

COMMITTEE ON COMPENSATION

ACTION ITEM

For Meeting of March 19, 2009

APPROVAL OF INDIVIDUAL COMPENSATION ACTIONS AS DISCUSSED IN CLOSED SESSION

RECOMMENDATION

The Committee recommends:

A. *Term Appointment Salary and Interim Re-slotting for J. Nicholas Entrikin as Vice Provost – International Studies, Los Angeles Campus*

Approval of the following items in connection with a term appointment for J. Nicholas Entrikin as Vice Provost – International Studies, Los Angeles campus:

- (1) Interim re-slotting of the position as recommended by Mercer Human Resource Consulting, currently at SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100) to SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) Effective from March 1, 2009 Mr. Entrikin's acting appointment to this position will conclude and he will begin serving a term appointment in this same position up to June 30, 2011.
- (3) Compensation for this term appointment will be based upon Mr. Entrikin's adjusted professorial salary and an 11.5 percent administrative stipend.
 - a. Between March 1 and June 30, 2009, Mr. Entrikin's adjusted faculty salary (\$206,900) plus an amount equivalent to an 11.5 percent administrative stipend (\$23,794) result in a term appointment salary of \$230,694 rounded to \$230,700 annually. This appointment salary is the same as that paid to Mr. Entrikin during his current acting appointment in this position.
 - b. Between July 1, 2009 and June 30, 2011, Mr. Entrikin's adjusted faculty salary (\$227,590) and an 11.5 percent administrative stipend (\$26,173) result in a term appointment salary of \$253,763 rounded to \$253,800 annually.

- (4) If an adjustment to the academic base salary is made prior to the termination of this appointment, the salary will be re-calculated against the new adjusted academic base salary.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
- Per policy, accrual of sabbatical credits as a member of tenured faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

B. *Interim Re-slotting and Appointment Salary for Henry E. Brady as Dean – Goldman School of Public Policy, Berkeley Campus*

Approval of the following items in connection with the appointment of Henry E. Brady as Dean – Goldman School of Public Policy, Berkeley campus:

- (1) Interim re-slotting of the position as recommended by Mercer Human Resource Consulting, currently at SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100) to SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (2) Per policy, appointment salary of \$283,200. This represents a 15.0 percent increase in Mr. Brady's July 1, 2009, adjusted faculty salary of \$246,228 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). He will not be eligible for annual merit/equity consideration until October 2010.
- (3) This appointment is at 100 percent time and effective July 1, 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

C. *Interim Re-slotting, Appointment of and Compensation for John Gary Falle as Associate Vice President – Federal Government Relations, Office of the President*

Approval of the following items in connection with the appointment of and compensation for John Gary Falle as Associate Vice President – Federal Government Relations, Office of the President:

- (1) Interim re-slotting of the Associate Vice President – Federal Government Relations at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400), as recommended by Mercer Human Resource Consulting.
- (2) Appointment of John Gary Falle as Associate Vice President – Federal Government Relations, Office of the President, at 100 percent time, effective March 23, 2009.
- (3) Per policy, a 10.4 percent increase in base salary bringing the annual base salary from \$244,500 to \$270,000 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (4) Per policy, eligibility to participate in the University's Mortgage Origination Program.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard senior management benefits (including senior management life insurance, business travel accident insurance, and salary continuation for disability).
- Per policy, a 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, Administrative Fund for official entertainment and other purposes permitted by University policy.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

D. *Stipend Extension for Samuel Hawgood as Acting Dean – School of Medicine, San Francisco Campus*

Approval of the following compensation for Samuel Hawgood as Acting Dean – School of Medicine, San Francisco campus:

- (1) As an exception to policy, an extension of the existing stipend (currently approved through June 30, 2009), effective July 1, 2009, through June 30, 2010, or until the effective date of the appointment of a permanent Dean, whichever occurs first, and including up to a three-month transition period. This appointment is at 100 percent time. This represents an exception to policy which allows for an administrative stipend to be paid for up to 12 months.
- (2) Per policy, continuation of the existing annual administrative stipend of \$181,425 (94 percent) to increase his current faculty base salary of \$192,300 and his Health Sciences Compensation Plan (HSCP) pay of \$195,475 to an annual salary of \$569,200 (SLCG Grade 114: Minimum \$372,900, Midpoint \$483,400, Maximum \$593,800). This level of compensation is needed in order to provide Dr. Hawgood with a market-appropriate level of total income, in recognition of the necessary reduction of clinical revenue he will realize while he continues temporary administrative Dean's duties and reduces his clinical practice.
- (3) The stipend amount of \$181,425 is to remain constant with any and all salary adjustments, inclusive of faculty increases per the approved program's step parameters.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured academic appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

E. *Interim Re-slotting and Promotion for John A. Meyer as Vice Chancellor – Resource Management and Planning, Davis Campus*

Approval of the following items in connection with the interim re-slotting of the Vice Chancellor – Resource Management and Planning position due to significant

expansion of his responsibilities and the promotional increase for John A. Meyer as Vice Chancellor – Resource Management and Planning, Davis campus:

- (1) Interim re-slotting of the Vice Chancellor – Resource Management and Planning position from SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000) to SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). This interim re-slotting is a result of a significant reorganization and is consistent with the recommendation of Mercer Human Resources Consulting and will be effective upon Regental approval.
- (2) Per policy, a promotional salary adjustment of \$44,700 (22.3 percent) from \$200,200 to \$244,900 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). This salary amount is consistent with new Senior Management Group (SMG) policy that indicates that salaries will be within the salary range. Mr. Meyer, in response to the significant fiscal constraints at the campus and throughout UC, will forgo the increase in salary for a period of no less than one year, until March 1, 2010, waiving the right to any claims pertaining to this increase during this period. The Chancellor, in consultation with Mr. Meyer, will assess the situation again in 2010 to determine if further deferral of the effective date for his promotional increase is appropriate or if the promotional increase will be processed effective March 1, 2010, or later.

Additional items of compensation include:

- Per policy, continuation of standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, continuation of 5 percent monthly contribution to the Senior Management Supplemental Benefit Plan.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

F. ***Change in Senior Management Group Title for Susan J. Rayburn as Chief Contracting Officer – UC Irvine Healthcare, Irvine Campus***

Approval of the following item in connection with a change in working title for Susan J. Rayburn as Chief Contracting Officer – UC Irvine Healthcare, Irvine campus. Her current working title is Executive Director, Clinical Enterprise Contracting.

- (1) Change in working title from Executive Director, Clinical Enterprise Contracting to Chief Contracting Officer – UC Irvine Healthcare. There is no salary action associated with this title change.
- (2) Pending approval by the Regents, effective December 1, 2008.

Additional compensation and related items include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance and executive salary continuation for disability).
- Per policy, continuation of a 5 percent monthly contribution to the Senior Management supplemental Benefit Program.
- Per policy, continuation of eligibility to participate in the Clinical Enterprise Management Recognition Plan – up to 20 percent.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

G. ***Interim Slotting for Department Manager – Obstetrics, Gynecology and Reproductive Sciences and the Center of Excellence in Women's Health, School of Medicine, San Francisco Campus***

Approval of the following interim slotting for Department Manager – Obstetrics, Gynecology, and Reproductive Sciences and the Center of Excellence in Women's Health, School of Medicine, San Francisco campus:

- (1) Slotting of position to SLCG Grade 105 (Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400) as recommended by Mercer Human Resource Consulting.
- (2) Effective March 1, 2009.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

H. ***Interim Slotting for Department Manager – Radiology and Biomedical Imaging, School of Medicine, San Francisco Campus***

Approval of the following interim slotting for Department Manager – Radiology and Biomedical Imaging, School of Medicine:

- (1) Interim slotting at SLCG Grade 105 (Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400) as recommended by Mercer Human Resource Consulting.
- (2) Effective March 1, 2009.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

I. ***Interim Slotting for Department Manager – Psychiatry/Langley Porter Psychiatric Hospital and Clinics, School of Medicine, San Francisco Campus***

Approval of the following interim slotting for Department Manager – Psychiatry/Langley Porter Psychiatric Hospital and Clinics, School of Medicine, San Francisco campus:

- (1) Interim slotting at SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100) as recommended by Mercer Human Resource Consulting.
- (2) Effective March 1, 2009.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

J. ***Interim Slotting for Department Manager – Pediatrics, School of Medicine, San Francisco Campus***

Approval of the following interim slotting for Department Manager – Pediatrics, School of Medicine, San Francisco campus:

- (1) Interim slotting at SLCG Grade 105 (Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400) as recommended by Mercer Human Resource Consulting.
- (2) Effective March 1, 2009.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public

immediately following approval by the Regents.

K. *Interim Slotting for Director – Information Technology-Infrastructure Services, Medical Center, San Francisco Campus*

Approval of the following interim slotting for Director – Information Technology-Infrastructure Services, Medical Center, San Francisco campus:

- (1) Interim slotting at SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000) as recommended by Mercer Human Resource Consulting.
- (2) Effective March 1, 2009.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

L. *Interim Slotting for Vice Provost – Education Partnerships, Office of the President*

Approval of the following interim slotting for Vice Provost – Education Partnerships, Office of the President:

- (1) Slotting of the new Senior Management Group position of Vice Provost – Education Partnerships at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400), as recommended by Mercer Human Resource Consulting.
- (2) Effective upon approval of the Regents.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.