

COMMITTEE ON COMPENSATION

ACTION ITEM

For Meeting of September 18, 2008

APPROVAL OF INDIVIDUAL SALARY ITEMS AS DISCUSSED IN CLOSED SESSION

RECOMMENDATION

The Committee recommends:

A. *Appointment Salary for Barbara F. Perry as Director, Government Research Relations, San Diego Campus*

Approval of the following items in connection with the appointment of Barbara F. Perry as Director, Government Research Relations, San Diego campus:

- (1) An appointment salary of \$192,000, SLCG Grade 105 (Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400).
- (2) This appointment is at 100 percent time and will become effective November 1, 2008.
- (3) Ms. Perry will not be eligible for consideration in the merit/equity program until October 2009.
- (4) Per policy, a relocation allowance of \$48,000 (25 percent), subject to a repayment requirement in the event she resigns within the first four years of employment.
- (5) As an exception to policy, 100 percent reimbursement of all reasonable moving expenses. This is an exception as policy allows for 50 percent reimbursement for MSP classified positions.
- (6) As contemplated by policy, eligibility to participate in the Mortgage Origination Program (MOP). This loan will comply with all standard Mortgage Origination Program loan policies. The loan amount will not exceed the maximum allowable under policy (currently \$1.33 million).

- (7) Per policy, one coach-fare house-hunting trip.
- (8) Per policy, 30 days of temporary housing.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, eligibility for Staff Recognition and Development Program award up to 10 percent of base salary annually.

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.

B. *Stipend Extension for Joseph Rudnick as Acting Dean–Division of Physical Sciences, College of Letters and Science, Los Angeles Campus*

Approval of the following items in connection with a stipend extension for Joseph Rudnick as Acting Dean–Division of Physical Sciences, College of Letters and Science, Los Angeles Campus:

- (1) As an exception to the duration policy on administrative stipends, a second extension of the existing 15 percent administrative stipend (\$33,800) beyond the one-year duration provided in policy. The stipend plus the adjusted base salary of \$225,500 result in a total annual salary of \$259,300.
- (2) This appointment is at 100 percent time and is effective from October 1, 2008 through September 30, 2009 or until a permanent appointment is made, whichever occurs first.
- (3) If an adjustment to the annualized base salary is made prior to the termination of this acting role, the 15 percent stipend will be recalculated on the new annualized base salary.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, continuation of accrual of sabbatical leave credits as a member of the 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.

C. *Stipend Extension for Sharon A. Duffy as Acting Dean–University Extension, Riverside Campus*

Approval of the following items in connection with the appointment salary extension for Sharon Duffy as Acting Dean–University Extension, Riverside campus:

- (1) As an exception to policy, an extension of the current administrative stipend of 39.4 percent (\$48,522) to increase her adjusted faculty salary of \$123,178 to a total annual salary of \$171,700 (Salary Grade 105: Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400). This stipend percentage is needed due to the low adjusted faculty salary in relation to the salary range for the Dean position.
- (2) If a change to the academic base salary is made prior to the termination of this acting role, the 39.4 percent stipend will be recalculated against the new adjusted academic base salary.
- (3) As an exception to policy, this 100 percent appointment will be effective October 1, 2008 through September 30, 2009, or until the appointment of a permanent Dean–University Extension, whichever occurs first. This change extends the acting appointment beyond the one year allowed by policy for a total duration of two years. This extension allows Ms. Duffy to serve until the search is concluded.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits due to dual faculty appointment.

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D. *Administrative Stipend for Mary J. Nisbet as Acting Dean–Undergraduate Education, College of Letters and Science, Santa Barbara Campus*

Approval of the following items in connection with the appointment of Mary J. Nisbet as Acting Dean–Undergraduate Education, College of Letters and Science, Santa Barbara Campus:

- (1) As an exception to policy, administrative stipend of \$38,778 (30.0 percent of adjusted faculty salary) to increase her base salary to a total annual salary of \$168,038. This reflects an exception to policy which allows for up to a 15.0 percent administrative stipend. This is a 100 percent time appointment.

- (2) The stipend amount will be increased as the base salary is increased, so the stipend will equal 30.0 percent of the base salary.
- (3) Effective September 1, 2008, through August 31, 2009, or upon completion of a three-month transition period after the interim duties are transferred to the new Dean.

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 faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to 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. *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, effective December 15, 2008 through June 30, 2009, 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) As an exception to policy, continuation of the existing administrative stipend of 94.3 percent (\$181,425) 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. This

represents an exception to policy which allows for up to a 15.0 percent administrative stipend.

- (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 faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to academic appointment.

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F. ***Administrative Stipend for David Rein as Acting Compliance Officer, School of Medicine, San Francisco Campus***

Approval of a stipend for David Rein as Acting Compliance Officer, School of Medicine, San Francisco campus:

- (1) Per policy, an administrative stipend of \$26,910 (15.0 percent) to increase his base salary of \$179,400 to an annual salary of \$206,310 (MSP 6: Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400).
- (2) The stipend percent is to remain constant at 15.0 percent with any and all salary adjustments.
- (3) Continued eligibility to participate in the School of Medicine Management Incentive Plan (MIP) with a maximum payout of up to 15.0 percent of base salary (\$26,910).
- (4) Effective September 1, 2008, through August 31, 2009, or until the completion of a three-month transition period after the acting duties are transferred to the new Compliance Officer, School of Medicine, whichever comes first.

Additional items of compensation include:

- Per policy, continued eligibility for standard pension and health and welfare benefits.

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G. ***Salary Adjustment for AnnaLee Saxenian as Dean–School of Information, Berkeley Campus***

Approval of the following items in connection with a salary increase for AnnaLee Saxenian as Dean–School of Information, Berkeley campus:

- (1) Salary increase to \$210,000. This represents a 16.1 percent increase (\$29,100) in Ms. Saxenian's current salary of \$180,900 (Salary Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). Per agreement, ineligible for any further merit or equity increase until October 2009.
- (2) This appointment is 100 percent time and the salary adjustment is effective September 1, 2008.

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 the faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment as a member of the 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.

H. ***Salary Adjustment for Gerald S. Levey as Vice Chancellor–Medical Sciences and Dean–School of Medicine, Los Angeles Campus***

Approval of the following compensation for Gerald S. Levey as Vice Chancellor–Medical Sciences and Dean–School of Medicine, Los Angeles campus:

- (1) As an exception to policy, a salary increase of \$154,300 (41.1 percent), increasing his base salary from \$375,700 to \$530,000 at SLCG Grade 114 (Minimum \$372,900, Midpoint \$483,400, Maximum \$593,800).

- (2) Per policy, continuation of \$207,000 Health Sciences Compensation Plan (HSCP) pay for a total annual salary, inclusive of base salary and HSCP, of \$737,000.
- (3) This salary adjustment will preclude him from further merit or equity increase consideration during fiscal year 2008.
- (4) As a continuation of previously approved exception to policy, eligibility for an \$8,916 annual automobile allowance.
- (5) Per former policy, continuation of 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- (6) Per policy, continuation of accrual of sabbatical credits as a member of the faculty.
- (7) Per policy, continued participation in the Mortgage Origination Program (MOP) and Supplemental Home Loan Program (SHLP).
- (8) Effective October 1, 2008.

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).

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I. ***Various Compensation Actions regarding Chief Medical Officers in the Medical Centers***

Approval of the following actions for the Chief Medical Officers in the Medical Centers:

- (1) Interim slotting of positions, as recommended by Mercer Human Resource Consulting. Mercer has reviewed the current organization structure of each Chief Medical Officer within the Medical Centers with regard to job content, hierarchy and based on market best practices. Senior Leadership Compensation Group (SLCG) slottings are recommended as noted below:

Campus/Title	SLCG Grade	Range Min	Range Midpt	Range Max
Irvine	112 ¹	\$298,900	\$385,300	\$471,500
San Diego	112	\$298,900	\$385,300	\$471,500
Davis	112	\$298,900	\$385,300	\$471,500
Los Angeles	113	\$333,900	\$431,500	\$529,100
San Francisco	113 ²	\$333,900	\$431,500	\$529,100

- (2) Designation of three Chief Medical Officer positions as Senior Management Group. There are currently two Chief Medical Officer positions, at the Irvine and San Francisco campuses, already designated as SMG.
 - a. Per policy, any Chief Medical Officer currently holding an underlying tenured academic appointment at zero percent time is ineligible for the Senior Management Supplemental Benefit Program.
 - b. Per policy, any Chief Medical Officers not holding a tenured academic appointment will be eligible for a 5.0 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- (3) Base salary adjustments as noted below for certain employees in the Chief Medical Officer position. These salary recommendations are based upon assessment of scope and complexity of the position, individual performance and contribution, as well as related experience. The proposed base salary adjustments total \$91,625 for three of the five Chief Medical Officers. This represents an average increase of 9.8 percent.

¹ The Chief Medical Officer position at the Irvine campus is currently slotted at SLCG 110.

² This is the current slotting for the Chief Medical Officer position at the San Francisco campus. No change in slotting was recommended by Mercer for this position.

Campus	Name	SLCG Slotting			Compensation					
		Curr SLCG Grade	Proposed SLCG Grade	Grade Range	Current Base Salary	Proposed Base Salary	HSCP	CEMRP Potential	5% SMG Supp Benefit	Proposed Total Cash
UCI	Eugene Spiritus	110	112	\$298,900-\$385,300-\$471,500	\$289,700	\$310,000	none	25% (\$77,500)	\$15,500	\$403,000
UCSD	Angela Scioscia	na	112	\$298,900-\$385,300-\$471,500	\$315,000	\$374,800	none	25% (\$93,700)	\$18,740	\$487,240
UCD	Allan Siefkin	na	112	\$298,900-\$385,300-\$471,500	\$330,475	\$342,000	none	25% (\$85,500)	\$17,100	\$444,600
UCLA	Thomas Rosenthal	na	113	\$333,900-\$431,500-\$529,100	\$239,600	Salary addressed at Nov 08 Regents	\$191,900	none	none	\$431,500
UCSF	Vacant	113	no change	\$333,900-\$431,500-\$529,100	NA	TBD	none	25%	TBD	TBD

- a. Salary adjustment for Eugene M. Spiritus at the Irvine Campus in the amount of \$20,300 (7.0 percent) from \$289,700 to \$310,000.
- b. Salary adjustment for Angela Scioscia at the San Diego Campus in the amount of \$59,800 (19.0 percent) from \$315,000 to \$374,800.
- c. Salary adjustment for Allan Siefkin at the Davis Campus in the amount of \$11,525 (3.5 percent) from \$330,475 to \$342,000. Current base salary is comprised of \$226,600 retirement eligible salary and \$103,875 in non-retirement eligible salary. Going forward, if SMG designation in this proposal is approved, base salary will no longer be split.
- d. No salary adjustment is proposed at this time for Thomas Rosenthal at the Los Angeles Campus. The salary for Dr. Rosenthal will be addressed under separate cover at the November 2008 Regents meeting.
- e. No salary action is proposed for the Chief Medical Officer position at the San Francisco Campus as it is currently vacant. Salary will be set at the time of appointment.

(4) Effective October 1, 2008.

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J. *Interim Slotting and Salary Adjustment for David Kraus as Chief Contracting Officer, Medical Center, San Diego Campus*

Approval of the following items in connection with the interim slotting and salary adjustment for David Kraus, Chief Contracting Officer, Medical Center, San Diego campus:

- (1) Interim slotting of the position, as recommended by Mercer Human Resource Consulting, at SLCG 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) Per policy, a salary adjustment of \$24,000 (12.9 percent) to increase his annual base salary from \$186,000 to \$210,000. This salary adjustment will preclude him from further merit or equity increase consideration during fiscal year 2008-2009.
- (3) Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Plan (CEMRP), with a maximum payout of up to 20 percent of base salary annually.
- (4) Effective September 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

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K. *Salary Adjustment for Kathleen Dracup as Dean-School of Nursing, San Francisco Campus*

Approval of the following compensation for Kathleen Dracup as Dean-School of Nursing, San Francisco campus:

- (1) Per policy, a base salary increase of \$41,100 (16.5 percent), increasing her base from \$248,900 to \$290,000 at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (2) Per policy, \$60,000 in Health Sciences Compensation Plan (HSCP) base pay.
- (3) Per policy, continued participation in the Mortgage Origination Program.
- (4) Effective September 1, 2008.

- (5) Ms. Dracup will not be eligible for consideration in the merit/equity program until October 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, continued accrual of sabbatical credits as a member of faculty.
- Per policy, continued ineligibility to participate in the Senior Management Supplemental Benefit Program due to holding a dual tenured appointment.

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L. ***Salary Adjustment for Mary Anne Koda-Kimble as Dean–School of Pharmacy, San Francisco Campus***

Approval of the following compensation for Mary Anne Koda-Kimble as Dean–School of Pharmacy, San Francisco campus:

- (1) Per policy, a base salary increase of \$11,200 (4.0 percent), increasing base pay from \$278,800 to \$290,000 at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). This appointment is at 100 percent time.
- (2) Per policy, \$60,000 in Health Sciences Compensation Plan (HSCP) base pay.
- (3) Effective September 1, 2008.
- (4) Ms. Koda-Kimble will not be eligible for consideration in the merit/equity program until October 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, continued eligibility to participate in the Senior Management

Supplemental Benefit Program at the rate of 5 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 of Review of Executive Compensation) in this recommendation will be released to the public immediately following execution.

M. *Interim Slotting and Salary Adjustment for Lucia Kwan as Director–Revenue Cycle Services, Medical Center, San Francisco Campus*

Approval of the following compensation for Lucia Kwan as Director–Revenue Cycle Services, Medical Center, San Francisco campus:

- (1) Interim slotting as Director–Revenue Cycle Services at SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000), as recommended by Mercer Human Resource Consulting.
- (2) Per policy, a base salary increase of 10.0 percent (\$18,150) to increase her current annual salary of \$181,500 to \$199,650, at 100 percent time appointment.
- (3) Per policy, continued eligibility to participate in the Medical Center Incentive Award Plan (MC IAP) with a maximum potential payout of up to 15.0 percent of base salary (\$29,948).
- (4) Effective retroactive to July 1, 2008.
- (5) Ms. Kwan will not be eligible for consideration in the merit/equity program until October 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

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