

NON-LAB SALARIES APPROVED AT SEPTEMBER 2005 REGENTS

STIPEND FOR JONATHAN F. S. POST AS INTERIM DEAN-DIVISION OF HUMANITIES, LOS ANGELES CAMPUS

Action: Approval of an administrative stipend of \$22,600 (15.0 percent) for Jonathan F. S. Post as Interim Dean-Division of Humanities, Los Angeles Campus, effective July 1, 2005 through June 30, 2006.

Current Position: Professor, Department of English

Current Annual Salary: \$150,900
Proposed Administrative Stipend: 22,600
Proposed Total Annual Salary: \$173,500

Percent of Stipend: 15.0 percent

BACKGROUND

Mr. Post has agreed to assume the role of Interim Dean-Division of Humanities while a search is underway for a permanent replacement. This stipend is in consideration of the additional duties he will be assuming in this role.

COMPENSATION FOR RORY S. JAFFE, M.D., AS EXECUTIVE DIRECTOR-MEDICAL SERVICES, DIVISION OF CLINICAL SERVICES DEVELOPMENT, OFFICE OF THE PRESIDENT

Action:	Approval of the appointment salary for Rory S. Jaffe, M.D., as Executive Director-Medical Services, Division of Clinical Services Development, Office of the President, effective September 23, 2005.
Current Position:	Chief Compliance Officer
Base Salary	\$183,300
Stipend	<u>10,900</u>
Total Annual Salary	\$194,200
Proposed Salary:	\$220,000
Percent of Increase:	12.2 percent

BACKGROUND

The Executive Director--Medical Services is a critical component of the successful administration of the UC clinical enterprise. Following an internal and external recruitment, Dr. Jaffe has emerged as the most qualified candidate. As the Executive Director-Medical Services, Dr. Jaffe would have management responsibility for oversight of clinical activities throughout the system, including providing medical leadership and direction to the Clinical Policy Review process; developing systemwide clinical policy, guidelines, and best practice models for UC academic medical centers and medical staff; and ensuring compliance with UC, Federal and State policies, laws and regulations.

COMPENSATION FOR DAVID S. KLIGER AS PROVOST AND EXECUTIVE VICE CHANCELLOR, SANTA CRUZ CAMPUS

Action: Approval of an appointment salary of \$233,500 for Davis S. Kliger as Provost and Executive Vice Chancellor, Santa Cruz campus, effective September 1, 2005.

Current Position: Dean-Division of Natural Sciences

Current Base Salary: \$191,500

Proposed Salary: \$233,500

Percent of Increase: 21.9%

Internal Comparators' Average Salary: \$247,900

Lead/Lag to Internal Comparators' Average Salary: -6.2%

BACKGROUND

As Provost and Executive Vice Chancellor, Mr. Kliger will serve as the chief academic officer and chief operating officer for the campus, and will be responsible for planning, coordinating and implementing academic programs, academic personnel programs, campus operations, and budgetary matters. The Provost and Executive Vice Chancellor would represent the Chancellor in her absence.

Mr. Kliger has served as Dean-Physical and Biological Sciences Division since 1990. Formerly Chair of the Chemistry department and the faculty leader of Kresge and Oakes Colleges, he has also served as Chair of the Academic Senate from 1988 - 1990, Chair of the Council of Deans, and the Executive Budget Committee. His primary research focuses on developing a variety of time-resolved spectroscopic techniques, and applying them to a wide range of photochemical, photophysical, and photobiological problems. His research has continued to receive substantial funding from the National Institute of Health. He also continues to publish in highly respected, international, peer-reviewed journals.

**COMPENSATION FOR RANDY LOPEZ AS ASSOCIATE VICE
CHANCELLOR-ADMINISTRATION, SAN FRANCISCO CAMPUS**

Action: Approval of a promotional increase of \$22,100 for Randy Lopez as Associate Vice Chancellor-Administration to bring his annual base salary from \$172,900 to \$195,000, effective June 1, 2005.

Current Position: Associate Vice Chancellor-Administration

Current Salary: \$172,900

Proposed Annual Base Salary: \$195,000

Percent of Increase: 12.8 percent

Internal Comparators'

Average Salary:

Assistant/Associate Vice
Chancellors-Information
Systems \$182,500

Vice Chancellors-Business
and Administrative
Services* \$192,600

Lead/Lag to Internal
Comparators' Average Salary:

Assistant/Associate Vice
Chancellors-Information
Systems 6.4 percent

Vice Chancellors-Business
and Administrative
Services* 1.2 percent

* Does not include the salaries of incumbents at UCLA and UCSF

Market Average Salary:

Full Comparison Group \$240,100
Public Institutions \$196,400

Lead/Lag to Market
Average Salary:

Full Comparison Group	-23.1 percent
Public Institutions	-0.7 percent

BACKGROUND

In a shared role as “second in command,” along with the Associate Vice Chancellor-Finance, Mr. Lopez assists with general administrative management of the Finance and Administration organizational areas and, in the absence of the Senior Vice Chancellor, acts with authority for a substantial set of ad hoc responsibilities. Mr. Lopez provides overall leadership and direction for a wide and dynamic range of administrative issues, serving as the campus’s principal administrative resource to direct and lead an array of critical administrative, information technology, and management activities, including Information Technology Services (assumed responsibility in May, 2005), Business Process Improvement and Automation; Human Resources, Campus Safety and Police, Campus-wide Management and Administration, Campus-wide strategic and Operational Planning, and Compliance and Investigations.

COMPENSATION FOR PALMER W. TAYLOR AS DEAN-SKAGGS SCHOOL OF PHARMACY AND PHARMACEUTICAL SCIENCES, SAN DIEGO CAMPUS

Action: Approval of a salary increase of \$30,800 (12.8 percent) for Palmer W. Taylor Dean-Skaggs School of Pharmacy and Pharmaceutical Sciences, San Diego Campus, effective September 1, 2005 taking his annual total salary rate from \$240,000 to \$270,800.

Current Position: Associate Vice Chancellor-Health Sciences and Founding Dean-School of Pharmacy and Pharmaceutical Sciences, San Diego Campus

Current Salary:
Base Salary \$216,000
HSCP Funds 24,000
Total Annual Salary \$240,000

Proposed Annual Base Salary Rate: \$270,800

Percent of Increase: 12.8 percent

Market Salary:
Full Comparison Group \$201,400
Public Institutions \$201,400

Lead/Lag to Market Average Salary: 25.7 percent

Former Incumbent's Salary: New position

BACKGROUND

At the time Mr. Taylor was appointed Founding Dean--School of Pharmacy, an administrative error was made that caused his Senior Management salary to be placed below his academic salary as a Professor, Above Scale. The recommended salary of \$270,800 equals his current academic salary.

**STIPEND FOR MARTHA HOOVEN AS DIRECTOR OF ADMINISTRATION,
SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS**

Action: Approval of an administrative stipend of \$8,350 (5.0 percent) for Martha Hooven as Director of Administration, School of Medicine, San Francisco Campus, effective July 1, 2005 through June 30, 2006.

Current Position: Director of Administration, School of Medicine

Current Salary: \$167,000

Proposed Salary:

Base Salary	\$167,000
Administrative Stipend	<u>8,350</u>
Total Annual Salary	\$175,350

Percent of Increase: 5.0 percent

BACKGROUND

Dr. Lee Goldman, Department of Medicine Chair, will be on sabbatical leave July 1, 2005 through June 30, 2006. Ms. Hooven will be assigned one-quarter of Dr. Goldman's responsibilities with the duration to be approximately six months intermittently over the year that Dr. Goldman is on sabbatical leave. Ms. Hooven, in addition to her current responsibilities in the Department of Medicine, will be responsible for weekly administrative staff meetings, identification of routine academic actions for which Dr. D. Montgomery Bissell will be responsible, meeting with Dr. Richard Wachter who will be responsible for billing and compliance, coordinating of academic activities within the School of Medicine with Dr. Talmadge King, and communicating with Dr. Goldman regarding issues that require his involvement.

**STIPEND COMPENSATION FOR RONALD ROGOWSKI AS INTERIM DEAN
AND VICE PROVOST-INTERNATIONAL STUDIES, LOS ANGELES CAMPUS**

Action: Approval of an administrative stipend of \$2,600 (1.2 percent) for Ronald Rogowski as Interim Dean and Vice Provost-International Studies, Los Angeles Campus, effective July 1, 2005 through June 30, 2006.

Current Position: Professor, Department of Political Science

Current Annual Salary: \$218,400

Proposed Administrative

Stipend: 2,600

Proposed Total Annual Salary: \$221,000

Percent of Stipend: 1.2 percent

BACKGROUND

Mr. Rogowski has agreed to assume the role of Interim Dean and Vice Provost-International Studies while a search is underway for a permanent replacement. Mr. Rogowski, who specializes in comparative politics and political economy, is highly qualified for this role. His book, *Commerce and Coalitions*, explores how international trade shapes domestic political coalitions. In 1999, the American Political Science Association honored him by organizing a roundtable discussion to commemorate the tenth anniversary of the publication of his book. His recent work considers how the design of electoral systems affects a nation's economic policies. He has also investigated globalization, capital mobility, and the sources of price differentials across national boundaries. Mr. Rogowski served as the Chair of the Political Science Department during a period of growing national prominence. He has been a Fellow at the Center for Advanced Study in the Behavioral Sciences.

STIPEND FOR BRUCE G. WILLISON AS DEAN-ANDERSON GRADUATE SCHOOL OF MANAGEMENT, LOS ANGELES CAMPUS

Action: Approval of an administrative stipend of \$32,300 (14.8 percent) for Bruce G. Willison Willison as Dean-Anderson Graduate School of Management, Los Angeles Campus, effective July 1, 2004 and to continue through December 31, 2005 or until a permanent Dean is appointed, whichever comes first.

Current Position: Dean-Anderson Graduate School of Management Los Angeles Campus

Current Salary \$218,500

Proposed Salary:

Base Salary	\$218,500
Administrative Stipend	<u>32,300</u>
Total Annual Salary	\$250,800

Percent of Increase: 14.8 percent

Internal Comparators' Average Salary: \$255,000

Lead/Lag to Internal Average Salary: - 1.7 percent

Market Average Salary:

Full Comparison Group	\$304,300
Public Institutions	\$277,200
Comparison Eight	\$367,700

Lead/Lag to Market

Average Salary:

Full Comparison Group	-21.3 percent
Public Institutions	-10.5 percent
Comparison Eight	-46.6 percent

BACKGROUND

Mr. Willison announced his plans to step down from the deanship effective June 30, 2004. During the extended search for a successor, he agreed to remain in his position through June 30, 2005. The campus reports that they are currently engaged in the final stages of the nationwide search to fill this key post, and Mr. Willison has again graciously agreed to extend his service as Dean through December 31, 2005.

Under Mr. Willison's outstanding leadership, the Anderson School of Management continues to receive national and international rankings as one of the finest graduate schools of business, and is recognized worldwide for its specialized offerings in executive education, financial management, entrepreneurial studies, and technological advances.

STIPEND FOR JOHN A. WOODS AS INTERIM VICE CHANCELLOR-EXTERNAL RELATIONS, SAN DIEGO CAMPUS

Action: Approval of an administrative stipend of \$47,900 (25.7 percent) for John A. Woods as Interim Vice Chancellor-External Relations, San Diego Campus, effective June 1, 2005 and to continue until the appointment of a new Vice Chancellor-External Relations.

Current Position: Vice Chancellor-Resource Management and Planning

Current Salary:

Base Salary \$186,200

Proposed Salary:

Base Salary \$186,200

Administrative Stipend 47,900

Total Annual Salary \$234,100

Percent of Increase: 25.7 percent

Internal Comparators' \$206,800

Average Salary:

Lead/Lag to Internal 3.4 percent

Average Salary:

Former Incumbent's Salary: \$210,900

Lead/Lag to Former

Incumbent's Salary: 1.5 percent

BACKGROUND

In addition to Mr. Woods' s responsibility as Vice Chancellor--Resource Management and Planning, he has assumed, on an interim basis, responsibility for policy development and policy decisions, general programmatic direction, and ongoing management of a diverse advancement program. Until the vacancy is filled, Mr. Woods will work with academic and administrative leadership of the campus to fulfill UC San Diego's goals. He will be responsible for devising the strategies and implementing the programs necessary to obtain financial, political, community, government, alumni, and public support for UC San Diego. Mr. Woods will also develop policy and direct Development, UC San Diego Foundation, Information and Financial Systems, Alumni Relations, Governmental and Community Relations, Science and Technology Policy and Projects, University Communications, and Special Events. Mr. Woods will represent the

Chancellor on the La Jolla Playhouse Board of Trustees as well as serve as the Chancellor's designate on the UCSD Alumni Association Board and as a member of San Diego Dialogue.

