

ANNUAL REPORT ON COMPENSATION

FISCAL YEAR 2004-05

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 10/01/04	\$395,000
Senior Management Grade	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 effective October 2, 2003.

I. SENIOR OFFICERS

SENIOR VICE PRESIDENTS

Name	M.R.C. Greenwood (c)	Joseph P. Mullinix (d)	Bruce B. Darling
Title	Provost & Senior Vice President--Academic Affairs	Senior Vice President--Business & Finance	Senior Vice President--University Affairs
Base Salary as of 10/01/04	\$380,000	\$350,000	\$269,000
Senior Management Grade Level	E	E	E
Senior Management Benefits			
Home Mortgage Loan	\$559,150	None	\$573,750
Automobile Leased/Allowance	N/A	\$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) M.R.C. Greenwood was appointed Provost and Senior Vice Chancellor--Academic Affairs effective April 1, 2004. M.R.C. Greenwood received a temporary faculty housing allowance of \$125,000 payable in 48 installments of \$2,600. She also receives temporary housing assistance of up to six months as an exception to policy.

(d) 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	Michael V. Drake (c)	W. R. Gomes	William H. Gurtner	Lawrence C. Hershman	Winston C. Doby	S. Robert Foley (d)
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 Mangement
Base Salary as of 10/01/04	\$215,200	\$350,000	\$227,200	\$395,000	\$207,100	\$214,200	\$350,900
Health Sciences Compensation Plan	N/A	N/A	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	N/A	\$391,500	\$1,249,500	None	None	\$850,000
Automobile Leased/Allowance	\$8,916	\$8,916	Leased	Leased	\$8,916	\$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	\$5,100
Senior Management Life Insurance (a)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	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) Michael V. Drake participates in the Senior Management Severance Pay Plan as an exceptoin to policy.

(d) S. Robert Foley was appointed November 1, 2003. A relocation allowance of \$87,725 was approved payable in two installments beginning November, 2003.

I. SENIOR OFFICERS

PRINCIPAL OFFICERS OF THE REGENTS

Name	James E. Holst (c)	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 10/01/04	\$289,900	\$450,000	\$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 (a)	N/A	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) Incumbent also holds appointment as Vice President--Legal Affairs.

(d) At their May 24, 2005 meeting, The Regents approved a salary increase of \$170,900 (61%) and an incentive pay target of up to 100% of base salary for Treasurer Russ, effective June 1, 2005.

I. SENIOR OFFICERS

CHIEF DEPUTIES TO THE OFFICERS OF THE REGENTS

Name	Vacant	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 10/01/04		\$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 J. Birgeneau (d)	Larry N. Vanderhoef	Ralph J. Cicerone (e)	Albert Carnesale (f)	Carol Tomlinson-Keasey	France Cordova (g)	Marye Anne Fox (h)	J. Michael Bishop	Henry T. Yang	Denice D. Denton (i)
Campus	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSF	UCSB	UCSC
Base Salary as of 10/01/04	\$390,000	\$280,700	\$280,700	\$315,600	\$253,600	\$269,200	\$350,000	\$358,900	\$280,700	\$275,000
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.) (a)	\$153,300	\$85,400	\$86,400	\$117,200	\$35,700	\$83,100	\$112,300	\$66,200	\$71,700	\$78,300
Home Mortgage Loan	None	N/A	None	None	None	None	None	None	None	None
Automobile Leased/Allowance	Leased	\$8,916	Leased	\$8,916	\$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	\$38,700	\$31,100	\$31,100	\$38,700	\$21,400	\$25,800	\$31,100	\$31,100	\$31,100	\$25,800
Senior Management Life Insurance (b)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (c)	5%	5%	5%	5%	5%	5%	5%	N/A	N/A	5%

(a) Budgeted amounts. Actual expenditures may vary.

(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) Robert J. Birgeneau was appointed effective October 1, 2004. He receives a relocation allowance of \$97,500 payable in four annual installments. He participates in the Senior Management Severance Pay Plan as an exception to policy. Mr. Birgeneau 's pension exception is contingent upon IRS approval to Appendix E to the University of California Retirement Plan (ref. Regents' Item 1-EF XX, July 27, 2004.) If Appendix E is not approved, the University will pay an enhanced retirement benefit to Mr. Birgeneau. As an exception to policy, Mr. Birgeneau will be eligible for 50% of University contribution to the University-sponsored medical and dental coverage if he retires after 5 years, and 100% if he retires after 10 years. Mr. Birgeneau received sabbatical credits of 24 semesters (equal to one and a-half years at full pay) to account for sabbatical leave accrued but not yet taken at MIT and the University of Toronto.

(e) Ralph J. Cicerone retired June 29, 2005. Michael V. Drake appointed Chancellor effective July 1, 2005.

(f) Albert Carnesale participates in the Senior Management Severance Pay Plan as an exception to policy.

(g) France Cordova participates in the Senior Management Severance Pay Plan as an exception to policy.

(h) Marye Anne Fox was appointed effective August 1, 2004. She receives a relocation allowance of \$87,500. She participates in the Senior Management Severance Pay Plan as an exception to policy. Sabbatical leave accrued at the North Carolina State University honored by the University of California and paid in the amount of \$248,000. Temporary housing was provided while the Chancellor's House was being repaired.

(i) Denice D. Denton was appointed effective February 14, 2005. She receives a relocation allowance of \$68,700. She participates in the Senior Management Severance Pay Plan as an exception to policy. Sabbatical leave credits accrued at the University of Washington will be honored at the University of California.

I. SENIOR OFFICERS

ACADEMIC VICE CHANCELLORS

Name	Paul R. Gray	Virginia S. Hinshaw (c)	Michael R. Gottfredson (d)	Daniel M. Neuman (e)	David B. Ashley	Ellen A. Wartella (f)	Marsha A. Chandler (g)	A. Eugene Washington (h)	Glenn E. Lucas (i)	Vacant (j)
Title	Executive Vice Chancellor & Provost	Provost & Executive Vice Chancellor	Executive Vice Chancellor	Executive Vice Chancellor	Executive Vice Chancellor & Provost	Executive Vice Chancellor	Senior Vice Chancellor-- Academic Affairs	Executive Vice Chancellor	Executive Vice Chancellor	Executive Vice Chancellor
Campus	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSF	UCSB	UCSC
Base Salary as of 10/01/04	\$260,000	\$248,700	\$247,600	\$263,900	\$233,500	\$233,500	\$212,600	\$260,000	\$233,500	
Deferred Base Salary as of 10/1/01		\$250,000					\$250,000			
Senior Management Grade Level	D	D	D	D	D	D	D	D	D	D
Senior Management Benefits										
Home Mortgage Loan	None	None	\$373,500	None	\$539,000	None	\$650,000	None	None	None
Automobile Leased/Allowance	\$8,916	\$8,916	Leased	\$8,916	Leased	\$8,916	\$8,916	\$8,916	\$8,916	None
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%	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 25% of base salary was approved, payable in the amount of \$56,250 in a 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) Mr. Gottfredson changed from a leased car to car allowance. He received a car allowance in the amount of \$2,972.
- (e) An exception was granted for Daniel M. Neuman to participate in the Senior Management Severance Pay Plan when he was appointed as Dean.
- (f) Ellen A. Wartella was appointed effective July 1, 2004. She receives a relocation allowance of \$58,375 paid in one lump sum. She receives a Salary Differential Housing Allowance of \$53,300.
- (g) Marsha M. Chandler is on sabbatical effective August 16, 2004 through August 15, 2005. David Miller is Interim Senior Vice Chancellor through June 30, 2005 at an annual salary of \$193,500 plus an administrative stipend of \$19,100 for a total annual compensation of \$212,600.
- (h) A. Eugene Washington was appointed January 31, 2004. He earns additional compensation in the amount of \$147,000 as a member of the Health Sciences Compensation Plan, for a total annual compensation of \$407,000.
- (i) Glenn E. Lucas was appointed effective May 20, 2004.
- (j) David S. Klinger is Acting Provost and Executive Vice Chancellor at an annual base salary of \$191,500 plus and annual stipend of \$28,500, for a total annual salary of \$220,000.

I. SENIOR OFFICERS

MEDICAL CENTER DIRECTORS

Name	Robert E. Chason (c)	Ralph W. Cygan (d)	Eugene M. Spiritus	David L. Callender (e)	Fawzy I. Fawzy	Richard J. Liekweg (f)	Mark R. Laret (g)
Title	Chief Executive Officer--UCD Medical Center	Chief Executive Officer, UCI Medical Center	Chief Medical Officer, UCI Medical Center	Associate Vice Chancellor--Hospital System & Chief Executive Officer--UCLA Medical Center	Medical Director--Neuropsychiatric Institute and Hospital	Chief Executive Officer, UCSD Medical Center	Chief Executive Office--UCSF Medical Center
Campus	UCD	UCI	UCI	UCLA	UCLA	UCSD	UCSF
Base Salary as of 10/01/04	\$410,000	\$362,400	\$254,900	\$520,000	\$292,000	\$435,000	\$434,400
Health Sciences Compensation Plan	N/A	\$50,000	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	None	\$1,360,000
Automobile Leased/Allowance	\$8,916	\$8,916	N/A	\$8,916	N/A	\$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%	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 \$108,750, was paid in one lump sum on March 18, 2003. A relocation allowance is taxable income.

(d) Mr. Cygan receives Health Sciences Compensation Plan salary of \$50,000 in addition to his base salary, effective November 1, 2004.

(e) Mr. Callender was appointed effective July 1, 2004. A relocation allowance of 25% of base salary was approved, totalling \$130,000, payable in four annual installments, beginning July 2004. A relocation allowance is taxable income.

(f) Richard J. Liekweg has been appointed Chief Executive Officer, UCSD Medical Center at an annual salary of \$435,000, effective March 18, 2003. He received a relocation allowance of \$108,750 paid in one lump sum on March 18, 2003. Mr. Liekweg participates in the Senior Management Severance Pay Plan as an exception to policy.

(g) Mark R. Laret received an incentive award of \$65,160.

I. SENIOR OFFICERS

LABORATORY DIRECTORS

Name	Steven Chu (c)	Michael R. Anastasio (d)	Vacant (e)
Vice President	LBL	LLNL	LANL
for Financial	\$350,000	\$348,800	
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	\$1,000,000	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%	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) Mr. Chu was appointed effective August 1, 2004. He received a one-time payment of \$50,000 to enable him to repay Stanford University \$50,000 given to him in 2003 as a forgivable loan. Mr. Chu's pension exception is contingent upon IRS approval to Appendix E to the University of California Retirement Plan (ref. Regents Item 1-EF XX, July 27, 2004. If Appendix E is not approved, the University will pay an enhanced retirement benefit to Mr. Chu as an exception to policy, Mr. Chu participates in the Senior Management Severance Pay Plan in error. His participation was not properly authorised.

(d) Incumbent declined Senior Management Life Insurance coverage.

(e) Robert W. Kuckuck is Interim Director at an annual salary of \$355,800, effective May 15, 2005.

I. SENIOR OFFICERS

DEPUTIES TO THE LABORATORY DIRECTORS

Name	Graham R. Fleming (c)	David C. McGraw (d)	Wayne J. Shotts (e)	Cherry A. Murray (f)	Vacant (g)	Vacant	Vacant (h)
Title	LBL Deputy Director	LBL Agriculture & Natural Resources Operations	LLNL Deputy Director --Operations	LLNL Deputy Director --Science & Technology	LANL Deputy Director	LANL Deputy Director --Science, Technology & Programs	LANL Associate Director for Operations
Base Salary as of 10/1/04	\$317,000	\$270,000	\$300,000	\$305,000			
Senior Management Grade Level	D	D	D	D	D	D	D
Senior Management Benefits	N/A						
Home Mortgage Loan	None	None	None	None	None	None	None
Automobile Leased/Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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%	N/A	N/A	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) Mr. Fleming was appointed March 1, 2005.

(d) David C. McGraw was appointed January 1, 2005.

(e) Wayne J. Shotts was appointed January 1, 2005.

(f) Ms. Murray was appointed October 1, 2004.

(g) Donald E. Cobb is Acting Deputy Director with a base salary of \$275,000 and a stipend of \$15,000, for a total annual salary of \$290,000 effective October 11, 2004.

(h) David E. Beck is Acting Associate Director with a base salary of \$208,000 and a stipend of \$20,800, for a total annual salary of \$228,800 effective January 19, 2005.

II. OTHER OFFICERS

ASSOCIATE VICE PRESIDENTS

Name	Judith W. Boyette	Kristine A. Hafner	Vacant	Richard B. Standiford (c)
Title	Assoc. Vice President-- Human Resources and Benefits	Assoc. Vice President-- Information Resources and and Communications/ Chief Information Officer	Assoc. Vice President-- Student Academic	Assoc. Vice President-- Programs, & Associate Director, Agricultural Experiment Station & Cooperative Extension
Base Salary as of 10/01/04	\$186,400	\$210,000		\$154,500
Senior Management Grade Level	C	C	C	C
Senior Management Benefits				
Home Mortgage Loan	None	N/A	None	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%	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 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) Mr. Standiford was appointed effective January 3, 2005.

II. OTHER OFFICERS

ASSISTANT VICE PRESIDENTS

Name	Michael Aldaco	Stephen A. Arditti	B. Bradley Barber	John B. Birely (c)	Michael J. Bocchicchio	James G. Dolgonas	Gerald R. Kissler (d)	Vacant	Jacqueline M. Mimms
Title	Asst. VP-- Student Development and Academic Services/ Executive Director, MESA	Asst. VP--State	Asst. VP-- Institutional Advancement	Asst. VP-- Programs, Laboratory Management	Asst. VP-- Facilities Admin.	Sr. Assoc. Director/Chief Operating Officer--Corp. for Education Network Initiatives	Asst. VP-- Budgetary Planning & Fiscal Analysis	Asst. VP-- Programs	Asst. VP-- School/ University Partnerships
Base Salary as of 10/01/04	\$128,900	\$181,200	\$170,100	\$280,000	\$167,600	\$192,900	\$139,800		\$125,500
Senior Management Grade Level	A	B	B	B	B	B	A	A	A
Senior Management Benefits									
Home Mortgage Loan	None	None	None	None	None	None	None	\$375,001	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	Yes	Yes	Yes	Yes	Yes
Senior Management Severance Pay Plan (b)	3%	5%	5%	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.

(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 \$70,000, payable in annual installments over three years equally \$28,000 the first year, \$21,000 in the second year and \$21,000 in the third year. A relocation allowance is taxable income.

(d) 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 N/A	Agriculture & Natural Resources Management	Asst. VP-- Educational Outreach	Asst. VP-- Strategic Communications	Asst. VP-- Planning and Analysis	Asst. VP-- Federal Governmental Relations	Asst. VP-- Academic Development	Asst. VP-- Laboratory Administration	Asst. VP-- Administration Agriculture & Natural Resources
Base Salary as of 10/01/04	\$139,800	\$183,200	\$139,400	\$181,200		\$181,200	\$140,700	\$284,100	
Senior Management Grade Level	A	C	B	B	B	B	B	C	B
Senior Management Benefits									
Home Mortgage Loan	None	None	None	\$545,000	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.

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

(e) Mr. Sudduth receives a stipend of \$18,100 annual, beginning November 1, 2003 and to continue until additional responsibilities end.

II. OTHER OFFICES

UNIVERSITY AUDITOR

Name	Patrick V. Reed
Base Salary as of 10/01/04	\$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.

II. OTHER OFFICERS

VICE CHANCELLORS -- BUSINESS AND ADMINISTRATION

Name	Vacant (c)	Stanley E. Nosek (d)	Wendell C. Brase (e)	Peter W. Blackman (f)	Lindsay A. Desrochers	Vacant	Steven W. Relyea (g)	Stephen J. Barclay (h)	Vacant (i)	Thomas Vani (j)
Title	Vice President Business and Administrative Services	VC-- Administration	VC-- Administration & Business Services	Administrative Vice Chancellor	VC-- Administration	VC-- Administration	VC--Business Affairs	VC-- Administration and Finance	VC-- Administrative Services	VC--Business & Administrative Services
Campus	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSF	UCSB	UCSC
Base Salary as of 10/01/04		\$205,000	\$184,300	\$247,400	\$192,900		\$183,400	\$270,000		\$183,500
Senior Management Grade Level	C	C	C	D	C	C	C	C	C	C
Senior Management Benefits										
Home Mortgage Loan	None	None	\$300,000	None	None	None	None	\$350,250	None	\$310,500
Automobile Leased/Allowance	N/A	N/A	N/A	\$8,916	N/A	N/A	N/A	\$8,916 (i)	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)	N/A	5%	5%	5%	5%	N/A	5%	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 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) Steve Lustig is Interim Vice Chancellor--Business and Administrative Services at an annual salary of \$150,000 plus an administrative stipend of \$22,500, for a total salary of \$172,500, effective July 1, 2004 through June 30, 2005.
- (d) Stanley E. Nosek was appointed March 1, 2005.
- (e) Wendell C. Brase receives an annual stipend of \$20,000 for a total annual salary of \$204,300, effective February 1, 2005 through January 1, 2007.
- (f) Position will be regraded to C when the current incumbent leaves the position. Exception to Senior Management Automobile policy reported but not approved.
- (g) Steven W. Relyea receives a stipend of \$20,000 effective August 1, 2003 through July 31, 2006.
- (h) Stephen J. Barclay also receives \$312,750 from the Supplemental Home Loan Program. Approved exception to Senior Management Automobile policy.
- (i) Donna Carpenter is Acting Vice Chancellor--Administrative Services at an annual salary of \$138,000 plus an administrative stipend of \$20,400 for a total annual salary of \$158,400, effective August 7, 2004.
- (j) Incumbent receives an administrative stipend of \$13,600, for a total annual compensation of \$197,100.

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	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 10/01/04	\$165,300	\$175,000	\$175,000	\$186,400	\$185,000	\$147,200	\$162,400	\$174,800	\$165,600	\$168,000
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.

II. OTHER OFFICERS

VICE CHANCELLORS -- ACADEMIC AFFAIRS

Name	Barbara A. Horwitz	Donna Vredevoe	Sally J. Marshall (c)
Title	Vice Provost-- Academic Personnel	Vice Chancellor-- Academic Personnel	Associate Vice Chancellor-- Academic Affairs
Campus	UCD	UCLA	UCSF
Base Salary as of 10/01/04	\$197,900	\$192,900	\$205,000
Senior Management Grade Level	B	C	D
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%	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) Sally J. Marshall was appointed effective February 1, 2005. She earns additional compensation in the amount of \$35,000 as a member of the Health Sciences Compensation Plan, for a total annual salary of \$240,000.

II. OTHER OFFICERS

VICE CHANCELLORS -- RESEARCH

Name	MaryBeth Burnside	Barry M. Klein	William H. Parker	Roberto D. Peccei	Keith E. Alley	Charles F. Louis (c)	Richard E. Attiyeh	Charles F. Kennel (d)	Vacant (e)	Robert C. Miller, Jr.
Title	VC- Research	VC--Research	VC-Research and Dean-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 Sciences and Director --Scripps Institute of Oceanography	VC--Research	VC--Research
Campus	UCB	UCD	UCI	UCLA	UCM	UCR	UCSD	UCSD	UCSB	UCSC
Base Salary as of 10/01/04	\$194,700	\$208,100	\$186,400	\$217,400	\$182,900	\$210,000	\$191,500	\$187,900		\$197,900
Senior Management Grade Level	C	C	C	C	C	C	C	D	C	C
Senior Management Benefits										
Home Mortgage Loan	None	None	None	None	None	None	None	\$355,500	None	None
Automobile Leased/Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Leased	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)	N/A	N/A	5%	5%	5%	N/A	5%	5%	N/A	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) Charles F. Louis was appointed effective July 1, 2004. He receives a Salary Differential Housing Allowance of \$53,300 in lieu of a relocation allowance.

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

(e) 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. Michael S. Witherell has been appointed effective July 1, 2005 at an annual salary of \$225,000.

II. OTHER OFFICERS

VICE CHANCELLORS -- HEALTH SCIENCES

Name	Clair E. Pomeroy (c)	Edward W. Holmes (d)	David A. Kessler (e)
Title	Vice Chancellor-- Human Health Services and Dean-School of Medicine	Vice Chancellor--Health Sciences and Dean--School of Medicine	Dean--School of Medicine and Vice Chancellor for Medical Affairs
Campus	UCD	UCSD	UCSF
Base Salary as of 10/01/04	\$425,000	\$310,600	\$500,000
Health Sciences Compensation Plan	\$75,000	\$195,000	\$40,000
Senior Management Grade Level	E	E	IV
Senior Management Benefits			
Home Mortgage Loan	None	N/A	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)	N/A	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) Clair E. Pomeroy was appointed effective February 1, 2005.

(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.

(e) 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 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 10/01/04	\$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 10/01/04	\$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	Vacant (c)	John Meyer	Roy E. Dormaier	Steven A. Olsen (d)	John A. Woods (e)	Meredith Michaels Jed
Title	Vice Chancellor-- Budget and 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 10/01/04		\$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)	N/A	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) William Webster is Interim Vice Chancellor at a salary of \$105,600 beginning August 14, 2004 and to continue until a new Chancellor is appointed.

(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--
Vice President for Financial	Public Service & Int'l Pgms. Dean--University Extension
Campus	UCR
Base Salary as of 10/01/04	\$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 10/1/2004	Deferred Base Salary 10/1/2001	Senior Mgmt. Grade Level	Home Mortgage Loan	Relocation Allowance (a)			SMSPP (b)
					Amount	Effective Dates	Distribution Payments (c)	
Christopher F. Edley, UCB (d) Dean--School of Law	\$280,000		III	\$1,000,000				
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	\$200,000		III	\$391,500				
Gerald J. Munoff, UCI University Librarian	\$155,000		B	\$270,000				
Barbara J. Nelson, UCLA (e) Dean--School of Public Policy & Social Research	\$186,800		II	\$335,550				
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 (f) 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) Christopher F. Edley received a Faculty Housing Allowance of \$100,000 paid in one lump sum in 2004.

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

(f) 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 10/1/2004	Deferred Base Salary 10/1/2001	Senior Mgmt. Grade Level	Home Mortgage Loan	Relocation Allowance (a)			SMSPP (b)
					Amount	Effective Dates	Distribution Payments (c)	
Steven T. Bossert, UCR (d) Dean--Graduate School of Education	\$167,900		I	\$360,000	\$41,975	7/1/2004	Paid monthly over 40 months	
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 (e) Asst Vice Chancellor and CIO	\$200,000		B	\$918,000				
Lawrence J. Lotenero, UCSF (f) Chief Information Officer, UCSF Medical Center	\$243,600		C	\$792,600				
Sarah M. Pritchard, UCSB University Librarian	\$144,800		B	\$378,000				5%
Edward P. Houghton, UCSC (g) Dean--Division of the Arts	\$137,600		I					5%
David S. Kliger, UCSC (g) 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%
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) Steve Bossert receives a Salary Differential Housing Allowances of \$53,300, paid in monthly installments over 40 months.

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

(f) Lawrence J. Lotenero receives an incentive of \$36,540 and a loan of \$44,000 from the Supplemental Home Loan Program.

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