24 monthly installments beginning January, 2004.

III. OTHER SENIOR MANAGERS

Name	Base Salary 10/1/2003	Deferred Base Salary 10/1/2001	Senior Mgmt. Grade Level	Home Mortgage Loan	Relocation Allowance (a)			SMSPP (b)
					Amount	Effective Dates	Distribution Payments (c)	
Eduardo R. Macagno, UCSD Dean-Div of Biological Sciences	\$191,500		II	\$722,500				
Bruce E. Schottlaender, UCSD University Librarian	\$152,000		B	\$351,000				5%
Kenneth R. Orgill, UCSF (d) Asst Vice Chancellor and CIO	\$200,000		B	\$918,000	\$50,000			
Sarah M. Pritchard, UCSB University Librarian	\$144,800		B	\$378,000				5%
Edward P. Houghton, UCSC (e) Dean--Division of the Arts	\$137,600		I					5%
David S. Kliger, UCSC (e) Dean--Division of Natural Sciences	\$137,600		II					5%
Calvin L. Merkley, UCSC Vice Provost--Information Technology	\$178,900		B					5%
Cathy A. Sandeen, UCSC Vice Provost and Dean--Extension and Summer Sessions	\$139,800		B					5%
Dennis J. Galligani, UCOP Academic Affairs Associate Vice President-Student Academic Services	\$174,500		C	\$380,000				5%
Daniel Greenstein, UCOP Academic Affairs Assoc Vice Provost and University Librarian	\$174,500		B		\$33,000	5/13/02	40%, 30%, 20%, 10%	3%
Rulon K. Linford, UCOP Academic Affairs Associate Vice Provost for Research & Lab. Programs	\$175,100		B	\$458,150				5%
Julius M. Zelmanowitz, UCOP Academic Affairs Vice Provost for Academic Initiatives	\$198,700		D	\$646,000				
James N. Odell, UCOP Office of the General Counsel Managing University Counsel	\$158,900		B	\$400,000				5%

(a) A Relocation Allowance is taxable income.

(b) Senior Management Severance Pay Plan (SMSPP) is a non-state funded benefit, and is based on a percentage of monthly covered compensation plus interest. The percentage varies depending upon grade level: 3% for senior managers at grade A, and 5% for senior managers at higher grade levels. The lump-sum paid upon separation for eligible members in good standing is limited to two times the annual salary for the tax year immediately preceding separation.

Senior Managers who hold less than a full-time (100%) Senior Management appointment, or those appointed on or after July 1, 1996 who hold a 0% faculty appointment are ineligible to participate in SMSPP unless an exception is granted.

(c) Percentages indicate the amount of the relocation allowance paid beginning at the effective date, and for each subsequent year thereafter until the full amount is distributed.

(d) Kenneth R. Orgill recies an incentive of \$5,000 and a loan of \$54,000 from the Supplemental Home Loan Program.

(e) Participant is "grandfathered" under the old Senior Management Severance Pay Plan policy.