

Office of the President

TO MEMBERS OF THE COMMITTEE ON COMPENSATION:

ACTION ITEM

For Meeting of March 24, 2016

SEPARATION AGREEMENT FOR STEVE GAMER AS VICE CHANCELLOR – ADVANCEMENT, SAN DIEGO CAMPUS AS DISCUSSED IN CLOSED SESSION

EXECUTIVE SUMMARY

The President of the University recommends approval of the proposed separation agreement with Steve Gamer, Vice Chancellor – Advancement, San Diego campus. This urgent request is in response to a need to execute the agreement in exchange for Mr. Gamer's resignation effective March 1, 2016. The President of the University requests approval of a \$135,072 separation payment (\$177,031 severance minus \$41,959 relocation repayment) in connection with the separation agreement reached with Steve Gamer, Vice Chancellor – Advancement, San Diego campus. Under the terms of the proposed agreement, the payment would be made within 30 days of his resignation date of March 1, 2016. Funding for this action will come entirely from non-State funds.

Steve Gamer was appointed Vice Chancellor – Advancement on January 13, 2014. Prior to coming to UC San Diego, Mr. Gamer held the position of Associate Vice Chancellor – Development at UCLA. He had spent 11 years at UCLA holding progressively responsible leadership positions and had experience with major fundraising campaigns. Due to family obligations Mr. Gamer never relocated from Los Angeles to San Diego. Mr. Gamer requested and received a relocation allowance to be paid in a lump sum of \$85,938 (25 percent of his salary of \$343,750) to help cover the additional living expenses associated with having an apartment near the San Diego campus.

The San Diego campus is in the final stages of planning the campus' first major fundraising campaign in nearly ten years. Because of a change in strategy for the campaign, it is now agreed that it is in everyone's interest that Mr. Gamer resign from his position. While awaiting approval for this action, the campus placed Mr. Gamer on paid leave beginning January 13, 2016.

A separation payment is being requested due to Mr. Gamer's 13-year tenure at University of California during which time he made numerous contributions at UCLA and UC San Diego. The Office of the General Counsel has been consulted on this action and concurs.

This agreement will be funded from discretionary non-State funds.

RECOMMENDATION

The Committee recommends approval of the following item in connection with a separation agreement for Steve Gamer as Vice Chancellor – Advancement, San Diego campus:

Severance payment of \$135,072 to Steve Gamer as Vice Chancellor – Advancement, San Diego campus, in conjunction with a standard release of claims. Payment to be made within 30 days of his resignation date of March 1, 2016.

Recommended Compensation

Effective Date: within 30 days of March 1, 2016

Severance: \$135,072

Base Salary: \$354,063

Funding: severance payment will be non-State-funded

Budget &/or Prior Incumbent Data:

Title: Vice Chancellor – Advancement

Base Salary: \$354,063

Market Reference Zone: (25th%: \$354,000, 50th%: \$440,000, 60th%: \$445,000, 75th%: \$486,000, 90th%: \$537,000)

Funding: severance payment will be non-State-funded

The severance payment described above shall constitute the University's total commitment for the elements of severance compensation addressed above until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Submitted by: Chancellor Khosla

Reviewed by: President Napolitano

Committee on Compensation Chair Reiss

Office of the President, Human Resources