



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

ABBASCHIAN, REZA DEAN-ENGINEERING		UCR
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement.
ABRAMS, NORMAN FORMER ACTING CHANCELLOR		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$320,000.00	Annualized base salary reflected. Actual appointment was for the period July 1, 2006 - July 31, 2007.
Other Reimbursement	\$812.00	Reimbursement to spouse for parking fees in conjunction with Associate to the Chancellor position.
ALIVISATOS, A PAUL ACTING DEPUTY DIRECTOR/ASSOCIATE LABORATORY DIRECTOR		LBNL
Compensation Element	Amount	Staff Comments
Stipend	\$29,379.00	Annualized stipend reflected. Actual stipend effective December 1, 2007-November 30, 2008 for responsibilities associated with Acting Division Director role.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement.



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ALLAIN, MELISSA
LABORATORY COUNSEL

LLNL

Compensation Element	Amount	Staff Comments
Annual Base	\$258,000.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
Moving Expenses - Relocation	\$1,000.00	Per Lab policy, flat dollar amount used to reimburse moving expenses. Is not equivalent to University policy on relocation allowance.
Moving Expenses - Other	\$27,104.00	Per Lab policy - Taxable (\$26,209): sale of residence, purchase of residence, vacant residence, noncommercial allowance, rental car, taxable mileage; Nontaxable (\$894.74): tolls/parking, excludable mileage.

ALLEN-DIAZ, BARBARA H
ASSISTANT VICE PRESIDENT - PROGRAMS, AGRICULTURE AND NATURAL RESOURCES

ANR

Compensation Element	Amount	Staff Comments
Annual Base	\$180,000.00	Annualized rate of pay shown. Appointment effective September 1, 2007.

ALLEY, KEITH EDWARD
EXECUTIVE VICE CHANCELLOR AND PROVOST

UCM

Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.



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ALVARADO, GLORIA J EXECUTIVE DIRECTOR - HUMAN RESOURCES		UCD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$25,715.00	Clinical Enterprise Mgmt award approved by UCDHS CEO, Ann Madden Rice (salary was under threshold for Regental approval when paid on 9/19).
Other Cash Payment	\$10,509.00	Paid Time Off: UCDHS paid time off program.
ALVAREZ, ROSIO OPERATIONS DIVISION DIRECTOR		LBNL
Compensation Element	Amount	Staff Comments
Moving Expenses - Relocation	\$50,054.00	Per Laboratory policy, reimbursement for moving expenses.
Moving Expenses - Other	\$6,392.00	Payment to 3rd party for relocation expenses.
ANANTHASWAMY, SATISH INVESTMENT OFFICER		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$75,828.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
ANTRUM, SHEILA E CHIEF PATIENT CARE SERVICES OFFICER, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Annual Base	\$250,000.00	Annualized rate of pay shown. Begin date of appointment with UC San Francisco was Oct. 3, 2007.
Clinical Enterprise Management Recognition Program		Not yet eligible to participate in CEMRP due to 10/03/2007 start date. Will be eligible to participate annually with a maximum potential of 20%, actual



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amount based on performance related to goals.

Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$5,000.00	\$50,000 approved by Regents on 09/20/07 to offset higher cost of living in the Bay Area from San Diego. Incumbent is subject to standard payback parameters as outlined in policy.
Temporary Housing	\$3,558.00	30 days temporary housing for transistion from San Diego to San Francisco.
Moving Expenses - Initial Househunting	\$863.00	Per policy, expenses in connection with first house-hunting trip not to exceed 10 days.
Moving Expenses - Secondary Househunting	\$1,664.00	As an excetion to policy, expenses associated with 2nd house hunting trip.
Moving Expenses - Moving Services	\$9,217.00	Per policy, 100% of moving expenses as approved at Sept 2007 Regents meeting.

ANTRUM,SHEILA ELLA

UCSD

FORMER CHIEF OF AMBULATORY SERVICES

Compensation Element	Amount	Staff Comments
Annual Base	\$187,100.00	Annualized rate of pay shown. Appointment ended Oct. 2, 2007.
Clinical Enterprise Management Recognition Program	\$27,878.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.

ARDITTI,STEPHEN A

UCOP

ASST VP--STATE GOVERNMENTAL RELATIONS

Compensation Element	Amount	Staff Comments
Leased Auto	\$4,134.00	Regents approved long standing practices in 2007.
Other Payment	\$2,788.00	Tax Preparation: Tax preparation for revised taxes. Practice consistent with others who received corrected W2's. Approved by The Regents July 20, 2006.



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ASP, JAMES W UCSF
ASSOCIATE VICE CHANCELLOR-UNIVERSITY DEVELOPMENT & ALUMNI RELATIONS

Compensation Element	Amount	Staff Comments
Bonus	\$23,800.00	Staff Recognition Development Program with 10% maximum. Approved by The Regents on 09/18/07.

ATCHISON, KATHRYN UCLA
VICE PROVOST -- INTELLECTUAL PROPERTY & INDUSTRY RELATIONS

Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$40,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan
Other Payment	\$1,911.00	Health Sci Severance Pay Plan: Distribution per October 15, 2007 letter from Judy Boyette; approved at November, 2007 Regents' meeting.

AUTRY, SUSAN A UCSF
EXECUTIVE DIRECTOR-CLINICAL AND TRANSLATIONAL SCIENCE INSTITUTE

Compensation Element	Amount	Staff Comments
Incentive		School of Medicine Management Incentive Program: Eligible for 15% max (27,000); Ineligible this year due to late start date.
Relocation Allowance	\$10,000.00	Ms. Autry is a current UC employee, within CA, but her residence is in Santa Barbara, COL 25-30% higher. Allowance of \$10,000 subject to repayment if resignation occurs during the 1st 4yrs at 25% prorated base. Approved by the Regents on 04/18/07.
Temporary Housing	\$16,830.00	Five months of temporary living expense reimbursement allows her to relocate to San Francisco into a temporary residence while her husband & son remain in Santa Barbara so her son can finish school & the house is sold. Approved by the Regents on 04/18/07.
Moving Expenses - Moving Services	\$5,229.00	Per policy 100% coverage to move household goods from Santa Barbara to San Francisco. Approved by the Regents 04/2007.



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BABAKANIAN, EDWARD CHIEF INFORMATION OFFICER - UCSD HEALTHCARE		UCSD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$83,113.00	Eligible to participate in CEMRP yearly with a max payout of 20%, based on perf related to goals. 2005-06 award of \$39,795 approved by Regents 9/06 was paid in 1/07. Normal 2007 payout of \$43,318 included in this award.
BAGGETT, MARGARITA M CHIEF PATIENT CARE SERVICES OFFICER, UCSD MEDICAL CENTER		UCSD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$36,772.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
BAILEY, DAVID N VICE CHANCELLOR-HEALTH AFFAIRS		UCI
Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$50,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
BAILEY, DAVID N FORMER ACTING VICE CHANCELLOR - HEALTH SCIENCES AND ACTING DEAN - SCHOOL OF MEDICINE		UCSD
Compensation Element	Amount	Staff Comments
Annual Base	\$145,400.00	Annualized rate of pay shown. Appointment ended February 28, 2007.
Stipend	\$100,000.00	Annualized stipend reflected. Actual stipend effective 10/1/2006 - 2/28/2007 for responsibilities as Acting Vice Chancellor - Health Sciences



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and Acting Dean - School of Medicine role at UC San Diego. Moved to UC Irvine as VC-Health Affairs eff 3/1/2007.

Health Sciences Compensation Plan \$146,415.00

Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.

Other Cash Payment \$30,000.00

Administrative Services Component (clinical Z payment) for laboratory management responsibilities

BARCLAY,STEPHEN J UCSF
SENIOR VICE CHANCELLOR-FINANCE & ADMINISTRATION

Compensation Element Amount Staff Comments

Clinical Enterprise Management Recognition Program \$50,250.00

Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.

BARRETT,KIM ELAINE UCSD
DEAN - GRADUATE STUDIES

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

BASRI,GIBOR UCB
VICE CHANCELLOR - EQUITY AND INCLUSION

Compensation Element Amount Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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BEAM, JOANNA MCKEE ACTING DEPARTMENT COUNSEL		UCOP
Compensation Element	Amount	Staff Comments
Stipend	\$24,800.00	Annualized stipend reflected. Actual stipend effective July 1, 2007- June 30, 2008 for responsibilities associated with Acting Department Counsel role.
BENNAN, JAMES ADMINISTRATIVE DIRECTOR-PERIOPERATIVE SERVICES, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$24,289.00	Medical Center Incentive Award Program: Payout based on performance related to goals. Approved by the Regents on 09/18/07.
Other Cash Payment	\$10,559.00	Paid Time Off payment; 114.47 hrs; paid on December 5, 2007. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
BENNETT, ALBERT DEAN-SCHOOL OF BIOLOGICAL SCIENCES		UCI
Compensation Element	Amount	Staff Comments
Annual Base	\$250,000.00	Permanent appointment to Dean position ended stipend payments for acting role as of August 1, 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Annual Base	\$250,000.00	Permanent appointment to Dean position ended stipend payments for acting role as of August 1, 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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BENNETT,ALBERT FORMER ACTING DEAN-SCHOOL OF BIOLOGICAL SCIENCES		UCI
Compensation Element	Amount	Staff Comments
Annual Base	\$202,200.00	Annualized rate of pay shown. Acting appointment ended July 31, 2007.
Stipend	\$15,500.00	Annualized stipend reflected. Actual stipend effective August 1, 2006 - July 31, 2007 for responsibilities associated with Acting Dean - Biological Sciences role.
BERGGREN,MARIE N CHIEF INVESTMENT OFFICER AND VICE PRESIDENT-INVESTMENTS AND ACTING TREASURER		UCOP
Compensation Element	Amount	Staff Comments
Annual Base	\$470,000.00	In 2007 received stipend from Jan. 1, 2007 - Sept. 30, 2007 at the annualized rate of \$56,250.
Treasurer's AIP Plan	\$376,798.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
BERNSTEIN,MICHAEL A FORMER DEAN - DIVISION OF ARTS AND HUMANITIES		UCSD
Compensation Element	Amount	Staff Comments
Annual Base	\$167,600.00	Annualized rate shown. Appointment ended June 28, 2007.
Other Cash Payment	\$200.00	Payment for a UNEX lecture February 2007



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BERRY, WILLIAM E DIRECTOR, UNIVERSITY AFFILIATED RESEARCH CENTER		UCSC
Compensation Element	Amount	Staff Comments
Bonus	\$500.00	Staff Recognition Award
BERTOLAMI, CHARLES N FORMER DEAN-SCHOOL OF DENTISTRY		UCSF
Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$43,500.00	\$43,500 HSCP rate approved by Regents per memo dated August 21, 2001.
Other Payment	\$43,366.00	Payout of residual benefit from discontinued Senior Management Severance Pay Program. Per UCOP counsel on 08/24/2007.
BIDDY, FRANKLIN SCOTT VICE CHANCELLOR-UNIVERSITY RELATIONS		UCB
Compensation Element	Amount	Staff Comments
Bonus	\$50,000.00	Performance based bonus approved at November 2007 Regents' meeting.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$5,688.00	Approved at time of appointment as Associate Vice Chancellor. Paid out in equal installments over 5 years (8/1/2002 - 7/31/2007).
BIGGART, NICOLE W DEAN-GRADUATE SCHOOL OF MANAGEMENT		UCD
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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BIRGENEAU, ROBERT J.
CHANCELLOR

UCB

Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Sabbatical Eligibility and/or Transfer		Transfer of 24 sabbatical credits upon recruitment approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.
Post Retirement Agreement		As part of the appointment item that was approved by The Regents July 27, 2004, the University will provide a supplement to his earned retirement under UCRP, calculating his retirement benefit on the full amount of his base salary.
Other Benefits		Accelerated vesting in retiree health premium approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.
Other - Exclude from Total Cash Compensation		Future participation in GP MOP approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding.

BIRNBAUM, DAVID MARK
ACTING DEPARTMENT COUNSEL

UCOP

Compensation Element	Amount	Staff Comments
Stipend	\$58,000.00	Annualized stipend reflected. Actual stipend effective August 1, 2006 - June 30, 2008 for responsibilities associated with Acting Departmental Counsel role.



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BISHOP,JOHN M CHANCELLOR		UCSF
Compensation Element	Amount	Staff Comments
Auto Allowance	\$492.00	Imputed income for personal use of a university provided vehicle.
BLACKMAN,PETER W FORMER ADMINISTRATIVE VICE CHANCELLOR		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$259,900.00	Annualized base salary reported. Appointment ended Jan. 6, 2007.
BLACKMAN,PETER W SPECIAL ASSISTANT TO THE CHANCELLOR--ATHLETIC PROGRAMS		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$259,900.00	Recall of former SMG member at 40% time to assist with leadership of Athletics programs. Total compensation reported covers period of Feb. 6, 2007 - Dec. 31, 2007: \$85,334.
BLAIR,JEFFREY A UNIVERSITY COUNSEL		UCOP
Compensation Element	Amount	Staff Comments
Stipend	\$64,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Departmental Counsel role.



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BLINDER, DAVID ASSOCIATE VICE CHANCELLOR - UNIVERSITY RELATIONS		UCB
Compensation Element	Amount	Staff Comments
MOP Loan		Approved by The Regents as an exception to policy.
SHLP Loan		Approved by The Regents as an exception to policy.
Relocation Allowance	\$32,750.00	Total relocation allowance of \$60,000 was approved per policy. Campus used \$27,250 to provide Supplemental Home Loan.
Temporary Housing	\$2,493.00	Up to 30 days of temporary transitional housing for use upon arrival approved by The Regents.
Moving Expenses - Relocation	\$1,423.00	Includes flight, lodging, and meals.
Moving Expenses - Shipment of Household Goods	\$14,178.00	100% moving expenses for packing, moving and unpacking of household goods from Boston.
BLOCK, GENE D. CHANCELLOR		UCLA
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$30,000.00	Per policy, approved by Regents 12/2006.
Other Benefits		Paid Administrative Leave: Credit of 6 months of paid administrative leave to be taken immediately following at least 5 years of service as Chancellor. Approved by Regents 12/2006.
Other Benefits		Relocation of Personal Belongings: Relocation of personal belongings from the Chancellor's residence to a location within the greater LA area upon stepping down as Chancellor. Approved by Regents 12/2006.
Moving Expenses - Relocation of Family	\$2,265.00	Per policy, relocation of family from Virginia to Los Angeles.



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Moving Expenses - Other	\$2,302.00	Per policy, relocation as part of family move from Virginia to Los Angeles.
Moving Expenses - Other	\$3,024.00	Per policy, moving of Library and Lab Equipment from Virginia. Approved by Regents 12/2006.
Moving Expenses - Moving Services	\$17,389.00	Per policy, relocation of household effects of up to \$20,000 authorized by the Regents.

BLUMENTHAL, GEORGE R
CHANCELLOR

UCSC

Compensation Element	Amount	Staff Comments
Moving Expenses - Storage of Household Goods		Approved for a maximum of \$10,000 for up to 6 months over the 1 month allowed by policy for a total of 7 months.

BOLDT, WILLIAM G.
FORMER VICE CHANCELLOR-UNIVERSITY ADVANCEMENT

UCR

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - had not yet met five year vesting requirement in SMG to receive benefit.

BOOKLESS, WILLIAM
ASSOCIATE DIRECTOR, SAFETY & ENVIRONMENTAL PROTECTION

LLNL

Compensation Element	Amount	Staff Comments
Annual Base	\$283,100.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.



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BOSSERT, STEVEN T. DEAN-GRADUATE SCHOOL OF EDUCATION		UCR
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Housing Allowance	\$15,990.00	Acknowledged at September 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-2.
Relocation Allowance	\$10,493.00	Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-2. \$1,049/mo x 10 mos; \$41,975 Total paid over 40 mos from 07/01/2004 - 10/31/2007.
Severance/Separation Agreement		Approved at Sept. 2006 Regents Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-2. Provision included in offer letter.
BOYD, KEVIN FORMER HEAD COACH-WOMEN'S SOCCER		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$77,000.00	Annualized base salary approved as part of negotiated athletics' contract. Appointment ended June 11, 2007.
Other Cash Payment	\$5,400.00	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract. Annualized value shown.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.



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BOYD, MICHAEL W EXECUTIVE DIRECTOR - PLANNING, DESIGN & CONSTRUCTION		UCD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$16,609.00	Clinical Enterprise Mgmt award approved by UCDHS CEO, Ann Madden Rice (salary was under threshold for Regental approval when paid on 9/19).
Other Cash Payment	\$1,983.00	Paid Time Off: UCDHS paid time off program.
BOYETTE, JUDITH W ASSOC VP--HUMAN RESOURCES AND BENEFITS		UCOP
Compensation Element	Amount	Staff Comments
Bonus	\$25,000.00	Bonus approved in response to work done during the transfer of Los Alamos National Laboratory to new management.
BOYLE, JOANNE HEAD COACH-WOMEN'S BASKETBALL		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$168,000.00	Base salary approved as part of negotiated athletics' contract.
Bonus	\$1,520.00	Bonus paid based on number of tickets sold, approved as part of negotiated athletics' contract.
Bonus	\$30,000.00	Payout based on NCAA participation and Pac 10 Coach of year designation. Approved as part of negotiated athletics' contract.
Other Cash Payment	\$60,000.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$164,250.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.



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Other - Include in Total Cash Compensation \$7,250.00 Courtesy vehicle approved as part of negotiated athletics' contract.

BRANT, KEITH EDWARD UCSD
FORMER VICE CHANCELLOR-EXTERNAL RELATIONS

Compensation Element	Amount	Staff Comments
Annual Base	\$230,000.00	Annualized rate of pay shown. Appointment ended April 30, 2007.
Auto Allowance	\$8,916.00	Annualized rate shown.
Executive Disability		Per policy, eligible - had not yet met five year vesting requirement in SMG to receive benefit.
Severance/Separation Agreement	\$160,433.00	\$115,000 severance payment equal to 6 months of pay; \$38,333 for 60 days pay in lieu of notice; \$7,100 to pay for 6 months of COBRA benefits continuation. Approved by The Regents by interim action April 2007.
Other Benefits	\$10,000.00	Outplacement assistance: Provided outplacement assistance up to a maximum value of \$10,000. Payment made to vendor, not Mr. Brant.

BRASE, WENDELL C UCI
VICE CHANCELLOR-ADMINISTRATIVE AND BUSINESS SERVICES

Compensation Element	Amount	Staff Comments
Stipend	\$20,000.00	Ongoing stipend for additional duties associated with his role as Project Manager in the oversight of the Medical Center's seismic replacement hospital project. Effective February 1, 2005 - January 31, 2009.

BRAUN, BEN UCB
HEAD COACH-MEN'S BASKETBALL

Compensation Element	Amount	Staff Comments
Annual Base	\$156,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$794,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.



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Other Cash Payment	\$120,000.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract. Includes \$60,000 payment from Summer 2006 which was overlooked.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other Benefits		Approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$7,250.00	Courtesy vehicle approved as part of negotiated athletics' contract.
Other - Exclude from Total Cash Compensation	\$7,500.00	Apparel consideration approved as part of negotiated athletics' contract.

BRENNER, DAVID ALLEN
VICE CHANC - HEALTH SCI AND DEAN, SCHOOL OF MEDICINE

UCSD

Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$220,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Moving Expenses - Initial Househunting	\$926.00	One house-hunting trip to facilitate relocation from New York.
Moving Expenses - Other	\$456.00	Two week car rental pending transportation of personal automobile.
Moving Expenses - Other	\$28,984.00	Shipment of office furniture, files, and lab equipment from New York.
Moving Expenses - Shipment of Household Goods	\$4,239.00	Shipment of household goods and personal automobile from New York.



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BREZMAN, IRENE L DIRECTOR-INFORMATION TECHNOLOGY APPLICATION, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$29,596.00	Medical Center Incentive Program: Payout based on performance related to goals. Approved by the Regents on 09/18/07.
Other Cash Payment	\$4,378.00	Paid Time Off payment; 40.04 hrs; pd on 12/05/07. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
BROSTROM, NATHAN VICE CHANCELLOR - ADMINISTRATION		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
BROUGHTON, JANET DEAN-ARTS AND HUMANITIES		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Other Benefits		Based on policy at the time of leave, should the accrued sabbatical credits not yield the equivalent of 100% of the faculty salary, the campus will provide a research fund which can be used to supplement the sabbatical up to 100% in accordance with APM 74



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BUTTER,KAREN A UNIVERSITY LIBRARIAN & ASSISTANT VICE CHANCELLOR		UCSF
Compensation Element	Amount	Staff Comments
Bonus	\$4,000.00	Staff Recognition Development Program 2.0%. Amount received based on performance goals. Approved locally on 08/14/07.
BYUS,CRAIG V. DEAN-DIVISION OF BIOMEDICAL SCIENCES		UCR
Compensation Element	Amount	Staff Comments
Stipend	\$55,000.00	Annualized stipend reflected. Actual stipend effective Jan. 2, 2007 - Dec. 31, 2007 for responsibilities associated with Acting Dean - Division of Biomedical Sciences role. Per policy, approved by the Chancellor.
Other Cash Payment	\$53,100.00	Health Sciences Compensation Plan: Non-base building 'Y' component.
CAFFEY,MARIE P DIRECTOR-PSYCHIATRY & LANGLEY PORTER PSYCHIATRIC INSTITUTE ADMINISTRATION		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$23,168.00	School of Medicine Management Incentive Program: Target: Payout based on performance related to goals. Approved by the Regents on 01/17/08.
CALARCO,PATRICIA G DEAN-GRADUATE DIVISION		UCSF
Compensation Element	Amount	Staff Comments
Annual Base	\$200,000.00	Annualized salary reflected. Permanent appointment as Dean - Graduate Division began November 15, 2007. Approved by the Regents on 11/15/07.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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CALARCO, PATRICIA G INTERIM DEAN-GRADUATE DIVISION		UCSF
Compensation Element	Amount	Staff Comments
Stipend	\$32,880.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - November 14, 2007 for responsibilities associated with Acting Dean - Graduate Division role. Approved by the Regents on 09/18/07.
CALLENDER, DAVID L. FORMER CHIEF EXECUTIVE OFFICER -- MEDICAL CENTER		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$549,000.00	Annualized base rate shown. Appointment ended June 30, 2007.
Auto Allowance	\$8,916.00	Annualized rate shown.
Clinical Enterprise Management Recognition Program	\$79,717.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007 for accomplishments up to end of appointment.
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
CAMPBELL, THOMAS J. DEAN-HAAS SCHOOL OF BUSINESS		UCB
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



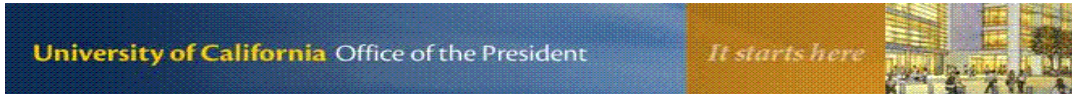
Addendum to Annual Report on Executive Compensation for Calendar Year 2007

CANNING, MARCIA J CHIEF CAMPUS COUNSEL		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$9,825.00	Financial Administrative Services: Payout based on performance related to goals. Approved by the Regents on 09/18/07.
Bonus	\$10,825.00	Staff Recognition Development Program: For leading Office Legal Administration to outstanding performance. Approved by the Regents on 09/18/07.
CARPENTER, KATHARINE O CHIEF ADMINISTRATIVE OFFICER, SANTA MONICA--UCLA MEDICAL CENTER AND ORTHOPAEDIC HOSPITAL		UCLA
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$31,420.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
CARTER, MICHAEL ACTING ASSOCIATE DIRECTOR, NONPROLIFERATION, HOMELAND, & INTERNATIONAL SECURITY		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$233,724.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
Other Payment	\$3,724.00	Per Lab Change of Station Policy, Change of Station tax equalization reimbursement.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

CASERIO, MARJORIE C ACTING SENIOR VICE CHANCELLOR - ACADEMIC AFFAIRS		UCSD
Compensation Element	Amount	Staff Comments
Annual Base	\$272,900.00	Recalled from retirement with a 43% appointment. Actual salary is \$117,347 (43% of \$272,900)
Executive Life		Per policy, not eligible due to rehired retiree status.
Executive Business Travel		Per policy, not eligible due to rehired retiree status.
Executive Disability		Per policy, not eligible due to rehired retiree status.
CASEY, CHRISTINE FORMER ASSISTANT VICE PRESIDENT-ADMINISTRATIVE SERVICES		ANR
Compensation Element	Amount	Staff Comments
Annual Base	\$171,000.00	Annualized base pay shown. Appointment ended August 31, 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$15,313.00	Per policy: Signed offer letter on file; external hire selling housing in New Mexico and buying housing in California; 7 pymts @1406.25; 5 pymts @1093.75 per agreement during 2006.
CASTRO, JOSEPH I ASSOCIATE VICE CHANCELLOR-STUDENT ACADEMIC AFFAIRS		UCSF
Compensation Element	Amount	Staff Comments
MOP Loan		Approved as non-standard title to help him obtain permanent residence so he would be here when UCSF needed him to start. As an MSP employee he is not in a standard title covered by this policy. Approved by the Regents on 10/31/06.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

Relocation Allowance	\$160.00	Relocation from Santa Barbara to San Francisco. 4 year payback clause. Exception because candidate resides within California and is a current UC employee. Relocation addresses higher market cost of housing in the San Francisco area.
Temporary Housing	\$2,493.00	1 month temp. housing approved as exception to policy. To accommodate relocation & to bring him onboard when UCSF needed him to start. It is an exception because this position is ineligible due to designation as MSP. Approved by the Regents on 10/31/06.
Moving Expenses - Shipment of Household Goods	\$6,901.00	Approved by the Regents 12/01/2006; It is an exception because being in an MSP position allows for reimbursement for moving expenses at 50% rather than at 100%.

CHANDLER, MARSHA ALPERT FORMER SR. VICE CHANCELLOR ACADEMIC AFFAIRS	UCSD
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Compensation Element	Amount	Staff Comments
Annual Base	\$272,900.00	Annualized rate shown. Appointment ended midyear.
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

CHICHESTER, ROBERT S FORMER DIRECTOR-ATHLETICS AND CAMPUS RECREATION	UCI
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Compensation Element	Amount	Staff Comments
Annual Base	\$157,621.00	Annualized rate of pay shown. Appointment ended July 31, 2007.
Bonus	\$46,744.00	Total amount paid in 2007. Of this amount \$31,290.84 was earned and paid in 2007 and \$15,453 was earned in 2006 and paid in 2007.



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CHOI,LYNDA HEE SENIOR PORTFOLIO MANAGER - ABSOLUTE RETURN		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$107,198.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
CHU,STEVEN LABORATORY DIRECTOR		LBNL
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement.
Other Payment	\$228.00	Annual dues for UC Faculty Club paid from discretionary administrative fund.
Post Retirement Agreement		Entire base salary used to calculate UCRP pension included as part of offer letter approved by Regents Feb 1999.
CLAUDIO,JOSE R DIRECTOR-INFRASTRUCTURE SERVICE, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$27,905.00	Medical Center Incentive Award Program: Payout based on performance related to goals. Approved by the Regents on 09/18/07.



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COCHRAN, RONALD
LABORATORY EXECUTIVE OFFICER

LLNL

Compensation Element	Amount	Staff Comments
Annual Base	\$296,200.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.

COOKSEY, DONALD A.
ACTING DEAN-COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES

UCR

Compensation Element	Amount	Staff Comments
Stipend	\$45,800.00	Annualized stipend reflected. Actual stipend effective March 12, 2007 - March 11, 2008 for responsibilities associated with Acting Dean - College of Natural and Agricultural Sciences role.

CORDOVA, FRANCE A.
FORMER CHANCELLOR

UCR

Compensation Element	Amount	Staff Comments
Annual Base	\$300,000.00	Annualized rate of pay shown. Appointment ended June 30, 2007.
Auto Allowance	\$8,916.00	Annualized rate shown. Appointment ended June 30, 2007.
University Housing		Continued to occupy University residence from July 1 through July 15, 2007 after she stepped down as Chancellor. Approved under interim authority, June 2007. Payment of \$1,250 was received by the University as rent for this period of time.



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COWHEY,PETER F. UCSD
ACTING ASSOCIATE VICE CHANCELLOR FOR INTERNATIONAL AFFAIRS

Compensation Element	Amount	Staff Comments
Stipend	\$28,590.00	Annualized stipend reflected. Actual stipend effective January 1, 2007 - June 30, 2008 for responsibilities associated with Acting Associate Vice Chancellor for International Affairs role.

COX,JULIE M UCSF
DIRECTOR-INFORMATION TECHNOLOGY, CUSTOMER SERVICE, MEDICAL CENTER

Compensation Element	Amount	Staff Comments
Incentive	\$29,666.00	Medical Center Incentive Award Program: Payout based on performance related to goals. Approved by the Regents on 09/18/07.

COYLE,MICHELE C. UCR
CAMPUS COUNSEL

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement.

CRAFT ROGERS,KATHRYN LLNL
PRINCIPAL DEPUTY ASSOCIATE DIRECTOR, ADMINISTRATION AND HUMAN RESOURCES

Compensation Element	Amount	Staff Comments
Annual Base	\$208,800.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.



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CRAIG, PAUL A CHIEF RISK MANAGEMENT AND PATIENT SAFETY OFFICER		UCSD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$23,125.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
CRAWFORD, DONA ASSOCIATE DIRECTOR, COMPUTATION		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$295,000.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
CREEM, MITCHELL R. CHIEF FINANCIAL OFFICER -- UCLA MEDICAL SCIENCES		UCLA
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$61,907.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Severance/Separation Agreement		Guaranteed a severance payment equivalent to one year of salary upon termination not for cause. Approved retroactively by Regents action RE 74 Guideline #A-2 September 2006.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

CRICKETTE, GRACE MARGUERITE
CHIEF RISK OFFICER

UCOP

Compensation Element	Amount	Staff Comments
Incentive	\$28,910.00	Performance based incentive: 2006 award of \$18,910 and 2007 award of \$10,000.
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

CROOKS, HEIDI
SR. ASSOCIATE DIRECTOR -- OPERATIONS & PATIENT CARE SERVICES

UCLA

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$33,914.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.

CULLENBERG, STEPHEN E.
DEAN-COLLEGE OF HUMANITIES, ARTS, & SOCIAL SCIENCES

UCR

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

DARLING, BRUCE B
EXECUTIVE VICE PRESIDENT - UNIVERSITY AFFAIRS

UCOP

Compensation Element	Amount	Staff Comments
Stipend	\$38,000.00	Annualized stipend reflected. Actual stipend effective March 15, 2007 - June 14, 2007 for assuming a portion of the duties of the Exec VP-Bus Ops & the Sr VP-Chf Compliance & Audit Officer. Actual payout received was \$14,394.



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DENTON, EDWARD J VICE CHANCELLOR-FACILITIES SERVICES		UCB
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
DEOLALIKAR, ANIL B. FORMER ACTING DEAN-A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT		UCR
Compensation Element	Amount	Staff Comments
Stipend	\$28,922.00	Annualized stipend reflected. Actual stipend effective July 17, 2006 - June 30, 2007 for responsibilities associated with Acting Dean--A. Gary Anderson Graduate School of Management role.
DEPAOLO, DONALD J SCIENTIFIC DIVISION DIRECTOR FACULTY		LBNL
Compensation Element	Amount	Staff Comments
Stipend	\$39,420.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 50% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
Stipend	\$4,000.00	\$4,000 Administrative Stipend (1.52% this year) charged to State funds for his joint appointment as UCB/LBNL Director of the Center of Isotope Geochemistry.



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DEVRIES,JAN FORMER VICE PROVOST-ACADEMIC AFFAIRS & FACULTY WELFARE		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$208,200.00	Annualized rate of pay shown. Appointment ended June 30, 2007.
DHIR,VIJAY K DEAN -- SCHOOL OF ENGINEERING AND APPLIED SCIENCE		UCLA
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Summer Salary	\$21,133.00	Exception allowed by SMG policy, payment for summer research conducted in July 2007 and funded by a NASA grant. Per policy, equivalent number of days of vacation was forfeited. Approved by The Regents, July 2007.
DIAZ DE LA RUBIA,TOMAS ASSOCIATE DIRECTOR, CHEMISTRY, MATERIALS, & LIFE SCIENCES		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$292,500.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
Other Cash Payment	\$251.00	Received award through LLNL internal recognition award program.
DIAZ,ALPHONSO V. VICE CHANCELLOR-ADMINISTRATION		UCR
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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DONG, DANIEL B FORMER DIRECTOR-PHARMACEUTICAL SERVICES, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$25,745.00	Medical Center Incentive Award Program: Payout based on performance related to goals. Approved by the Regents on 09/18/07.
DORRELL, KARL JAMES HEAD COACH, FOOTBALL		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$150,000.00	Base salary approved as part of negotiated athletics' contract.
Incentive	\$15,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance.
Other Cash Payment	\$700,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCLA.
Other Cash Payment	\$78,070.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation		\$500,000 bonus payable at end of 5-year contract. Fully payable if incumbent remains for full term ending in 2011. If terminated without cause a pro-rated portion will be calculated through termination date and paid. Approved by Regents July 2006.
Other - Exclude from Total Cash Compensation	\$18,617.00	Two courtesy vehicles approved as part of negotiated athletics' contract.



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DOUGLASS, JOSEPH P HEAD COACH-MEN'S BASKETBALL		UCI
Compensation Element	Amount	Staff Comments
Bonus	\$6,000.00	Incentive Bonus Plan
Other Cash Payment	\$53,714.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
DOYLE, FIONA M FORMER ACTING DEAN-COLLEGE OF ENGINEERING		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$159,500.00	Adjusted faculty salary.
Stipend	\$25,000.00	Annualized stipend reflected. Actual stipend 12/01/2006 - July 31, 2007 for responsibilities associated with Acting Dean - College of Engineering. Acting appointment ended July 31, 2007, upon assumption of full duties of new dean.
DRAKE, PAUL W FORMER DEAN - DIVISION OF SOCIAL SCIENCES		UCSD
Compensation Element	Amount	Staff Comments
Annual Base	\$218,700.00	Annualized rate of pay shown. Returned from sabbatic leave 7/1/2007. Appt as Dean ended Sept 30, 2007. New appt as Senior Vice Chancellor - Academic Affairs effective Oct 1, 2007.
Sabbatical Eligibility and/or Transfer		During 2007: On sabbatic leave 1/1/2007 - 6/30/2007. Actual payout during this period of time was \$109,350.



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DUFFY, SHARON A. ACTING DEAN-UNIVERSITY EXTENSION		UCR
Compensation Element	Amount	Staff Comments
Stipend	\$48,522.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - September 30, 2008 for responsibilities associated with Acting Dean - University Extension role.

DUNBAR, MIKE L. FORMER ASSISTANT FOOTBALL COACH		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$168,000.00	Annualized base salary approved as part of negotiated athletics' contract. Contract ended January 31, 2007.
Other Cash Payment	\$26,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.

DURDEN, DAVID A. HEAD COACH-MEN'S SWIMMING AND DIVING		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$120,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$20,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Temporary Housing	\$3,937.00	Approved as part of the athletics' contract to accommodate move from Maryland.
Other Payment	\$104,963.00	Buyout of Maryland contract, approved as part of athletics' contract.



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DURUISSEAU, SHELTON J		UCD
SENIOR ADMINISTRATIVE AND PROFESSIONAL SERVICES OFFICER, UC DAVIS HEALTH SYSTEM		
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$35,190.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
DWIGHT, SHEILA D.		UCR
FORMER ACTING DEAN-UNIVERSITY EXTENSION		
Compensation Element	Amount	Staff Comments
Annual Base	\$117,100.00	Annualized base rate shown. Acting appointment ended June 28, 2007.
Stipend	\$17,600.00	Annualized stipend reflected. Actual stipend effective November 1, 2006 - June 28, 2007 for responsibilities associated with Acting Dean - University Extension role.
DYNES, ROBERT C		UCOP
PRESIDENT OF THE UNIVERSITY		
Compensation Element	Amount	Staff Comments
Other Payment	\$7,500.00	Tax Preparation: Tax preparation for revised taxes. Practice consistent with others who received corrected W2's. Approved by The Regents May 17, 2006.
EAGAN, NANCY SUSAN		UCI
SENIOR DIRECTOR-H.H. CHAO COMPREHENSIVE DIGESTIVE DISEASE CENTER AND H.H. CHAO CANCER CENTER		
Compensation Element	Amount	Staff Comments
Incentive	\$23,550.00	Medical Center's Director's Incentive Plan (DIP): Eligible to participate in the MC DIP annually with a maximum potential of 15%.



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EDLEY,CHRISTOPHER DEAN-BOALT SCHOOL OF LAW		UCB
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Partner Career Opportunity Program		Campus committed to fund 3 years of 1/2 time employment for incumbent's spouse as part of offer beginning 7/1/2004 and ending 6/30/2007.
ELLIS,ARTHUR BARON VICE CHANCELLOR-RESEARCH		UCSD
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
ELMAN,JEFFREY L. ACTING DEAN - DIVISION OF SOCIAL SCIENCES		UCSD
Compensation Element	Amount	Staff Comments
Stipend	\$30,879.00	Annualized stipend reflected. Actual stipend effective Oct. 1, 2007 - Sept. 30, 2008 for responsibilities associated with Acting Dean - Division of Social Sciences role.



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ENTRIKIN, J N ACTING DEAN AND VICE PROVOST-INTERNATIONAL STUDIES		UCLA
Compensation Element	Amount	Staff Comments
Stipend	\$23,800.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - May 31, 2008 for responsibilities associated with Acting Dean and Vice Provost-International Studies role.
ESQUER, DAVID HEAD COACH-BASEBALL		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$109,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$38,288.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Cash Payment	\$32,925.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$5,400.00	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
Other Cash Payment	\$15,000.00	Athletic equipment supplier consideration approved as part of negotiated athletics' contract.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
EVANS, KIM B INVESTMENT OFFICER		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$99,819.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.



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FALCONE, ROGER W SCIENTIFIC DIVISION DIRECTOR FACULTY		LBNL
Compensation Element	Amount	Staff Comments
Stipend	\$29,900.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 50% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
FALLE, JOHN GARY DIRECTOR, NATIONAL LABORATORY AFFAIRS		UCOP
Compensation Element	Amount	Staff Comments
Bonus	\$2,950.00	Staff Recognition Development Program
FAWLEY, REECE I EXECUTIVE DIRECTOR-HEALTH PLAN STRATEGY & REVENUE MANAGEMENT, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$35,730.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by the Regents on 09/18/07.
FEATHERSTONE, JOHN D B INTERIM DEAN-SCHOOL OF DENTISTRY		UCSF
Compensation Element	Amount	Staff Comments
Stipend	\$72,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - School of Dentistry role. Approved by the Regents on 08/09/07.
Health Sciences Compensation Plan	\$82,500.00	Per policy, eligible to participate in Health Sciences Compensation Plan.



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FEINBERG, DAVID T ACTING ASSOCIATE VICE CHANCELLOR/CHIEF EXECUTIVE OFFICER		UCLA
Compensation Element	Amount	Staff Comments
Stipend	\$283,900.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Associate Vice Chancellor/Chief Executive Officer role.
Clinical Enterprise Management Recognition Program		Eligible to participate in CEMRP annually beginning in 2008 with a maximum potential of 20%, actual amount based on performance related to goals.
FELLER, RICHARD I HEAD COACH-WOMEN'S VOLLEYBALL		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$108,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$25,000.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Benefits		Per negotiated athletics' contract, spouse/partner travel/events outside San Francisco Bay Area.
Other - Exclude from Total Cash Compensation	\$2,000.00	Apparel consideration approved as part of negotiated athletics' contract.
FELLOURIS, MARA EXECUTIVE DIRECTOR-PROGRAM MANAGEMENT OFFICE		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$7,910.00	Finance and Administrative Services Incentive Plan: Payout based on performance related to goals. Approved locally on 10/10/07.



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FERDERBER,LAWRENCE CHIEF OF STAFF		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$272,900.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
FERNANDES,ROXANNE EXECUTIVE DIRECTOR-CHILDREN'S HOSPITAL, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$35,730.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by the Regents on 09/18/07.
FERNANDEZ,JEFFREY A CHIEF FINANCIAL OFFICER		LBNL
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement.
FERNANDEZ,NOHEMA DEAN-CLAIRE TREVOR SCHOOL OF THE ARTS		UCI
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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FERRANTE,JEANNE ACTING DEAN JACOBS SCHOOL OF ENGINEERING		UCSD
Compensation Element	Amount	Staff Comments
Stipend		Per policy, stip apprv by Chanc effect Oct 1, 2007 - Dec 31, 2007 for responsibilities associated with Acting Dean - Jacobs School of Engineering role. Due to administrative error stipend of \$1,250 not paid during 2007 and will be paid in 2008.
FLANNERY,DIANE M MANAGER, UCLA-NPI CENTER FOR COMMUNITY HEALTH		UCLA
Compensation Element	Amount	Staff Comments
Incentive	\$1,887.00	Management Incentive Award Program: Eligible to participate annually with a maximum potential of 10%. Actual payout based on achievement of performance related goals.
FLEMING,GRAHAM R DEPUTY DIRECTOR		LBNL
Compensation Element	Amount	Staff Comments
Senior Management Supplement		Participation in program ended mid 2007 due to dual appt as tenured faculty.
FLYNN,MARY FRANCES DIRECTOR, MANAGED CARE PROGRAM, UCLA MEDICAL CENTER		UCLA
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$30,228.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



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FOX,MARYE ANNE
CHANCELLOR

UCSD

Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
University Housing		As a non-taxable benefit, per the offer letter, a house is being rented off campus, pending renovation of University House.
Other Payment	\$945.00	Annual membership renewal payment made to Cosmos Club 9/06 to cover Chancellor Fox's 2006-07 membership fee. Membership is used to secure meeting and lodging facilities during business travel.

FRAKER,HARRISON S JR
DEAN-COLLEGE OF ENVIRONMENTAL DESIGN

UCB

Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.

FRANKEL,ANN D
ASSISTANT DIRECTOR, FINANCIAL SERVICES

UCD

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$18,271.00	Clinical Enterprise Mgmt award approved by UCDHS CEO, Ann Madden Rice (salary was under threshold for Regental approval when paid on 9/19).
Other Cash Payment	\$5,111.00	Paid Time Off: UCDHS paid time off program.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

FRENCH, BARBARA J. ASSOCIATE VICE CHANCELLOR-UNIVERSITY RELATIONS		UCSF
Compensation Element	Amount	Staff Comments
Bonus	\$23,800.00	Staff Recognition Development Program 10% max. Approved by the Regents on 09/18/07.
FRIED, LINDA INVESTMENT OFFICER		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$106,299.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
FRIELING, MORRIS J. ASSOCIATE DIRECTOR-FINANCE, MEDICAL CENTER		UCI
Compensation Element	Amount	Staff Comments
Incentive	\$26,064.00	Medical Center's Director's Incentive Plan (DIP): Eligible to participate in the MC DIP annually with a maximum potential of 15%.
Other Payment	\$9,987.00	Paid Time Off Payout: Automatic payout for paid time off amount in excess of accumulation limits.
GAINES, STEVE ACTING DEAN OF MLPS		UCSB
Compensation Element	Amount	Staff Comments
Stipend	\$39,260.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - MLPS role.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

GARAMENDI, JOHN RAYMOND II
VICE CHANCELLOR- UNIVERSITY RELATIONS

UCM

Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
MOP Loan		Previous MOP Loan of \$800,000 paid off 7/30/2007.

GEOCARIS, DIANE FIELDS
CHIEF CAMPUS COUNSEL

UCI

Compensation Element	Amount	Staff Comments
Stipend	\$24,000.00	Annualized stipend reflected. Stipend effective 7/1/07 - 12/31/07 for additional responsibilities of some aspects of vacant Associate Chancellor position.

GIDDINGS, LELAND M
CHIEF COMPLIANCE OFFICER, PRIVACY OFFICER, AND MEDICAL DIRECTOR FOR CLINICAL RESOURCE MANAGEMENT

UCSD

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$32,144.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

GIL, GLORIA BROWNING REAL ESTATE INVESTMENT OFFICER		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$57,840.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
Relocation Allowance	\$30,000.00	As exception to policy, relocation allowance paid out in lump sum with no payback terms.
Moving Expenses - Shipment of Household Goods	\$3,868.00	Reimbursement of expenses associated with shipment of household goods. Moving expenses paid directly to vendor.
Moving Expenses - Moving Services	\$2,392.00	Reimbursement of expenses associated with moving services.
GILLESS, J KEITH ACTING DEAN-COLLEGE OF NATURAL RESOURCES		UCB
Compensation Element	Amount	Staff Comments
Stipend	\$40,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - College of Natural Resources role.
GILWEE, JON D SENIOR DIRECTOR-GOVERNMENT HEALTHCARE PROGRAMS		UCI
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$22,282.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

GJERDE, JON FORMER ACTING DEAN-SOCIAL SCIENCES		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$150,267.00	Annualized adjusted academic salary shown. Acting Dean appointment ended June 30, 2007.
Stipend	\$20,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2006 - June 30, 2007 for responsibilities associated with Acting Dean - Social Sciences role. Acting appointment ended June 30, 2007.
GLADSON, REBEKAH G. ASSOCIATE VICE CHANCELLOR AND CAMPUS ARCHITECT-DESIGN AND CONSTRUCTION SERVICES		UCI
Compensation Element	Amount	Staff Comments
Stipend	\$16,800.00	Ongoing stipend for additional duties associated with her role as Project Architect and Construction Coordinator of the Medical Center's seismic replacement hospital project. Effective February 1, 2005 - January 31, 2009.
Bonus	\$1,100.00	Spotlight Award: Regental approval not needed. Employee below threshold when award was given and paid. Salary was \$179,883 and stipend was \$16,800 when \$1,100 award paid (total compensation was \$197,783).
GLADSTONE, STEPHEN HEAD COACH-MEN'S CREW		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$105,500.00	Base salary approved as part of negotiated athletics' contract.
Incentive	\$4,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance (Pac 10 Championship).
Other Cash Payment	\$65,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

Exceptional Vacation accrual

Approved as part of negotiated athletics' contract.

Other - Include in Total Cash Compensation \$7,250.00

Courtesy vehicle approved as part of negotiated athletics' contract.

GOLDSTEIN, WILLIAM
ASSOCIATE DIRECTOR, PHYSICS & ADVANCED TECHNOLOGY

LLNL

Compensation Element

Amount

Staff Comments

Annual Base

\$288,900.00

Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.

GOMES, WAYNE R
FORMER VICE PRESIDENT-ANR

ANR

Compensation Element

Amount

Staff Comments

Annual Base

\$238,723.00

Annualized rate of pay shown. Appointment ended April 30, 2007.

GONG, JANET C.
FORMER ACTING VICE CHANCELLOR - STUDENT AFFAIRS

UCD

Compensation Element

Amount

Staff Comments

Annual Base

\$160,684.00

Annualized rate shown. Acting appointment ended July 31, 2007.

Stipend

\$26,416.00

Annualized stipend reflected. Actual stipend effective Jan. 1, 2007 - July 31, 2007 for responsibilities associated with Acting Vice Chancellor - Student Affairs role.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

GOODWIN,BRUCE ASSOCIATE DIRECTOR, DEFENSE & NUCLEAR TECHNOLOGY		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$313,500.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.

GRAY,JOE W ASSOCIATE LABORATORY DIRECTOR		LBNL
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement.

GREGORY,ROBERT ASSISTANT COACH-FOOTBALL		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$168,000.00	Base salary approved as part of negotiated athletics' contract.
Incentive	\$6,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance. \$6000 for non-BCS Bowl
Bonus	\$40,000.00	Paid at the discretion of the Head Football Coach. Approved as part of negotiated athletics' contract.
Other Cash Payment	\$62,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Cash Payment	\$10,000.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

Other Benefits		Spouse/partner travel to events outside of the Bay Area. Approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$6,350.00	Courtesy vehicle approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation		Sport Club Family Membership approved as part of negotiated athletics' contract. Coach has not availed himself of this benefit.

GREY, ROBERT D.
ACTING CHANCELLOR

UCR

Compensation Element	Amount	Staff Comments
Annual Base	\$300,000.00	Annualized rate shown. Appointment began June 29, 2007.
University Housing		Required to live in the Chancellor's residence as approved at the June 2007 Regents' meeting.
Temporary Housing	\$3,636.00	Residence was not available upon appointment.
Other Payment	\$10,694.00	Basic furnishings for Chancellor's residence: Reimbursement for furnishings that will stay in the Chancellor's residence when incumbent leaves.

GRIFFITHS, DIANE MARIE
SECRETARY AND CHIEF OF STAFF TO THE REGENTS

UCOP

Compensation Element	Amount	Staff Comments
Executive Disability		As an exception to policy, eligible immediately upon hire. Normally must wait 5 years.
Temporary Housing	\$25,000.00	Six months temporary housing approved, not to exceed \$25,000.
Post Retirement Agreement		Full University contribution for retiree health benefits.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

GRIMES,KEVIN HEAD COACH-MEN'S SOCCER		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$80,000.00	Base salary approved as part of negotiated athletics' contract.
Bonus	\$17,500.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout includes \$6500 for 2006 NCAA accomplishments, \$4000 for Pac-10 Championship; \$7000 for getting to second round of NCAA championship.
Other Cash Payment	\$92,034.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract. Includes a \$6000 payment for summer 2006 which was not paid until 2007.
Other Cash Payment	\$5,400.00	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
Other Cash Payment	\$2,500.00	Apparel consideration approved as part of negotiated athletics' contract.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other Benefits		Spouse travel for events outside Bay Area approved as part of negotiated athletics' contract.
GROSSER,JOY MELANIE CHIEF INFORMATION OFFICER		UCI
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$32,490.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

GUERRERO,DANIEL GENE DIRECTOR, INTERCOLLEGIATE ATHLETICS		UCLA
Compensation Element	Amount	Staff Comments
Incentive	\$120,375.00	Supplemental Compensation Opportunities (2007) based on performance related goals set in employment contract.
Incentive	\$29,906.00	Supplemental Compensation Opportunities (2006) based on performance related goals set in employemnt contract.
Other - Exclude from Total Cash Compensation	\$19,914.00	Per negotiated athletic's contract, two courtesy vehicles (imputed income). Approved by Regents in March 2006.
GURTNER,WILLIAM H ACTING VICE PRESIDENT - CLINICAL SERVICES DEVELOPMENT		UCOP
Compensation Element	Amount	Staff Comments
Annual Base	\$400,000.00	Recalled retiree working at 43% resulting in actual salary of \$172,000.
Executive Life		Per policy, not eligible due to rehired retiree status.
Executive Business Travel		Per policy, not eligible due to rehired retiree status.
Executive Disability		Per policy, not eligible due to rehired retiree status.
Retiree Benefits		Per policy, not eligible due to rehired retiree status.
GURTNER,WILLIAM H FORMER VP--CLINICAL SERVICES DEV.		UCOP
Compensation Element	Amount	Staff Comments
Annual Base	\$418,400.00	Annualized base salary reflected. Appointment ended July 31, 2007.
Incentive	\$75,000.00	Based on assessment of Mr. Gurtner's performance against goals and objectives, and as authorized under the terms of his letter of appointment approved by The Regents on Dec. 4, 1995.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

HARDCASTLE, KATHLEEN DIRECTOR-SPECIAL PROJECTS		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$208,800.00	Annualized base salary reported. Part of University reporting population until she retired June 29, 2007. Transfer to new management effective October 1, 2007.
Other Cash Payment	\$778.00	Directorate Award: Laboratory Award & Recognition Program.
HAREL, ELAZAR C. ASSISTANT VICE CHANCELLOR-ADMINISTRATIVE COMPUTING AND TELECOMMUNICATIONS		UCSD
Compensation Element	Amount	Staff Comments
Bonus	\$3,600.00	Staff Recognition and Development Program award: Payout based on performance related to goals.
HARLOW, SUSAN ACTING VICE CHANCELLOR - UNIVERSITY ADVANCEMENT		UCR
Compensation Element	Amount	Staff Comments
Stipend	\$38,500.00	Annualized stipend reflected. Actual stipend effective Sept. 10, 2007 - Sept. 9, 2008 for responsibilities associated with Acting Vice Chancellor - University Advancement role.
HARRIS, CHARLES B DEAN-COLLEGE OF CHEMISTRY		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

HARRIS,JOHN P CHIEF STRATEGY & BUSINESS DEVELOPMENT OFFICER, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$38,445.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by the Regents on 09/18/07.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
HAWGOOD,SAMUEL INTERIM DEAN-SCHOOL OF MEDICINE		UCSF
Compensation Element	Amount	Staff Comments
Stipend	\$181,425.00	Annualized stipend reflected. Actual stipend effective December 14, 2007 - December 14, 2008 for responsibilities associated with Acting Dean - School of Medicine role. Approved by the Regents on 01/18/08.
Health Sciences Compensation Plan	\$195,475.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
HAYMET,ANTHONY DOUGLAS JOHN VICE CHANCELLOR-MARINE SCIENCES, DEAN OF THE GRADUATE SCHOOL OF MARINE SCIENCES & DIRECTOR SCRIPPS INSTITUTION OF OCEANOGRAPHY		UCSD
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Other Reimbursement	\$708.00	Reimbursement of costs associated with obtaining visa.
Moving Expenses - Relocation of Family	\$2,996.00	Reimbursement of expenses associated with relocation of family from Australia.
Moving Expenses - Shipment of Household Goods	\$20,489.00	Shipment of household goods from Australia.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

HAYWARD,BRAD ACTING ASST VICE PRESIDENT, STRATEGIC COMMUNICATIONS		UCOP
Compensation Element	Amount	Staff Comments
Stipend	\$20,888.00	Annualized stipend reflected. Actual stipend effective Oct. 22, 2007 - Oct. 21, 2008 for responsibilities associated with Acting Asst Vice President, Strategic Communications role.
HEMMINGER,JOHN C. DEAN-SCHOOL OF PHYSICAL SCIENCES		UCI
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Summer Salary	\$18,147.00	Exception allowed by SMG policy. Funded by the Nat'l Sci Found, Atmospheric Integ'd Res. for Understanding Chemistry at Interfaces, DOE in June/July 2007. Per policy, 22 days of vacation was forfeited. Approved by The Regents, July 2007.
HENRY,NEIL ACTING DEAN-GRADUATE SCHOOL OF JOURNALISM		UCB
Compensation Element	Amount	Staff Comments
Stipend	\$21,100.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - December 31, 2007 for responsibilities associated with Acting Dean - Graduate School of Journalism role.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

HERRERA SOBEK, MARIA UCSB
ASSOCIATE VICE CHANCELLOR FOR DIVERSITY, EQUITY, AND ACADEMIC POLICY

Compensation Element	Amount	Staff Comments
Summer Salary	\$17,904.00	As 50% Professor, assigned duties include teaching. Compensated for teaching one undergraduate Chicano Studies class in Summer Session.

HERRON, JAMES R UCI
ASSOCIATE VICE CHANCELLOR-ADMINISTRATION OF HEALTH AFFAIRS

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$28,490.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

HERSHMAN, LAWRENCE C UCOP
FORMER SPECIAL ASSISTANT - BUDGET MATTERS

Compensation Element	Amount	Staff Comments
Annual Base	\$348,837.00	Annualized rate shown. Recalled retiree to work up to 43%. Actual salary for calendar year 2007 was \$125,000. This appt ended 9/30/2007.
Executive Life		Per policy, not eligible due to rehired retiree status.
Executive Business Travel		Per policy, not eligible due to rehired retiree status.
Executive Disability		Per policy, not eligible due to rehired retiree status.



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HIRAHARA, JAMES SHIGERU EXECUTIVE DIRECTOR-BUSINESS AND FINANCE OPERATIONS		UCOP
Compensation Element	Amount	Staff Comments
Bonus	\$22,087.00	\$20,000 bonus approved in response to work done during the transfer of Los Alamos National Laboratory to new management. \$2,087 bonus approved as part of Staff Recognition Development Program.
HISGILOV, HAGGAI EXECUTIVE DIRECTOR, STRATEGIC SOURCING		UCOP
Compensation Element	Amount	Staff Comments
Incentive	\$17,676.00	Payout based on performance related to goals.
Bonus	\$5,000.00	Staff Recognition Development Program
HOFFERBER, SCOTT S. CHIEF OPERATING OFFICER - UCSD MEDICAL GROUP		UCSD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$25,762.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
HOGAN, ROBERT W. CHIEF FINANCIAL OFFICER-UCSD MEDICAL CENTER		UCSD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$32,467.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



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HOOVEN, MARTHA A FORMER ASSOCIATE CHAIR-ADMINISTRATION		UCSF
Compensation Element	Amount	Staff Comments
Stipend	\$21,280.00	Annualized stipend reflected. Actual stipend effective July 1, 2006 - June 30, 2007 for responsibilities associated with Associate Chair - Administration role. Approved by the Regents July 2007.
Incentive	\$31,494.00	Annual participation eligibility in School of Medicine Management Incentive Program with maximum of 20%, target of 15%, and actual payout based on performance related to goals. Approved by the Regents on 01/17/08.
HORWITZ, BARBARA A ACTING PROVOST AND EXECUTIVE VICE CHANCELLOR		UCD
Compensation Element	Amount	Staff Comments
Stipend	\$36,600.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Provost and Executive Vice Chancellor role.
Auto Allowance	\$8,916.00	Approved due to expectation that she will serve 100% time and perform full scope of position duties. Permanent appointee is eligible for auto allowance.
Health Sciences Compensation Plan	\$2,850.00	In addition to Vice Provost salary; approved by Regents retroactively and prospectively at July 2006 meeting; this payment ceased when base increased on March 1, 2007 per Regents at Mar. 2007 meeting.
HOUGHTON, SUSAN DIRECTOR, PUBLIC AFFAIRS		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$211,200.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

Other Cash Payment \$5,680.00 Per LLNL on-call exempt policy, payment for being on-call.

HOWLAND, BENJAMIN CLARK
HEAD COACH, MEN'S BASKETBALL

UCLA

Compensation Element	Amount	Staff Comments
Annual Base	\$250,000.00	Base salary approved as part of negotiated athletics' contract.
Incentive	\$75,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance.
Other Cash Payment	\$925,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCLA.
Other Cash Payment	\$142,550.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other - Exclude from Total Cash Compensation	\$18,504.00	Two courtesy vehicles approved as part of negotiated athletics' contract.

HUGHES, DAVID DOUGLAS
INVESTMENT OFFICER-EXTERNALLY MANAGED INVESTMENTS

UCOP

Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$9,715.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.

HUME, WYATT R.
EXECUTIVE VICE PRESIDENT

UCOP

Compensation Element	Amount	Staff Comments
Relocation Allowance	\$24,583.00	Per policy, total relocation allowance was \$73,750 to be paid in 3 equal installments from September 2005 to September 2007 in support of move from Australia.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

HURD, MERNA ASSOCIATE DEPUTY DIRECTOR - OPERATIONS		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$267,500.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
IDE, MARY B DIRECTOR-QUALITY SERVICES, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$23,520.00	Medical Center Incentive Award Program: Payout based on performance related goals. Approved locally on 10/10/07.
ISAACSON, MICHAEL SAUL ACTING DEAN SCHOOL OF ENGINEERING		UCSC
Compensation Element	Amount	Staff Comments
Stipend	\$28,800.00	Annualized stipend reflected. Actual stipend effective March 1, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - School of Engineering role.
JACKIEWICZ, THOMAS EDWARD ASSOCIATE VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER - HEALTH SCIENCES		UCSD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program		Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

Moving Expenses - Relocation	\$4,552.00	Reimbursement for travel and moving expenses incurred during relocation from New York.
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JACKSON,RUTH M.
UNIVERSITY LIBRARIAN

UCR

Compensation Element

Amount

Staff Comments

MOP Loan

Eligibility to participate in the University's Home Loan Program approved by The Regents as an exception to policy. Provided as part of a retention package.

JEWELL,NICHOLAS PATRICK
VICE PROVOST - ACADEMIC PERSONNEL

UCOP

Compensation Element

Amount

Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

JONES,KENNETH M
CHIEF FINANCIAL OFFICER, MEDICAL CENTER

UCSF

Compensation Element

Amount

Staff Comments

Clinical Enterprise Management Recognition Program

\$53,085.00

Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.

Severance/Separation Agreement

\$353,900.00

12 months of pay if University terminates incumbent for other than just cause. Per offer letter from 2001. Offer letter pre-dates need for Regental approval. This component was approved locally.



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JUSTUS,JOYCE B VICE PROVOST-EDUCATIONAL RELATIONS		UCOP
Compensation Element	Amount	Staff Comments
Stipend	\$25,125.00	Annualized stipend reflected. Actual stipend effective February 1, 2006 - January 31, 2007 for responsibilities associated with Vice Provost-Educational Relations role.
Executive Life		Per policy, not eligible due to rehired retiree status.
Executive Business Travel		Per policy, not eligible due to rehired retiree status.
Executive Disability		Per policy, not eligible due to rehired retiree status.
Other Payment	\$34,793.00	Temporary living expenses approved by The Regents as an exception to policy.
Other Reimbursement	\$17,464.00	Temporary transportation expenses approved by The Regents as an exception to policy.
JUZAITIS,RAYMOND ASSOCIATE DIRECTOR, NONPROLIFERATION, HOMELAND & NATIONAL SECURITY		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$292,100.00	Annualized base salary reported. Appointment ended August 15, 2007.
KAMIENIECKI,SHELDON DEAN, SOCIAL SCIENCES		UCSC
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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KANG,SUNG MO CHANCELLOR		UCM
Compensation Element	Amount	Staff Comments
Annual Base	\$295,000.00	Annualized rate shown. Appointment began March 1, 2007.
Auto Allowance	\$8,916.00	Annualized rate shown. Appointment began March 1, 2007.
Moving Expenses - Relocation	\$1,660.00	Moving expenses associated with move from Santa Cruz to Merced.
Moving Expenses - Shipment of Household Goods	\$5,133.00	Moving expenses associated with shipment of household goods from Santa Cruz to Merced.
KANG,SUNG MO FORMER DEAN, BASKIN SCHOOL OF ENGINEERING		UCSC
Compensation Element	Amount	Staff Comments
Annual Base	\$223,700.00	Annualized rate shown. Appointment ended February 28, 2007.
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
KAY,STEVE A DEAN - DIVISION OF BIOLOGICAL SCIENCES		UCSD
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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KEASLING, JAY D SCIENTIFIC DIVISION DIRECTOR FACULTY		LBNL
Compensation Element	Amount	Staff Comments
Stipend	\$44,280.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 50% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
KENNEDY, V. WAYNE ACTING VICE CHANCELLOR - EXTERNAL RELATIONS		UCSD
Compensation Element	Amount	Staff Comments
Annual Base	\$230,000.00	Recalled from retirement with a 60% appointment. Actual salary is \$138,000 (60% of \$230,000).
Executive Life		Per policy, not eligible due to rehired retiree status.
Executive Business Travel		Per policy, not eligible due to rehired retiree status.
Executive Disability		Per policy, not eligible due to rehired retiree status.
KESSLER, DAVID A FORMER DEAN-SCHOOL OF MEDICINE & VICE CHANCELLOR-MEDICAL AFFAIRS		UCSF
Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$40,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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KING, RONALD L CHIEF FINANCIAL OFFICER		UCI
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$49,275.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
KLOVE, CAROLE A CHIEF COMPLIANCE OFFICER -- UCLA HOSPITAL SYSTEM		UCLA
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$33,938.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
KO, WINSTON T DEAN - DIVISION OF MATHEMATICAL AND PHYSICAL SCIENCES, COLLEGE OF LETTERS AND SCIENCE		UCD
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
KOMISKE, BRUCE K. FORMER EXECUTIVE DIRECTOR-CLINICAL FACILITIES, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Annual Base	\$284,600.00	Annualized rate shown. Appointment ended June 7, 2007.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

KOPPEL,GUY E FORMER CHIEF INFORMATION OFFICER		UCD
Compensation Element	Amount	Staff Comments
Annual Base	\$226,355.00	Annualized rate shown. Appointment ended February 28, 2007.
Clinical Enterprise Management Recognition Program	\$13,318.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Other Cash Payment	\$2,234.00	Paid Time Off: UCDHS paid time off program.
KOSHLAND,CATHERINE P VICE PROVOST-ACADEMIC PLANNING AND FACILITIES		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
LADUSAW,WILLIAM A VICE PROVOST AND DEAN, UNDERGRADUATE EDUCATION		UCSC
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
LAPP,KATHERINE N EXECUTIVE VICE PRESIDENT - BUSINESS OPERATIONS		UCOP
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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Relocation Allowance		Per policy, Total \$90,000: 23.7% of current base salary to be paid out in 3 annual payments: 50/30/20% of total. If she terminates before 3 years remaining payments are forfeited.
Temporary Housing	\$10,353.00	Regents approved temporary housing not to exceed \$25,000 over 6 months.
Moving Expenses - Other	\$614.00	4 Round Trip tickets (Bay Area to NY & back) to finalize move from New York.

LARET, MARK R UCSF
CHIEF EXECUTIVE OFFICER, MEDICAL CENTER

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$82,905.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by the Regents on 09/18/07.
Other Reimbursement	\$2,354.00	Tax Preparation Reimbursement: Due to error made by campus that caused a cost to the employee for recalculation of tax returns. Consistent with other who received a corrected W2.

LARSEN, DENNIS KEITH UCOP
EXEC DIRECTOR-SENIOR MGMT COMP, BENEFITS AND EXEC RECRUITING

Compensation Element	Amount	Staff Comments
Bonus	\$1,000.00	Staff Recognition Development Program (SRDP): Payout based on performance.

LAVERNIA, ENRIQUE J UCD
DEAN - COLLEGE OF ENGINEERING

Compensation Element	Amount	Staff Comments
Summer Salary	\$19,775.00	Exception allowed by SMG policy, payment for 23 days of summer research conducted in August 2007 and funded by the Office of Naval Research. Per policy, 23 days of vacation was forfeited. Approved by the Regents, Sep. 2007.



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LAWRENCE,JANE FIORI VICE CHANCELLOR- STUDENT AFFAIRS		UCM
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
LAWRENCE,KAREN R. FORMER DEAN-SCHOOL OF HUMANITIES		UCI
Compensation Element	Amount	Staff Comments
Annual Base	\$189,300.00	Annualized base salary reflected. Appointment ended July 31, 2007.
LE GRANDE,HARRY ACTING VICE CHANCELLOR-STUDENT AFFAIRS		UCB
Compensation Element	Amount	Staff Comments
Stipend	\$36,344.00	Annualized stipend reflected. Actual stipend effective January 1, 2007 - December 31, 2007 for responsibilities associated with Acting Vice Chancellor-Student Affairs role.
LEARY,DAVID DEPUTY DIRECTOR, OPERATIONS		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$332,800.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.



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LEVEY, GERALD S. UCLA
 VICE CHANCELLOR -- MEDICAL SCIENCES & DEAN -- SCHOOL OF MEDICINE

Compensation Element	Amount	Staff Comments
Auto Allowance	\$8,916.00	Per RE 74 Guideline #A-3, Regents acknowledge notice September 2006.
Health Sciences Compensation Plan	\$207,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Other - Include in Total Cash Compensation	\$298.00	Regency Club Membership: Primarily used for business. Some personal usage, prorated and calculated as imputed income in 2007.
Other - Exclude from Total Cash Compensation	\$2,382.00	Regency Club Membership: Used as business location for meetings. Amount prorated to reflect portion of time that membership is used for business.

LEVI, DENNIS M. UCB
 DEAN-SCHOOL OF OPTOMETRY

Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Relocation Allowance	\$9,400.00	To be paid over 8 years with lump sum of \$75,000 in year seven. The total payout is \$150,000. Effective July 1, 2001 - June 30, 2009. \$9,400 reflects the amount paid in 2007. Approved as exception by Provost King and disclosed to The Regents in July 2001.
Summer Salary	\$17,867.00	Exception allowed by SMG policy, payment for 22 days of summer research conducted in July 2007, and funded by the National Eye Institute. Per policy, 22 days of vacation was forfeited. Approved by The Regents, July 2007.



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LEVINE, HAROLD G. DEAN-SCHOOL OF EDUCATION		UCD
Compensation Element	Amount	Staff Comments
Stipend	\$37,360.00	20% stipend increased due to 10/1/07 merit increase on base; as approved by Regents at Sep. 2007 meeting.
LIE, JOHN DEAN-INTERNATIONAL AND AREA STUDIES		UCB
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Sabbatical Eligibility and/or Transfer		One additional sabbatical credit accrued each year from July 1, 2004 - June 30, 2006 to balance lower initial salary offer. Approved retroactively by The Regents at their November 2006 meeting.
LIEKWEG, RICHARD J CHIEF EXECUTIVE OFFICER-UCSD MEDICAL CENTER		UCSD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$70,105.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Severance/Separation Agreement	\$591,500.00	Per offer letter, up to 12 months base salary and insurance coverage provided in the event of involuntary separation during the initial 5 years (3/18/2003-3/18/2008). Disclosed to The Regents in July 2006.



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LIMA,CYNTHIA G EXECUTIVE DIRECTOR-ADMINISTRATION, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$25,044.00	School of Medicine Management Incentive Program: Paid on 10/31/07 & 05/31/2007. Payout based on performance related to goals. Approved locally on 08/14/07.
LIU,AILEEN ASSOCIATE DIRECTOR		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$57,610.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
Relocation Allowance	\$1,215.00	Per policy, total relocation allowance was \$13,249.92. To be paid over 4 years: 40%, 30%, 20%, 10% from 12/1/03 - 11/30/07
LODGE-LEMON,BERNADETTE DIRECTOR, REVENUE CYCLE, UCLA HOSPITAL SYSTEM		UCLA
Compensation Element	Amount	Staff Comments
Incentive	\$6,324.00	Management Incentive Award Program: Eligible to participate annually with a maximum potential of up to 10%. Actual payout based on achievement of performance related goals.
LOHSE,CHERYL BROWN ASSOCIATE VICE CHANCELLOR - DEVELOPMENT		UCD
Compensation Element	Amount	Staff Comments
Other Cash Payment	\$350.00	Staff Recognition Program: 1 time payment made to non-represented staff who were in a career appt on 10/1/06 and whose performance was satisfactory or better. Paid 9/19/07.



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LONG,JANE C ASSOCIATE DIRECTOR, ENERGY & ENVIRONMENTAL SERVICES		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$273,900.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
LOPEZ,RANDY L ASSOCIATE VICE CHANCELLOR-ADMINISTRATION & CO-CHIEF INFORMATION OFFICER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$14,280.00	Staff Recog. Develop Prog & Financial Admin Svsc: SRDP: \$5000; FAS: \$9280. Payout based on performance related to goals. Approved by the Regents on 09/18/07.
LOTENERO,LAWRENCE J CHIEF INFORMATION OFFICER, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$38,385.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by the Regents on 09/18/07.
Severance/Separation Agreement	\$255,900.00	12 months of pay if the University terminates the incumbent for other than just cause. Offer letter pre-dates need for Regental approval. This component was approved locally.



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LOUIE, CLIFTON FORMER EXECUTIVE DIRECTOR-CLINICAL SERVICES, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Annual Base	\$239,100.00	Annualized rate shown. Appointment ended Oct. 4, 2007.
Clinical Enterprise Management Recognition Program	\$35,865.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
LOUIS, CHARLES FRANCIS VICE CHANCELLOR-RESEARCH		UCR
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
LU, SUSIE L. ASSOCIATE DIRECTOR, OPERATIONS-OUTPATIENT/ANCILLARY SERVICES, UCLA HOSPITAL SYSTEM		UCLA
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program		Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Relocation Allowance	\$21,500.00	Allowance of 25% of base salary (\$53,750) to be paid over a period of four years.



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LUDDEN, PAUL W FORMER DEAN-COLLEGE OF NATURAL RESOURCES		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$230,600.00	Annualized rated shown. Appointment ended Sept. 5, 2007.
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$5,333.00	Faculty Recruitment allowance of \$40,000: Payments made over a 5 year period, Sept 1, 2002 - Aug. 30, 2007.
LURQUIN, THOMAS JOHAN INVESTMENT OFFICER-PRIVATE EQUITY		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$46,479.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
LYTLE, LOY DEAN OF EXTENDED LEARNING SERVICES		UCSB
Compensation Element	Amount	Staff Comments
Stipend	\$14,400.00	Annualized stipend reflected. Actual stipend effective July 2, 2002 - June 30, 2008 for responsibilities associated with Director of Summer Sessions role.



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MACIAS,REYNALDO FLORES ACTING DEAN, DIVISION OF SOCIAL SCIENCES, COLLEGE		UCLA
Compensation Element	Amount	Staff Comments
Stipend	\$27,500.00	Annualized stipend reflected. Actual stipend effective January 1, 2007 - December 31, 2008 for responsibilities associated with Acting Dean - Division of Social Sciences, College role.
Other Cash Payment	\$8,304.00	Payment in 4/2007 of remaining summer salary amount for service as Chair in 2006-07, prior to current Acting Dean appointment.
MAHANEY,TIMOTHY M EXECUTIVE DIRECTOR-SUPPORT SERVICES, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$35,730.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
MAJUMDAR,ARUNAVA SCIENTIFIC DIVISION DIRECTOR FACULTY		LBNL
Compensation Element	Amount	Staff Comments
Stipend	\$29,880.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 67% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.



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MANDEL, JOSEPH D FORMER VICE CHANCELLOR -- LEGAL AFFAIRS		UCLA
Compensation Element	Amount	Staff Comments
Other Payment	\$32,500.00	Severance Benefit: To be received upon separation for any reason. Negotiated in employment offer (1991). Exception acknowledged in Regents' Item RE 74-#A-2 at September 2006 meeting
Other Reimbursement	\$1,847.00	Reimbursement for tax preparation fees and interest, on a grossed-up basis, resulting from the University's incorrect reporting. Consistent with other who received a corrected W2.
Other Benefits		Loan for Life Insurance: Loan of \$32,500 paid to employee in 1991/92 per RE 74 Guideline #A-2. Employee repaid loan upon retirement June 28, 2007.
MANDLE, JONATHAN R INVESTMENT OFFICER-ABSOLUTE RETURNS		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$23,227.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
MARGON, BRUCE H VICE CHANCELLOR, RESEARCH		UCSC
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Moving Expenses - Relocation	\$429.00	Lodging at SV Hilton while furniture being shipped from Maryland; paid in 2007.



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MARSHALL, DAVID B

UCSB

EXECUTIVE DEAN COLLEGE OF LETTERS & SCIENCE, DEAN, DIVISION OF HUMANITIES AND FINE ARTS

Compensation Element	Amount	Staff Comments
Stipend	\$30,000.00	Annualized stipend reflected. Actual stipend effective October 1, 2005 - September 30, 2008 for responsibilities associated with Executive Dean College of Letters & Science, Dean, Division of Humanities and Fine Arts role.
Summer Salary	\$17,091.00	Exception allowed by SMG policy, payment for 21 days of summer research conducted in July, August, and Sept. 2007. Per policy 21 days of vacation was forfeited. Research for book.

MARSHALL, SALLY J

UCSF

VICE PROVOST-ACADEMIC AFFAIRS

Compensation Element	Amount	Staff Comments
Bonus	\$5,000.00	Staff Recognition Development Program: To recognize leadership & performance as it relates to continuing the transformation of Academic Affairs to focus on higher level issues of faculty life, mentoring, & diversity. Approved by the Regents on 09/18/07.
Health Sciences Compensation Plan	\$35,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

MARTIN, WILLIAM W

UCLA

HEAD COACH, MEN'S TENNIS

Compensation Element	Amount	Staff Comments
Annual Base	\$78,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$218,887.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.



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Other Cash Payment	\$13,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCLA.
Other - Exclude from Total Cash Compensation	\$6,612.00	Courtesy vehicle approved as part of negotiated athletics' contract.

MASLACH ZIMBARDO,CHRISTINA
ACTING DEAN-UNDERGRADUATE DIVISION

UCB

Compensation Element	Amount	Staff Comments
Stipend	\$27,000.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - December 31, 2007 for responsibilities associated with Acting Dean - Undergraduate Division role. She will then resume duties as Vice Provost-Undergrad Ed & Instructional Technology.

MASON,MARY ANN
FORMER DEAN-GRADUATE DIVISION

UCB

Compensation Element	Amount	Staff Comments
Annual Base	\$172,600.00	Annualized rate shown. Appointment ended June 30, 2007.

MATTHEWS,GARY CLIFFORD
ACTING VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING

UCSD

Compensation Element	Amount	Staff Comments
Stipend	\$26,940.00	Annualized stipend reflected. Actual stipend effective December 1, 2006 - December 14, 2007 for responsibilities associated with Acting Vice Chancellor - Resource Management and Planning role. Appointed permanently to the position, ending the stipend.
Bonus	\$3,300.00	Staff Recognition and Development Program award: Payout based on performance related to goals.



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MATTHEWS,GARY CLIFFORD VICE CHANCELLOR - RESOURCE MANAGEMENT AND PLANNING		UCSD
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
MC GINTY,FELICIA ELAINE VICE CHANCELLOR, STUDENT AFFAIRS		UCSC
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$50,000.00	Per policy, paid out as lump sum with contingent repayment schedule in support of move from Pennsylvania.
Moving Expenses - Relocation	\$396.00	Moved from Pennsylvania. Per policy, 100% up to \$20,000. Move still in process. This payment to Enterprise Rent a Car.
Moving Expenses - Shipment of Household Goods	\$6,345.00	Reimbursement for shipment of household goods from Pennsylvania.
MC GOWAN,WILLIAM H CHIEF FINANCIAL OFFICER - UC DAVIS MEDICAL CENTER		UCD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$51,210.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



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MCAFEE, THOMAS VARDON UCSD
DEAN - CLINICAL AFFAIRS, HEALTH SCIENCES

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$52,612.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Clinical Enterprise Management Recognition Program	\$52,612.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.

MCAFEE, THOMAS VARDON UCSD
PHYSICIAN-IN-CHIEF, HEALTH SCIENCES

Compensation Element	Amount	Staff Comments
Annual Base	\$353,100.00	Annualized rate of pay shown. Stipend ended June 30, 2007.
Stipend	\$35,310.00	Annualized stipend reflected. Actual stipend effective Oct. 1, 2007 - June 30, 2007 for additional duties associated with the vacancy of the Associate Vice Chancellor-Finance.

MCGRAW, DAVID C LBNL
ASSOCIATE LABORATORY DIRECTOR

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement.



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MCGUIRE, NEIL J. HEAD COACH - WOMEN'S SOCCER		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$105,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$15,919.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$3,365.00	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
Other Cash Payment	\$7,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance. Participation in 1st and 2nd round of NCAA Championship.
Temporary Housing	\$1,319.00	Approved as exception to policy.
Other Payment	\$10,000.00	Signing Bonus approved as part of negotiated athletics' contract.
Moving Expenses - Moving Services	\$7,151.00	Per negotiated athletics' contract, reimbursement for moving expenses.
MCKEEVER, TERI J. HEAD COACH-WOMEN'S SWIMMING		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$121,170.00	Base salary approved as part of negotiated athletics' contract.
Incentive	\$33,500.00	2007 incentive approved as part of negotiated athletics' contract. Payout based on \$10,000 overpayment to be repaid in 2008; \$23,500 = \$15,000 in top 4 of NCAA championship and \$1000 for top 3 in Pac10; and \$7500 for misc. accomplishments of athletes.
Other Cash Payment	\$21,135.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$15,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.



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Other Cash Payment	\$55,925.00	Athletic Equipment supplier agreement approved as part of negotiated athletics' contract.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.

MICHALCZIK, JIM OFFENSIVE COORDINATOR - FOOTBALL

UCB

Compensation Element	Amount	Staff Comments
Annual Base	\$168,000.00	Annualized base salary approved as part of negotiated athletics' contract.
Bonus	\$14,000.00	\$8000 bonus paid at discretion of Head Coach as approved as part of negotiated athletics' contract. \$6000 bonus for participation in non-BCS Bowl game.
Other Cash Payment	\$24,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Cash Payment	\$5,400.00	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
Other Cash Payment	\$10,000.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.

MIDANIK, LORRAINE T ACTING DEAN - SCHOOL OF SOCIAL WELFARE

UCB

Compensation Element	Amount	Staff Comments
Annual Base	\$144,644.00	Annualized rate of pay shown. Acting appointment ended August 31, 2007. Appointed as permanent Dean effective September 1, 2007.
Stipend	\$21,700.00	Annualized stipend reflected. Actual stipend effective July 1, 2006 - August 31, 2007 for responsibilities associated with Acting Dean - School of Social Welfare role.



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MIDANIK, LORRAINE T
DEAN - SCHOOL OF SOCIAL WELFARE

UCB

Compensation Element	Amount	Staff Comments
Annual Base	\$200,000.00	When appointment as permanent Dean began effective September 1, 2007, all compensation for acting appointment ceased.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

MILLER, GEORGE
LABORATORY DIRECTOR

LLNL

Compensation Element	Amount	Staff Comments
Annual Base	\$390,400.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
Auto Allowance	\$8,916.00	Annualized rate shown. LLNL association with the University ended September 30, 2007.
Other Cash Payment	\$50,000.00	Contract Award Bonus.

MILLER, MARY E
VICE CHANCELLOR-ADMINISTRATION

UCM

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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MILLER,RUSSELL DEPARTMENT HEAD, SAFEGUARDS & SECURITY		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$219,000.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
MINEAR,MICHAEL N CHIEF INFORMATION OFFICER, DAVIS CAMPUS HEALTH SYSTEM		UCD
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$27,500.00	Per policy, \$55000 (17.7%) to be paid in 2 equal annual installments with \$27500 paid upon arrival and \$27500 paid in one payment after Jan. 1, 2008; Interim action approved by Regents Nov. 2007.
MIRSKY,ZINA ASSOCIATE DEAN SCHOOL OF NURSING		UCSF
Compensation Element	Amount	Staff Comments
Bonus	\$18,150.00	Staff Recognition Development Program: 2007 payment for performance related achievement. Approved locally on 08/14/07.
MITTMAN,CHARLES STAFF CORPORATE COMPLIANCE OFFICER		UCSD
Compensation Element	Amount	Staff Comments
Bonus	\$15,000.00	Bonus for completion of Masters degree in Advanced Studies.



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MOFFET,ELOISE DEPARTMENT HEAD, PROCUREMENT & MATERIAL		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$199,999.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
MONTERO,JANINA VICE CHANCELLOR -- STUDENT AFFAIRS		UCLA
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
MOORE,SUSAN B DIRECTOR-FINANCE AND ACCOUNTING, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Stipend	\$16,415.00	Annualized stipend reflected.Actual stipend eff 10/01/07 - 06/30/08 for responsibilities associated w/ Temp leadership over critical projects & departments due to the vacant position of Director-Supply Chain Management.Approved by the Regents on 11/15/07.
Clinical Enterprise Management Recognition Program	\$37,150.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by the Regents on 09/18/07.



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MORAN, DENNIS J CHIEF PROFESSIONAL SERVICES OFFICER		UCSD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$47,231.00	Eligible to participate in CEMRP yearly with a max payout of 20%, based on perf related to goals. 2005-06 award of \$24,210 approved by Pres Dynes 9/06 was paid out 1/07. Normal 2007 payout of \$23,021 included in this year's total.
MORGAN, DAVID R. EXECUTIVE DIRECTOR-AMBULATORY CARE SERVICES, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$34,777.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
MORSE, MARGARET E ACTING DEAN - ARTS DIVISION		UCSC
Compensation Element	Amount	Staff Comments
Stipend	\$19,800.00	Annualized stipend reflected. Actual stipend effective Sept. 15, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - Arts Division role.
MOSES, EDWARD ASSOCIATE DIRECTOR, NATIONAL IGNITION FACILITY		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$312,000.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
Other Cash Payment	\$192.00	Per Lab policy: Royalties for licensed technology (\$80.45) and APS membership renewal (\$112)



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

MUNOZ,SANTIAGO III ASSOCIATE VICE PRESIDENT-CLINICAL SERVICES DEVELOPMENT		UCOP
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$28,500.00	As exception, eligible to participate with max payout up to 20% of base salary based on perf against pre-set goals & obj associated with cost & revenue mgmt & other objectives.
MURPHY,DONNA MARIE VICE CHANCELLOR, UNIVERSITY RELATIONS		UCSC
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$15,319.00	Per policy, relocation allowance paid out in decreasing increments over 4 years in support of move from Oklahoma.
MURRAY,CHERRY DEPUTY DIRECTOR, SCIENCE & TECHNOLOGY		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$337,100.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
MUSALLAM,NABIL A SENIOR CLINICAL OPERATIONS, MANAGED CARE AND CONTRACTS OFFICER, UC DAVIS HEALTH SYSTEM		UCD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$40,500.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



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NACHT, MICHAEL DEAN-GOLDMAN SCHOOL OF PUBLIC POLICY		UCB
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
NANOS, GEORGE PETER JR SPECIAL ASSISTANT		UCOP
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Other Payment	\$55,785.00	Subsistence allowance: Per policy, paid expenses due to primary residence of employee being in Virginia, while primary work location was in Los Alamos.
Severance/Separation Agreement	\$200,000.00	Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3. University paid \$200,000 on loss of sale of home July 2007.
NATION, CATHRYN L ASSOCIATE VICE PRESIDENT - HEALTH SCIENCES		UCOP
Compensation Element	Amount	Staff Comments
Bonus	\$8,600.00	Staff Recognition Development Program
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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NELSON, BARBARA JEAN DEAN -- SCHOOL OF PUBLIC AFFAIRS		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$203,200.00	Annualized rate shown. During 2007, on leave Aug 1 - Dec. 31, 2007.
NELSON, RONALD A DIRECTOR-CONTRACTS MANAGEMENT		UCOP
Compensation Element	Amount	Staff Comments
Bonus	\$20,000.00	Bonus approved in response to work done during the transfer of Los Alamos National Laboratory to new management.
NEUMARK, DANIEL M SCIENTIFIC DIVISION DIRECTOR FACULTY		LBNL
Compensation Element	Amount	Staff Comments
Stipend	\$28,900.00	Stipend used strictly as method of payment for this ongoing assignment as Scientific Div/Dir - Faculty. LBNL reimburses UCB for 50% of his base salary for 9 months and pays 100% during the 3 summer months. Campus administers base pay and benefits.
NEWMAN, REBECCA ASSOCIATE VICE CHANCELLOR-DEVELOPMENT		UCSD
Compensation Element	Amount	Staff Comments
Incentive	\$29,498.00	Development Officer Variable Pay Plan: Provides non-base building incentive pay up to 15% of base salary per year, based on performance as measured against established goals.



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NEWTON,ARTHUR R FORMER DEAN-COLLEGE OF ENGINEERING		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$262,800.00	Annualized rate shown. Appointment ended Jan. 2, 2007.
NINEMIRE,DIANE L HEAD COACH-SOFTBALL		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$116,000.00	Base salary approved as part of negotiated athletics' contract.
Incentive	\$7,500.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance. NCAA post season participation.
Other Cash Payment	\$33,000.00	Athletic Equipment supplier consideration approved as part of negotiated athletics' contract.
Other Cash Payment	\$5,400.00	Payment in lieu of courtesy vehicle approved as part of negotiated athletics' contract.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other - Exclude from Total Cash Compensation		20 tickets for softball home games; 4 tickets to football home games;2 tickets to Men's Basketball games; and a gold card as approved as part of negotiated athletics' contract.
NORVELL,JAY ASSISTANT COACH (FOOTBALL OFFENSIVE COORDINATOR)		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$150,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$100,417.00	Approved as part of contract. Payout based on standard participation in outside events representing UCLA.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

Other Cash Payment	\$4,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance (Bowl Incentive).
Other - Exclude from Total Cash Compensation	\$5,495.00	Courtesy vehicle approved as part of negotiated athletics' contract.
Moving Expenses - Other	\$5,516.00	Reimbursement for moving expenses. Approved by Regents under interim authority 5/2007.
Moving Expenses - Moving Services	\$10,543.00	Moving expenses paid directly to vendor. Approved by The Regents under interim authority 5/2007.

NOSEK, STANLEY E JR
VICE CHANCELLOR - ADMINISTRATION

UCD

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

O'KELLEY, JOHN SHANNON
ASSOCIATE DIRECTOR, OPERATIONS -- CLINICAL SERVICES, UCLA HOSPITAL SYSTEM

UCLA

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$23,413.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Relocation Allowance	\$16,125.00	Per policy, relocation allowance of \$53,750 to be paid over a period of four years. Approved by Regents September 2006.



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O'NEILL,GEOFFREY A ACTING ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT		UCOP
Compensation Element	Amount	Staff Comments
Stipend	\$20,500.00	Annualized stipend reflected. Actual stipend effective June 1, 2006 - June 30, 2007 for responsibilities associated with Acting Assistant Vice President role.
O'NEILL,GEOFFREY A ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT		UCOP
Compensation Element	Amount	Staff Comments
Annual Base	\$178,500.00	Appointed as permanent Assistant Vice President - Institutional Advancement, thus ending his acting role and stipend.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
O'ROURKE,SHEILA M ACTING ASST VICE PRESIDENT FOR ACADEMIC ADVANCEMENT		UCOP
Compensation Element	Amount	Staff Comments
Stipend	\$20,499.00	Annualized stipend reflected. Actual stipend effective July 1, 2006 - September 30, 2007 for responsibilities associated with Acting Asst Vice President for Academic Advancement role.
Bonus	\$9,600.00	Staff Recognition & Development Award (SRDP): Payout based on performance.



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OBLEY,DEBORA ASSISTANT VP--BUDGET DEV. & EXTERNAL RELATIONS		UCOP
Compensation Element	Amount	Staff Comments
Stipend	\$23,100.00	Annualized stipend reflected. Actual stipend effective February 1, 2007 - January 1, 2008 for additional responsibilities associated with additional workload.
ODATO,DAVID EXECUTIVE DIRECTOR-PATIENT & EMPLOYEE SERVICES, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$35,730.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by the Regents on 09/18/07.
Other Cash Payment	\$15,196.00	Paid Time Off payment; 120 hrs; paid on December 5, 2007: Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
OLIAN,JUDY D. DEAN -- ANDERSON SCHOOL OF MANAGEMENT		UCLA
Compensation Element	Amount	Staff Comments
Other Cash Payment	\$50,000.00	Annual housing differential approved in Regents' Item RE 74 Guideline #A-2 at September 2006 meeting.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$29,166.00	Per policy, relocation allowance of \$87,500 to be paid in installments over 3 years.
Other Payment	\$100,000.00	Faculty Housing Allowance approved in Regents' Item RE 74 Guideline #A-2 at September 2006 Regents' meeting.



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OLIVER, MELVIN L DEAN, DIVISION OF SOCIAL SCIENCES		UCSB
Compensation Element	Amount	Staff Comments
Summer Salary	\$16,833.00	Exception allowed by SMG policy, payment for 24 days of summer research conducted in 2007 and funded by campus unrestricted funds. Per policy, 24 days of vacation was forfeited. Approved by The Regents, September 2007.
OLIVIER, KATHERINE HEAD WOMEN'S BASKETBALL COACH		UCLA
Compensation Element	Amount	Staff Comments
Other Cash Payment	\$10,000.00	Talent Fee: Per contract dated 7/1/2005.
Other Cash Payment	\$25,132.00	2007 Camp Income paid according to contract terms.
OSMAN, GINGER CHIEF ADMINISTRATIVE OFFICER, GEFFEN SCHOOL OF MEDICINE		UCLA
Compensation Element	Amount	Staff Comments
Bonus	\$12,000.00	UCLA Staff Achievement Award (School of Medicine)
OWENS, JESSIE ANN DEAN - DIVISION OF HUMANITIES, ARTS AND CULTURAL STUDIES, COLLEGE OF LETTERS AND SCIENCE		UCD
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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PALLAVICINI, MARIA GEORGINA
DEAN - NATURAL SCIENCES

UCM

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

PARAM, LILA
DIRECTOR-PATIENT CARE, CHILDREN'S HOSPITAL, MEDICAL CENTER

UCSF

Compensation Element	Amount	Staff Comments
Incentive	\$22,109.00	Medical Center Incentive Award Program: Payout based on performance related to goals. Approved locally on 08/14/07.
Other Cash Payment	\$8,329.00	Paid Time Off payment; 95.40 hrs; paid on December 5, 2007. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.

PARK, NO-HEE
DEAN -- SCHOOL OF DENTISTRY

UCLA

Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$66,500.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Summer Salary	\$15,550.00	Exception allowed by SMG policy, payment for summer research conducted in August 2007 and partially funded by National Institutes of Health. Per policy, equivalent days of vacation was forfeited. Approved by The Regents, July 2007.
Other Payment	\$4,419.00	Distribution per October 15, 2007 letter from Judy Boyette; approved at November 2007 Regents' meeting.



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PARK,RODERIC BRUCE FORMER ACTING CHANCELLOR		UCM
Compensation Element	Amount	Staff Comments
Annual Base	\$250,000.00	Annualized 100% salary reflected. Appointment is at 80%. Actual annualized rate is \$200,000. Appointment ended Feb. 28, 2007.
University Housing		Regents' appointment required that he live in Chancellor's house.
PATTERSON,STEVEN ASSOCIATE DIRECTOR, ENGINEERING		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$288,900.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
PAULSEN,LYNN DIRECTOR-PHARMACY SERVICES, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive		Medical Center Director Incentive Program: 15% max (32,700), ineligible for 06-07 cycle due to late start date. Approved by the Regents on 11/05/07.
PEARSON,P DAVID DEAN-GRADUATE SCHOOL OF EDUCATION		UCB
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.



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PECKENPAUGH,RUSSELL L DIRECTOR-INFORMATION TECHNOLOGY, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$29,638.00	Medical Center Incentive Award Program: Payout based on performance related to goals. Approved by the Regents on 09/18/07.
Other Cash Payment	\$2,637.00	Paid Time Off payment; 24.09 hrs; pd on 12/5/07. Per UCSF Medical Center PTO policy approved by Assoc VP-HR & Benefits in 2004.
PENDLETON,DENNIS F DEAN--UNIVERSITY EXTENSION		UCD
Compensation Element	Amount	Staff Comments
Other Cash Payment	\$350.00	Staff Recognition Program: Paid Sept 19, 2007. Payment was made in error due to incumbent being in an ineligible position and will be repaid no later than March 2008.
PHILLIPS,JESSE L ACTING SENIOR MANAGING DIRECTOR OF PUBLIC EQUITIES		UCOP
Compensation Element	Amount	Staff Comments
Stipend	\$29,000.00	Annualized stipend reflected. Actual stipend effective May 1, 2007 - September 30, 2007 for responsibilities associated with Acting Senior Managing Director of Public Equities role.
PHILLIPS,JESSE L SENIOR MANAGING DIRECTOR, RISK MANAGEMENT		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$175,633.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.



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PLOTTS,JOHN E ASST VP--FINANCIAL MANAGEMENT		UCOP
Compensation Element	Amount	Staff Comments
Incentive	\$22,270.00	Payout is determined by assessment of performance and contribution based on predetermined goals and objectives.
Bonus	\$20,000.00	\$20,000 bonus approved in response to work done during the transfer of Los Alamos National Laboratory to new management.
POLICANO,ANDREW JOHN DEAN-PAUL MERAGE SCHOOL OF BUSINESS		UCI
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
POMEROY,CLAIRE VICE CHANCELLOR-HUMAN HEALTH SCIENCES AND DEAN-SCHOOL OF MEDICINE		UCD
Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$75,000.00	Eligible to participate in HSCP.
Clinical Enterprise Management Recognition Program	\$77,319.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.



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PORTO,MANUEL FORMER ACTING DEAN-COLLEGE OF HEALTH SCIENCES AND SCHOOL OF MEDICINE		
		UCI
Compensation Element	Amount	Staff Comments
Stipend	\$188,508.00	Annualized stipend reflected. Actual stipend effective November 1, 2006 - February 28, 2007 for responsibilities associated with Acting Dean - College of Health Sciences and School of Medicine role.
Health Sciences Compensation Plan	\$162,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Other Cash Payment	\$10,917.00	Deferred payment of patient revenue.
POTAPENKO,VERA OPERATIONS DIVISION DIRECTOR		
		LBNL
Compensation Element	Amount	Staff Comments
Moving Expenses - Relocation	\$23,903.00	Per Laboratory policy, reimbursement for moving expenses.
PURCELL,ALEXIS H SENIOR ASSOCIATE DEAN-ADMINISTRATION & FINANCE, SCHOOL OF DENTISTRY		
		UCSF
Compensation Element	Amount	Staff Comments
Bonus	\$18,249.00	Staff Recognition Development Program: 2007 payment for performance related achievement. Approved locally on 08/14/07.
PUTNAM,THOMAS MILTON III ASSOCIATE VICE CHANCELLOR - INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER		
		UCSB
Compensation Element	Amount	Staff Comments
Annual Base	\$200,000.00	Annualized rate shown. Appointment began Aug. 15, 2007.
Moving Expenses - Initial Househunting	\$1,348.00	For Mr. Putnam and his spouse not to exceed 4 days. Coach air fare, meals, and lodging to be reimbursed, not to exceed \$2,500.



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Moving Expenses - Shipment of Household Goods \$21,094.00 Per policy, moving expenses covered at 100%.

RABENSTEIN,DALLAS L.
DEAN-GRADUATE DIVISION

UCR

Compensation Element

Amount

Staff Comments

Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

RAGO,KAREN A
ADMINISTRATIVE DIRECTOR-CARDIOVASCULAR SERVICES, MEDICAL CENTER

UCSF

Compensation Element

Amount

Staff Comments

Incentive

\$25,001.00

Medical Center Incentive Award Program: Payout based on performance related to goals. Approved by the Regents on 09/18/07.

RAKOW,LINDA
CHIEF FINANCIAL OFFICER

LLNL

Compensation Element

Amount

Staff Comments

Annual Base

\$258,000.00

Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.

RAYBURN,SUSAN J.
EXECUTIVE DIRECTOR OF CLINICAL ENTERPRISE

UCI

Compensation Element

Amount

Staff Comments

Clinical Enterprise Management Recognition Program

\$27,630.00

Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



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RECKER,TIMOTHY JACOB MANAGING DIRECTOR-PRIVATE EQUITY INVESTMENTS		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan		Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
MOP Loan		Approved as non-standard title.
Relocation Allowance	\$51,750.00	Per policy, 25% Lump sum relocation subject to repayment if he resigns within first 4 years.
Moving Expenses - Initial Househunting	\$2,500.00	Approved as exception to policy at Regents' March 2007 meeting. Exception due to non-SMG status.
Moving Expenses - Relocation	\$6,994.00	Per policy, up to 50% (\$7,500) of actual moving expenses.
REED,PATRICK V UNIVERSITY AUDITOR		UCOP
Compensation Element	Amount	Staff Comments
Bonus	\$10,000.00	Performance bonus paid November 2007.
REIN,DAVID DIRECTOR-FACULTY MEDICAL GROUP & INTERIM VICE DEAN-ADMINISTRATION, FINANCE, AND CLINICAL AFFAIRS, SCHOOL OF MEDICINE		UCSF
Compensation Element	Amount	Staff Comments
Stipend	\$26,910.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - March 1, 2008 for responsibilities associated with Acting Vice Dean - Administration, Finance, and Clinical Affairs, School of Medicine role. Approved by the Regents on 06/18/07.
Incentive	\$24,762.00	Annual participation eligibility in School of Medicine Management Incentive Program with maximum of 20%, target of 15%, and actual payout based on performance related to goals. Approved by the Regents on 01/17/08.



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REISER,LISA M. CHIEF PATIENT CARE SERVICES OFFICER		UCI
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$25,350.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.

REISLER,EMIL DEAN -- SCHOOL OF LIFE SCIENCES, COLLEGE OF LETTERS AND SCIENCE		UCLA
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

REYNAUD,LOUIS ASSISTANT COACH-MEN'S BASKETBALL		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$125,000.00	Base salary approved as part of negotiated athletics' contract.
Other Cash Payment	\$20,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Other Cash Payment	\$80,000.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$7,250.00	Courtesy vehicle approved as part of negotiated athletics' contract.



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REYNOLDS,MAX M
UNIVERSITY COUNSEL

UCOP

Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Per offer letter of Aug. 26, 2005, 24 days of vacation leave accrued annually.

RICE,ANN MADDEN
CHIEF EXECUTIVE OFFICER-UC DAVIS MEDICAL CENTER

UCD

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$74,250.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$37,500.00	Per policy, relocation allowance of \$75,000 to be paid out in two annual payments (2006 and 2007) of \$37,500; four year service requirement.

RICE,THOMAS H
VICE CHANCELLOR -- ACADEMIC PERSONNEL

UCLA

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

RICHARDS,MARK A
EXECUTIVE DEAN COLLEGE OF LETTERS AND SCIENCE AND DEAN-PHYSICAL SCIENCES

UCB

Compensation Element	Amount	Staff Comments
Stipend	\$32,600.00	Annualized stipend reflected. Actual stipend effective July 1, 2006 - June 30, 2011 for responsibilities associated with Executive Dean role.



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RICKLEY,JOANN B DIRECTOR-PERIOPERATIVE PATIENT CARE, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$19,206.00	Med Center Incentive Award Program: Payout based on performance related to goals. Approved locally on 08/14/07.
RING,ERNEST J CHIEF MEDICAL OFFICER, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$55,170.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by the Regents on 09/18/07.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
ROBERTS,CLIFFORD INTERIM ASSOCIATE VICE CHANCELLOR-RESEARCH AND DIRECTOR-LAB RESOURCE CENTER		UCSF
Compensation Element	Amount	Staff Comments
Stipend	\$39,060.00	Annualized stipend reflected. Actual stipend effective January 1, 2007 - December 31, 2008 for responsibilities associated with Acting Associate Vice Chancellor-Research and Director-Lab Resource Center role. Approved by the Regents on 11/13/07.
ROBINSON,CAROL A SENIOR PATIENT CARE SERVICES OFFICER, UC DAVIS HEALTH SYSTEM		UCD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$33,600.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



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ROBINSON, CHARLES F GENERAL COUNSEL & VP-LEGAL AFFAIRS		UCOP
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Temporary Housing	\$24,840.00	Six months temporary housing approved by The Regents.
Moving Expenses - Initial Househunting	\$17,371.00	Reimbursement at 100% per policy.
ROGOWSKI, RONALD L FORMER ACTING DEAN AND VICE PROVOST -- INTERNATIONAL STUDIES		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$223,900.00	Annualized rate of pay shown. Appointment ended May 31, 2007.
ROSEN, ROBERT DEAN -- SCHOOL OF THEATER, FILM AND TELEVISION		UCLA
Compensation Element	Amount	Staff Comments
Summer Salary	\$87,283.00	Exception allowed by SMG policy, retro-active payment of \$70,300 for 8/2002-8/2006 plus \$16,985 for 8/2007 (all for summer research). Appropriate vacation forfeited. Funded by state funds.
ROSENSTOCK, LINDA DEAN -- SCHOOL OF PUBLIC HEALTH		UCLA
Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$34,100.00	Per policy, eligible to participate in Health Sciences Compensation Plan.
Other - Include in Total Cash Compensation	\$741.00	Regency Club Membership: Primarily used for business. Some personal usage, prorated and calculated as imputed income in 2007.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

Other - Exclude from Total Cash Compensation	\$1,939.00	Regency Club Membership: Used as business location for meetings. Amount prorated to reflect portion of time that membership is used for business.
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ROTHMAN, JUDITH ASSOCIATE VICE CHANCELLOR - MEDICAL SCIENCES AND SENIOR ASSOCIATE DEAN - SCHOOL OF MEDICINE	UCLA
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Compensation Element	Amount	Staff Comments
Bonus	\$23,600.00	UCLA Staff Achievement Award (School of Medicine)

RUBIN, AMIR DAN CHIEF OPERATING OFFICER, UCLA HOSPITAL SYSTEM	UCLA
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Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$78,029.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$18,750.00	Per policy, relocation allowance totaling \$93,750 paid out incrementally.

RUDNICK, JOSEPH A ACTING DEAN -- DIVISION OF PHYSICAL SCIENCES	UCLA
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Compensation Element	Amount	Staff Comments
Stipend	\$33,800.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - September 30, 2008 for responsibilities associated with Acting Dean - Division of Physical Sciences role.
Other Payment	\$750.00	Late payment of stipend earned as faculty reviewer of UC Riverside's Physics Dept. Service rendered in May 2006 (prior to Acting Dean appointment); payment made in April 2007.



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RUE, HENRIETTA ELIZABETH
VICE CHANCELLOR - STUDENT AFFAIRS

UCSD

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Relocation Allowance	\$13,438.00	Per policy, \$53,750 (25%) to be distributed over 4 years in equal annual payments of \$13,437.50. Subject to repayment if resigns within first 4 years.
Moving Expenses - Relocation	\$1,775.00	Rental car, meals and other expenses incurred in relocating family from Virginia.
Moving Expenses - Shipment of Household Goods	\$26,118.00	Moved household goods, pet and two cars from Virginia.

RUIZ, VICKI LYNN
ACTING DEAN-SCHOOL OF HUMANITIES

UCI

Compensation Element	Amount	Staff Comments
Stipend	\$16,775.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - August 31, 2008 for responsibilities associated with Acting Dean - School of Humanities role.

RYBA, TOMI
CHIEF OPERATING OFFICER, MEDICAL CENTER

UCSF

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$78,975.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



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SAKAI, DAVID ICHIRO FORMER CHIEF FINANCIAL OFFICER - HEALTH SCIENCES		UCSD
Compensation Element	Amount	Staff Comments
Annual Base	\$313,900.00	Annualized salary reported. Appointment ended Aug. 3, 2007.
Clinical Enterprise Management Recognition Program	\$46,771.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Severance/Separation Agreement	\$313,900.00	Per 2005 contract renewal, provided in the event of involuntary separation during the 60-month contract period, approved by Regents 9/06
SANDEEN, BEVERLY A VICE CHANCELLOR - UNIVERSITY RELATIONS		UCD
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
SANDEEN, CATHY A. DEAN -- CONT. ED. AND UNEX		UCLA
Compensation Element	Amount	Staff Comments
Temporary Housing	\$2,640.00	Approved by The Regents Jan. 2007.
Other Benefits		Educational Loans: Transfer of loan balance of \$35,596.50 to UCLA from UCSC approved by Regents upon Sandeen appointment 11/29/06.
Moving Expenses - Other	\$113.00	Miscellaneous moving expenses as approved by The Regents Jan. 2007.
Moving Expenses - Moving Services	\$1,583.00	Moving expenses related to the moving of household items as approved by The Regents Jan. 2007.



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SANDERS,OMAR K INVESTMENT OFFICER-FIXED INCOME INVESTMENTS		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan		Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
SASTRY,SOSALE SHANKAR DEAN - COLLEGE OF ENGINEERING		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
SAVAGE,JOHN JOSEPH HEAD COACH, BASEBALL		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$185,000.00	Base salary approved as part of negotiated athletics' contract.
Incentive	\$5,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance.
Other Cash Payment	\$40,732.00	Payout based on annual participation in summer camps for youth approved as part of negotiated athletics' contract.
Other Cash Payment	\$37,500.00	Approved as part of contract. Payout based on standard participation in outside events representing UCLA.
Other Cash Payment	\$5,873.00	Payout based on annual participation in 2006 winter camp for youth approved as part of negotiated athletics' contract. Paid in 2007.
Other - Exclude from Total Cash Compensation	\$6,183.00	Courtesy vehicle approved as part of negotiated athletics' contract.



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SAXENIAN,ANNALEE DEAN-SCHOOL OF INFORMATION		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
SCHAFER,PAUL DIRECTOR, AUDIT & OVERSIGHT		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$211,200.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
Other Cash Payment	\$156.00	Directorate Award: Laboratory Award & Recognition Program.
SCHELL,ORVILLE FORMER DEAN-SCHOOL OF JOURNALISM		UCB
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
SCHILL,MICHAEL H DEAN -- SCHOOL OF LAW		UCLA
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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SCHNETZLER, GRETA DEPUTY CAMPUS COUNSEL		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$9,035.00	Payout based on performance related goals. Approved locally on 09/05/07.
SCHROEDER, DAVID W INVESTMENT OFFICER		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$93,447.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
SCHUMACHER, ROBERT DEPARTMENT HEAD, BUSINESS SERVICES		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$198,000.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
SCOTT, JEAN M FORMER ACTING VICE CHANCELLOR STUDENT AFFAIRS		UCSC
Compensation Element	Amount	Staff Comments
Stipend	\$22,968.00	Annualized stipend reflected. Actual stipend effective Aug. 1, 2006 - Aug 31, 2007 for responsibilities associated with Acting Vice Chancellor Student Affairs role.



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SCOTT,RANDOLPH R. UCOP
EXEC DIRECTOR, HUMAN RESOURCES AND BENEFITS POLICY AND PROGRAM DESIGN

Compensation Element	Amount	Staff Comments
Bonus	\$5,000.00	Bonus approved in response to work done during the transfer of Los Alamos National Laboratory to new management.

SCURR,KIMBERLY UCSF
DIRECTOR-PEDIATRIC HEART CENTER, MEDICAL CENTER

Compensation Element	Amount	Staff Comments
Incentive	\$23,099.00	Medical Center Incentive Award Program: Payout based on performance related to goals. Approved locally on 08/14/07.

SEIBLE,FRIEDER UCSD
DEAN - JACOBS SCHOOL OF ENGINEERING

Compensation Element	Amount	Staff Comments
Annual Base	\$260,900.00	During 2007: served from 1/1/2007 - 9/30/2007 and on sabbatical 10/1/2007 - 12/31/2007. Actual payout under regular status was \$195,675.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Sabbatical Eligibility and/or Transfer		During 2007: On sabbatic leave 10/1/2007 - 12/31/2007. Actual payout was \$65,225.

SERRANO,DAVID SCOTT UCI
FORMER HEAD COACH-BASEBALL

Compensation Element	Amount	Staff Comments
Annual Base	\$104,980.00	Annualized rate shown. Contract ended Sept. 12, 2007.



Addendum to Annual Report on Executive Compensation for Calendar Year 2007

Bonus	\$10,000.00	Incentive Bonus Plan
Other Cash Payment	\$62,027.00	Summer camp revenue (\$58,427.10) and apparel sponsorship (\$3,600.00).
Other - Include in Total Cash Compensation	\$500.00	Payment for use of vehicle per negotiated athletics' contract. Annualized amount shown. Contract ended Sept. 12, 2007.

SHARP-ATEN, SARAH A. UCR
FORMER ACTING DEAN-UNIVERSITY EXTENSION

Compensation Element	Amount	Staff Comments
Stipend	\$13,700.00	Annualized stipend reflected. Actual stipend effective June 29, 2007 - Sept. 30, 2007 for responsibilities associated with Acting Dean - University Extension role. Error in rounding resulted in overpayment of \$19. Per policy, approved locally.

SHAW, ANNE UCOP
ASSOCIATE SECRETARY OF THE REGENTS

Compensation Element	Amount	Staff Comments
Stipend	\$16,290.00	Annualized stipend reflected. Actual stipend effective June 28, 2006 - January 31, 2008 for responsibilities associated with Acting Secretary of the Regents role and increased workload. Stipend extended due to need to assist with transition period.
Bonus	\$20,500.00	Regents approved 20% bonus in May in recognition of performance as Acting Secretary to The Regents prior to approval of retroactive stipend. Paid June 30, 2007.



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SHERWOOD, JAMES E. FORMER DEAN-UNIVERSITY EXTENSION		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
SHIVERS, JED M FORMER VICE DEAN-ADMINISTRATION, FINANCE & CLINICAL PROGRAMS-SCHOOL OF MEDICINE		UCSF
Compensation Element	Amount	Staff Comments
Annual Base	\$296,000.00	Annualized salary reflected. Appointment ended April 20, 2007.
SHORTELL, STEPHEN M DEAN-SCHOOL OF PUBLIC HEALTH		UCB
Compensation Element	Amount	Staff Comments
Annual Base	\$327,600.00	During 2007, on sabbatical leave January 1, 2007 - June 30, 2007.
Sabbatical Eligibility and/or Transfer		Supplemented sabbatical payment with vacation leave to bring salary to 100%. Approved by The Regents under corrective action.
SHOWSTACK, JONATHAN A ASSISTANT VICE CHANCELLOR & CO-CHIEF INFORMATION OFFICER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$8,258.00	Financial Administrative Services: Award reflects \$5000 for SRDP and \$8258 for FAS. Approved by the Regents on 09/18/07.
Bonus	\$5,000.00	Staff Recognition Development Program: Payout based on performance related goals. Approved by the Regents on 09/18/07.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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SHULTZ,JAMES EXECUTIVE DIRECTOR -- PHYSICIAN SUPPORT SERVICES		UCLA
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$30,599.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
SIMON,HORST D ASSOCIATE LABORATORY DIRECTOR		LBNL
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
SLOAN,LISA VICE PROVOST AND DEAN, GRADUATE STUDIES		UCSC
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
SMITH,JUDITH L DEAN AND VICE PROVOST - UNDERGRADUATE EDUCATION, COLLEGE OF LETTERS AND SCIENCE		UCLA
Compensation Element	Amount	Staff Comments
Annual Base	\$235,800.00	Annualized base salary as of September 30, 2007, the ending date of the stipend.
Stipend		Annualized stipend reflected. Actual stipend effective September 1, 2006 - September 30, 2007 for responsibilities associated with temporary duties as UCLA's Accreditation Liaison Officer for WASC (Regents' meeting 9/06).



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SMITH,PAMELA ACTING ACCOCIATE DIRECTOR, LABORATORY SERVICES		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$211,200.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
Stipend	\$31,680.00	Annualized stipend reflected. Actual stipend effective July 1, 2006 - September 30, 2007 for responsibilities associated with Acting Director for Laboratory Services role pending transition to new management.
SMITH,TIM FORMER ACTING CHIEF OPERATING OFFICER		UCI
Compensation Element	Amount	Staff Comments
Annual Base	\$320,000.00	Annualized rate of pay shown. Appointment ended September 4, 2007.
SONNENSHEIN,MONA L CHIEF OPERATING OFFICER, UCSD MEDICAL CENTER		UCSD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$54,385.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Moving Expenses - Finalize Relocation	\$627.00	Round trip to New York to finalize move.



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SPARKMAN,ANN DEPUTY CAMPUS COUNSEL		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$9,040.00	Financial & Administrative Services Incentive Plan: Payoiut based on performance related goals. Approved locally on 09/05/07.
SPAULDING,BRUCE W SENIOR VICE CHANCELLOR-UNIVERSITY ADVANCEMENT & PLANNING		UCSF
Compensation Element	Amount	Staff Comments
Bonus	\$52,500.00	Staff Recognition Development Program: 15%. Exceptional payment due to outstanding performance. Approved by the Regents on 09/18/07.
Other Reimbursement	\$326.00	Tax Preparation Reimbursement: Due to error made by campus that caused a cost to the employee for recalculation of tax returns. Consistent with other who received a corrected W2.
SPEAR,ROBERT C ACTING DEAN-SCHOOL OF PUBLIC HEALTH		UCB
Compensation Element	Amount	Staff Comments
Stipend	\$30,000.00	Annualized stipend reflected. Actual stipend effective January 1, 2007 - June 30, 2007 for responsibilities associated with Acting Dean - School of Public Health role. No other compensation received for this service during summer months of May and June.
SPEARE,MARK A SR. ASSOC. DIRECTOR, MARKETING, PATIENT RELATIONS AND HUMAN RESOURCES		UCLA
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$32,309.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



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SPICER,JOAN ADMINISTRATIVE DIRECTOR-HOME HEALTH CARE, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$23,742.00	Medical Center Incentive Award Program: Payout based on performance related to goals. Approved locally on 08/14/07.
Other Cash Payment	\$734.00	Paid time Off payment 8.14 hours; pd on 12/5/07. Per UCSF Medical Center PTO policy. Approved by Associate Vice President - Human Resources & Benefits in 2004.
SPIRITUS,EUGENE CHIEF MEDICAL OFFICER		UCI
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$34,983.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
SPRIGGS,EDWARD JOSEPH JR ACTING VICE CHANCELLOR - STUDENT AFFAIRS		UCSD
Compensation Element	Amount	Staff Comments
Stipend	\$20,800.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - Sept. 9, 2007 for responsibilities associated with Acting Vice Chancellor - Student Affairs role. Per policy, 15% stipend approved by Chancellor Fox.



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STAFFORD, REBECCA MAZZA INVESTMENT OFFICER-ALTERNATIVE INVESTMENTS		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$34,014.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
STANDIFORD, RICHARD B. ACTING VICE PRESIDENT - AGRICULTURAL AND NATURAL RESOURCES		ANR
Compensation Element	Amount	Staff Comments
Stipend	\$27,225.00	Annualized stipend reflected. Actual stipend effective May 1, 2007 - December 31, 2007 for responsibilities associated with Acting Vice President - Agricultural and Natural Resources role. Returned to Assoc Vice Pres - ANR role effective January 1, 2008.
Auto Allowance	\$8,916.00	Annualized rate shown. Vice President position is eligible for an auto allowance. This was approved for the acting incumbent because he was to spend 100% of his time as Vice President.
STANTON, MELVIN L ASST TREASURER OF THE REGENTS		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$205,233.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.



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STATON, PAUL A CHIEF FINANCIAL OFFICER, UCLA HOSPITAL SYSTEM		UCLA
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$44,102.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
STEWART, DAVID W. DEAN-A. GARY ANDERSON GRADUATE SCHOOL OF MANAGEMENT		UCR
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
STOWELL, TIMOTHY A DEAN -- DIVISION OF HUMANITIES, COLLEGE OF LETTERS & SCIENCE		UCLA
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
STRONG, GARY EUGENE UNIVERSITY LIBRARIAN		UCLA
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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SUBRAMANI,SURESH ACTING DEAN - DIVISION OF BIOLOGICAL SCIENCES		UCSD
Compensation Element	Amount	Staff Comments
Stipend	\$17,850.00	Annualized stipend reflected. Actual stipend effective Sept. 1, 2006 - Aug. 31, 2007 for responsibilities associated with Acting Dean - Division of Biological Sciences role.
SUDDUTH,A SCOTT ASST VP FOR FEDERAL GOVERNMENTAL RELATIONS		UCOP
Compensation Element	Amount	Staff Comments
Other Payment	\$134.00	Payment to cover difference in cost of health care premium in Washington, D.C.
SULLIVAN,ROBERT S. DEAN - RADY SCHOOL OF MANAGEMENT		UCSD
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
Other Payment	\$900.00	Membership renewal payments made to University Club to cover Dean Sullivan's membership fees. The membership provides facilities for business related meetings.
SZERI,ANDREW J DEAN - GRADUATE DIVISION		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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TAYLOR, PALMER W. UCSD
 ASSOC VICE CHANCELLOR HEALTH SCIENCES AND FOUNDING DEAN-SCHOOL OF PHARMACY AND PHARMACEUTICAL SCIENCES

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$45,207.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

TEDFORD, JEFF UCB
 HEAD FOOTBALL COACH

Compensation Element	Amount	Staff Comments
Annual Base	\$225,000.00	Base salary approved as part of negotiated athletics' contract.
Incentive	\$25,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance. Per contract \$25,000 earned in 2007 for participation in non-BCS Bowl game.
Incentive	\$6,654.00	Per contract. Annual non-base building bonus determined by Athletic Director based on performance.
Other Cash Payment	\$1,575,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCB.
Exceptional Vacation accrual		Approved as part of negotiated athletics' contract.
Other Benefits		Travel for spouse provided as approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$14,750.00	Two courtesy vehicles approved as part of negotiated athletics' contract.
Other - Include in Total Cash Compensation	\$7,080.00	Country Club membership approved as part of negotiated athletics' contract.
Other - Exclude from Total Cash Compensation		Thirty tickets and five parking passes for home football games.



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THATCHER,PATRICIA D. EXECUTIVE DIRECTOR-HR AND CUSTOMER SERVICE, MEDICAL CENTER		UCI
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$23,625.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
THIEMENS,MARK H DEAN - DIVISION OF PHYSICAL SCIENCES		UCSD
Compensation Element	Amount	Staff Comments
Summer Salary	\$19,208.00	Exception allowed by SMG policy, payment for 24 days of summer research conducted between June 13 - July 12, 2007 and funded by Nat'l Science Foundation. Per policy, 24 days of vacation was forfeited. Approved by The Regents, July 2007.
THORSETT,STEPHEN E DEAN, PHYSICAL AND BIOLOGICAL SCIENCES		UCSC
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
TIRRELL,MATTHEW V DEAN OF THE COLLEGE OF ENGINEERING		UCSB
Compensation Element	Amount	Staff Comments
Summer Salary	\$21,267.00	Exception allowed by SMG policy, payment for 23 day of summer research conducted in August 2007. 23 days vacation forfeited. Funded by grant funds for research on micellization of amphiphilic peptides.



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TORRES-GIL,FERNANDO M ACTING DEAN-SCHOOL OF PUBLIC AFFAIRS		UCLA
Compensation Element	Amount	Staff Comments
Stipend	\$8,208.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - School of Public Affairs role.
TULK,JANET ASSOCIATE DIRECTOR, ADMINISTRATION & HUMAN RESOURCES		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$286,900.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
TURCHIE,TERRY SENIOR COUNTERINTELLIGENCE OFFICER		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$197,916.00	Annualized base salary reported. Appointment ended September 29, 2007.
TURTELTAUB,RHEA P ACTING VICE CHANCELLOR - EXTERNAL AFFAIRS		UCLA
Compensation Element	Amount	Staff Comments
Stipend	\$32,460.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - June 30, 2008 for responsibilities associated with Acting Vice Chancellor - External Affairs role. Approved at Sept 2007 Regents' meeting.



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TYBURSKI,LAWRENCE M DIRECTOR-CAMPUS HUMAN RESOURCES		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$7,640.00	Financial & Administrative Services Incentive Plan: Payout based on performance related goals. Approved locally on 09/05/07.
UIBEL,ISABEL C DIRECTOR-PATIENT CARE, MEDICAL CENTER		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$23,868.00	Medical Center Management Incentive Plan: SOM MIP: 20% payout max. Payout based on performance related to goals. Approved locally on 08/14/07.
Bonus	\$7,041.00	Staff Recognition Development Program: Payout based on performance related goals. Approved by the Regents on 11/13/07.
VACCA,SHERYL JEANNE SENIOR VICE PRESIDENT - CHIEF COMPLIANCE AND AUDIT OFFICER		UCOP
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
Temporary Housing	\$10,665.00	Six months temporary housing approved by The Regents.
Other Reimbursement		Three round-trip airfares and accomodations between San Francisco and Orange County before October 10, 2007 to facilitate house hunting.
Moving Expenses - Finalize Relocation		Per contract, round trip airfares up to \$6,000 to be used within the first 12 mo of employment to finalize moving efforts.



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VALDIVIEZO,NORA L DIRECTOR, FINANCIAL SYSTEMS, UCLA MEDICAL CENTER		UCLA
Compensation Element	Amount	Staff Comments
Incentive	\$16,275.00	Management Incentive Award Program: Eligible to participate annually with a maximum potential of up to 10%. Actual payout based on achievement of performance related goals.
VAN ALFEN,NEAL DEAN - COLLEGE OF AGRICULTURAL & ENVIRONMENTAL SCIENCES		UCD
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at Sept. 2006 Regents meeting in reponse to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
VAN DEN ABBEELE,GEORGES Y DEAN, HUMANITIES		UCSC
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
VAN YOUNG,ERIC ACTING DEAN - DIVISION OF ARTS AND HUMANITIES		UCSD
Compensation Element	Amount	Staff Comments
Stipend	\$15,919.00	Annualized stipend reflected. Actual stipend effective July 1, 2007 - June 30, 2008 for responsibilities associated with Acting Dean - Division of Arts and Humanities role. Per policy, approved by Chancellor Fox.



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VERMILLION, ERIC B ASSOCIATE VICE CHANCELLOR-FINANCE		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$10,798.00	Financial Administrative Services: Payout based on performance related goals. Approved by the Regents on 09/18/07.
Bonus	\$5,000.00	Staff Recognition Development Program: Payout based on performance related goals. Approved by the Regents on 09/18/07.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
WAGGENER, SHELTON ASSOCIATE VICE CHANCELLOR FOR INFORMATION TECHNOLOGY AND CHIEF INFORMATION OFFICER		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
WALKER, DEWAYNE MORRIS FOOTBALL DEFENSIVE COORDINATOR		UCLA
Compensation Element	Amount	Staff Comments
Other Cash Payment	\$165,000.00	Approved as part of contract. Payout based on standard participation in outside events representing UCLA.
Other Cash Payment	\$4,000.00	2007 Season Incentive approved as part of negotiated athletics' contract. Payout based on identified levels of team performance (Bowl incentive).
Other - Exclude from Total Cash Compensation	\$9,013.00	Courtesy vehicle approved as part of negotiated athletics' contract.



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WALSHOK,MARY LINDENSTEIN ASSOC VICE CHAN. EXTENDED STUDIES AND PUBLIC SERVICE, DEAN-UNIVERSITY EXTENSION		UCSD
Compensation Element	Amount	Staff Comments
Other Payment	\$1,410.00	University Club membership: Monthly dues payment made to University Club to cover her 2007 membership fee. Membership is used to provide a location for business meetings.
Other Payment	\$394.00	Rotary Club membership: Annual membership payment for 2006-2007 year.
WARD,CATHY RODGERS DIRECTOR, NURSING, UCLA HOSPITAL SYSTEM		UCLA
Compensation Element	Amount	Staff Comments
Incentive	\$19,250.00	Management Incentive Award Program: Eligible to participate annually with a maximum potential of up to 10%. Actual payout based on achievement of performance related goals.
WARNER,BRUCE ASSOCIATE DIRECTOR, AT LARGE		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$291,000.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
WARTELLA,ELLEN A. EXECUTIVE VICE CHANCELLOR AND PROVOST		UCR
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.



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Executive Disability

Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

WASHINGTON,A EUGENE
EXECUTIVE VICE CHANCELLOR & PROVOST

UCSF

Compensation Element	Amount	Staff Comments
Health Sciences Compensation Plan	\$147,000.00	Per policy, eligible to participate in Health Sciences Compensation Plan. Per UCOP counsel in 03/2007.
Other Cash Payment	\$34,081.00	Outside Activity income Processed thru HSCP, non-patient care activity.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

WATERMAN,CHRISTOPHER ALAN
DEAN -- SCHOOL OF THE ARTS & ARCHITECTURE

UCLA

Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.

WATKINS,PAUL H.
DIRECTOR, SUPPORT SERVICES, UCLA HOSPITAL SYSTEM

UCLA

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$20,143.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Relocation Allowance	\$13,875.00	Per policy, relocation allowance of \$46,250 to be paid over a period of four years. Approved by Regents September 2006.
Temporary Housing	\$7,387.00	Temporary housing from October - December 2006 paid in 2007.



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WAUGH,SCOTT L ACTING EXEC. VICE CHANCELLOR AND PROVOST		UCLA
Compensation Element	Amount	Staff Comments
Stipend	\$83,500.00	Annualized stipend reflected. Actual stipend effective October 1, 2007 - December 31, 2008 for responsibilities associated with Acting Executive Vice Chancellor and Provost role.
WEDDING,RANDOLPH E SENIOR MANAGING DIRECTOR-FIXED INCOME INVESTMENTS		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$142,205.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
WESNOUSKY,KATHERINE M ASSISTANT DEAN/DIRECTOR, FINANCIAL SERVICES		UCD
Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$16,838.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
Other Cash Payment	\$973.00	Paid Time Off: UCDHS paid time off program.
WIESENTHAL,STEVEN M ASSOCIATE VICE CHANCELLOR-CAPITAL PROJECTS & FACILITIES MANAGEMENT		UCSF
Compensation Element	Amount	Staff Comments
Incentive	\$10,562.00	Financial Administrative Services: Actual payout based on performance related to management goals FAS-wide. Approved by the Regents on 09/18/07.



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Bonus	\$5,000.00	Staff Recognition Development Program: Payout based on performance related goals. Approved by the Regents on 09/18/07.
Auto Allowance	\$1,175.00	Imputed income for his personal use of a university provided pool vehicle.

WILLIAMS, ROBERT ALLEN
HEAD COACH MEN'S BASKETBALL

UCSB

Compensation Element	Amount	Staff Comments
Other Cash Payment	\$15,000.00	Public relations duties for Intercollegiate Athletics including public speaking and meeting with outside constituency groups.
Other Cash Payment	\$39,000.00	Per contract, payment for conducting basketball camps.

WILLIAMSON, ANN
FORMER INTERIM DIRECTOR-PATIENT CARE, MEDICAL CENTER

UCSF

Compensation Element	Amount	Staff Comments
Stipend	\$35,408.00	Annualized stipend reflected. Actual stipend effective June 17, 2007 - November 03, 2007 for added responsibilities associated with being the Acting Chief Patient Care Officer. Approved by the Regents on 07/10/07.
Incentive	\$24,289.00	Annual participation eligibility in School of Medicine Management Incentive Program with maximum of 20%. Payout based on performance related to goals. Approved locally on 08/14/07.
Other Cash Payment	\$3,000.00	Chancellor's Award: Paid on May 1, 2007.

WINNER, CYNTHIA A.
CHIEF AMBULATORY CARE OFFICER

UCI

Compensation Element	Amount	Staff Comments
Clinical Enterprise Management Recognition Program	\$26,880.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.



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WISSMILLER, ANDREW P		UCSF
DIRECTOR-INFORMATION TECHNOLOGY SYSTEMS, OFFICE OF ACADEMIC & ADMINISTRATIVE INFORMATION SYSTEMS		
Compensation Element	Amount	Staff Comments
Incentive	\$7,706.00	Financial & Administrative Services Incentive Plan: Payout based on performance related goals. Approved locally on 09/05/07.
WITHERELL, MICHAEL S		UCSB
VICE CHANCELLOR FOR RESEARCH		
Compensation Element	Amount	Staff Comments
Relocation Allowance	\$18,750.00	Per policy, relocation allowance. Third and last payment of a three year payment plan (Jan. 1, 2006 - June 30, 2007).
WITTENBERG, CATHERINE		UCSF
FORMER CHIEF NURSING AND PATIENT CARE SERVICES OFFICER, MEDICAL CENTER		
Compensation Element	Amount	Staff Comments
Annual Base	\$242,600.00	Annualized rate shown. Appointment ended June 29, 2007.
Clinical Enterprise Management Recognition Program	\$36,390.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.
WONG, ARTHUR		LLNL
DIRECTOR, HUMAN RESOURCES		
Compensation Element	Amount	Staff Comments
Annual Base	\$211,800.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
Other Cash Payment	\$86.00	Directorate Award: Laboratory Award & Recognition Program.



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WONG,JANE Y.		UCSF
DIRECTOR-INFORMATION TECHNOLOGY APPLICATION SERVICES, OFFICE OF ACADEMIC & ADMINISTRATIVE INFORMATION SYSTEMS		
Compensation Element	Amount	Staff Comments
Incentive	\$9,093.00	Financial & Administrative Services Incentive Plan: Payout based on performance related goals. Approved locally on 09/05/07.
WOOD,FRED E.		UCD
VICE CHANCELLOR - STUDENT AFFAIRS		
Compensation Element	Amount	Staff Comments
Annual Base	\$210,000.00	Annualized rate shown. Appointment began Aug. 1, 2007.
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.
WOOLDRIDGE,JAMES A.		UCR
HEAD COACH - MEN'S BASKETBALL		
Compensation Element	Amount	Staff Comments
Relocation Allowance	\$13,333.00	Per policy - 25% of the base salary paid out in lump sum, subject to repayment. Approved as an Interim Regents Item on 4/27/07.
Temporary Housing	\$1,629.00	Per policy, up to 30 days of temporary living expenses. This includes meals and lodging.
Moving Expenses - Relocation	\$19,744.00	As an exception to policy, reimbursement of 100% of allowable expenses rather than 50% as allowed for MSP.



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WOON,PETER CONTROLLER-FINANCIAL ADMINISTRATION, MEDICAL CENTER		UCI
Compensation Element	Amount	Staff Comments
Incentive	\$24,750.00	Medical Center Director's Incentive Plan (DIP): Eligible to participate in MC DIP annually with a maximum potential of 15%. Payout based on performance related to goals.
Other Payment	\$11,356.00	Paid Time Off Payout: Automatic payout for paid time off amount in excess of accumulation limits.
WRIGHT,JEFFREY R DEAN - ENGINEERING		UCM
Compensation Element	Amount	Staff Comments
Exceptional Vacation accrual		Approved at September 2006 Regents' Meeting in response to RE 74 Corrective Actions - BSA & Internal Audit Finding, Guideline #A-3.
WU DRAGUN,DIANA ACTING DEAN-UNIVERSITY EXTENSION		UCB
Compensation Element	Amount	Staff Comments
Stipend	\$19,700.00	Annualized stipend reflected. Actual stipend effective February 1, 2007 - January 31, 2008 for responsibilities associated with Acting Dean - University Extension role. Percentage increased from 7.5% to 15% effective 10/1/2007.
YAMAUCHI,LORI L ASSISTANT VICE CHANCELLOR-CAMPUS PLANNING		UCSF
Compensation Element	Amount	Staff Comments
Bonus	\$21,250.00	Staff Recognition Development Program: Target: 10%; Achieved: 10%; Max: 10%. Payout based on performance related goals. Approved by the Regents on 09/18/07.



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YANCEY JR, WILLIAM R ASSISTANT DEAN - DENTISTRY		UCLA
Compensation Element	Amount	Staff Comments
Other Cash Payment	\$48,500.00	By Agreement Payment for position as Adjunct Instructor.
YEE, ALICE L INVESTMENT OFFICER		UCOP
Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$44,770.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.
YOUNKER, LELAND ASSOCIATE DEPUTY DIRECTOR, SCIENCE & TECHNOLOGY		LLNL
Compensation Element	Amount	Staff Comments
Annual Base	\$267,500.00	Annualized base salary reported. Part of University reporting population until September 30, 2007. Transfer to new management effective October 1, 2007.
ZEDECK, SHELDON VICE PROVOST - ACADEMIC AFFAIRS AND FACULTY WELFARE		UCB
Compensation Element	Amount	Staff Comments
Executive Disability		Per policy, eligible - has not yet met five year vesting requirement in SMG to receive benefit.



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ZEHNTNER, MAUREEN L
ACTING CHIEF EXECUTIVE OFFICER

UCI

Compensation Element	Amount	Staff Comments
Stipend	\$50,000.00	Annualized stipend reflected. Actual stipend approved to be effective November 1, 2007 - October 31, 2008 for responsibilities associated with Acting Chief Executive Officer role.
Clinical Enterprise Management Recognition Program	\$75,100.00	Eligible to participate in CEMRP annually with a maximum potential of 20%, actual amount based on performance related to goals. Approved by Regents September 2007.

ZIOMEK, WILLIAM J
INVESTMENT OFFICER, PUBLIC EQUITIES

UCOP

Compensation Element	Amount	Staff Comments
Treasurer's AIP Plan	\$7,780.00	Treasurer's Annual Incentive Plan: Approved at September 2007 Regents' meeting. Actual pay-out is based on targets established at the beginning of the Plan year.