

**COMMITTEE ON COMPENSATION**  
**July 2008**

**RE-SLOTTING, SALARY INCREASE, AND ADMINISTRATIVE STIPEND FOR  
STELLA HSU AS ASSOCIATE VICE CHANCELLOR – CAMPUS LIFE SERVICES  
AND OFFICE OF STRATEGY MANAGEMENT AND ACTING ASSOCIATE VICE  
CHANCELLOR – FACILITIES MANAGEMENT, SAN FRANCISCO CAMPUS**

**RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to the Regents approval of the following compensation changes for Stella Hsu as Associate Vice Chancellor – Campus Life Services and Office of Strategy Management and Acting Associate Vice Chancellor – Facilities Management, San Francisco campus:

- (1) Re-slotting to SLCG 107 (Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000) as recommended by Mercer HR Consulting. This is a 100 percent time appointment.
- (2) Base salary increase of \$18,870 (10.0 percent) to increase her base salary from \$188,700 to \$207,570 in recognition of the permanent additional duties assigned to the position.
- (3) Per policy, continued eligibility for participation in the Finance and Administrative Services Incentive Plan (FAS) with a maximum potential payout of up to 10.0 percent of base salary (\$20,757).
- (4) Per policy, an administrative stipend of \$27,430 (13.2 percent) of increased salary in recognition of ongoing management duties as Acting Associate Vice Chancellor – Facilities Management.
- (5) The stipend percentage of 13.2 percent is to remain constant with any and all salary adjustments, inclusive of merit increases.
- (6) Re-slotting and salary adjustment to be effective retroactive to July 1, 2008. Administrative stipend effective retroactive to April 1, 2008, through March 31, 2009, or until the effective date of the appointment of a permanent Associate Vice Chancellor – Facilities Management, whichever occurs first and including up to a three month overlap in service.

Additional items of compensation include:

- Per policy, Standard Pension and Health and Welfare benefits.

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.

## **BACKGROUND**

Ms. Stella Hsu has been serving as the Associate Vice Chancellor - Campus Life Services (CLS) and Financial and Administrative Services' (FAS) Office of Strategy Management since July 1, 2005. Effective March 31, 2008, Ms. Hsu aslo assumed temporary responsibility for oversight of the campus facilities management function due to the departure of the former Associate Vice Chancellor Steve Wiesenthal. The campus is requesting a review of the original position by Mercer HR Consulting with a recommendation by the campus of re-slotting the position to SLCG grade 107. In addition, the campus is requesting approval for an administrative stipend in recognition of the temporary duties assumed in March 2008.

[Compensation form attached.]

**COMPENSATION FOR STELLA HSU AS ASSOCIATE VICE CHANCELLOR - CAMPUS LIFE SERVICES  
AND OFFICE OF STRATEGY MANAGEMENT AND ACTING ASSOCIATE VICE CHANCELLOR -  
FACILITIES MANAGEMENT, SAN FRANCISCO CAMPUS  
SLCG Grade 107 – Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000**

| ITEM  | RECEIVING |          | AMOUNT     | EXCEPTION<br>TO POLICY | APPROVAL<br>REQUIRED |
|---|-----------|----------|------------|------------------------|----------------------|
|   | YES       | NO       |            |                        |                      |
| <b>SALARY AND OTHER CASH PAYMENTS</b>   |           |          |            |                        |                      |
| · Annual Base Salary  | <b>X</b>  |          | \$ 207,570 | <b>NO</b>              | <b>REGENTS</b>       |
| · Health Sciences Compensation Plan   |           | <b>X</b> |            |                        |                      |
| · Additional Salary: Stipend  | <b>X</b>  |          | \$ 27,430  | <b>NO</b>              | <b>REGENTS</b>       |
| · School of Medicine Management Incentive Program   |           | <b>X</b> |            |                        |                      |
| · Any other bonuses/Incentives: FAS Incentive (10% max payout)  | <b>X</b>  |          | \$ 20,757  | <b>NO</b>              | <b>REGENTS</b>       |
| · Annual Incentive Plan (Treasurer's Office only )  |           | <b>X</b> |            |                        |                      |
| · Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary |           | <b>X</b> |            |                        |                      |
| <b>BENEFITS AND PERQUISITES</b>   |           |          |            |                        |                      |
| · Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)  | <b>X</b>  |          |            | <b>NO</b>              | <b>REGENTS</b>       |
| · Automobile Allowance  |           | <b>X</b> |            |                        |                      |
| · Leased Automobile   |           | <b>X</b> |            |                        |                      |
| · Senior Manager Life Insurance   |           | <b>X</b> |            |                        |                      |
| · Executive Business Travel Insurance   |           | <b>X</b> |            |                        |                      |
| · Exec. Salary Continuation for Disability  |           | <b>X</b> |            |                        |                      |
| · Mortgage Origination Program (MOP) Loan   |           | <b>X</b> |            |                        |                      |
| · Supplemental Home Loan Program (SHLP)   |           | <b>X</b> |            |                        |                      |
| · University-provided Housing (President/Chancellors)   |           | <b>X</b> |            |                        |                      |
| · Educational Expenses  |           | <b>X</b> |            |                        |                      |
| · Other Perqs - please list below   |           | <b>X</b> |            |                        |                      |
| <b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>   |           |          |            |                        |                      |
| · Payment in Lieu of Sabbatical Pay   |           | <b>X</b> |            |                        |                      |
| · Relocation Allowance  |           | <b>X</b> |            |                        |                      |
| · Temporary Housing Allowance-1 month per policy  |           | <b>X</b> |            |                        |                      |
| · Payment in lieu of Vacation Pay   |           | <b>X</b> |            |                        |                      |
| · Moving Expenses/Movement of Household Goods   |           | <b>X</b> |            |                        |                      |

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FACILITIES MANAGEMENT, SAN FRANCISCO CAMPUS**

**SLCG Grade 107 – Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000**

**Page 2 of 2**

| ITEM  | RECEIVING |          | AMOUNT            | EXCEPTION<br>TO POLICY | APPROVAL<br>REQUIRED |
|---|-----------|----------|-------------------|------------------------|----------------------|
|   | YES       | NO       |                   |                        |                      |
| <b>FUTURE BENEFITS</b>  |           |          |                   |                        |                      |
| · Post-retirement Employment Agreements   |           | <b>X</b> |                   |                        |                      |
| · Consultant/Independent Contractor Compensation Agreement  |           | <b>X</b> |                   |                        |                      |
| · Severance/Separation Agreement  |           | <b>X</b> |                   |                        |                      |
| · Sabbatical/Administrative Leave   |           | <b>X</b> |                   |                        |                      |
| · Special Health Benefits or Other Benefits   |           | <b>X</b> |                   |                        |                      |
| <b>OTHER</b>  |           |          |                   |                        |                      |
| · Administrative Fund Allocation  |           | <b>X</b> |                   |                        |                      |
| · Corporate Board Service   |           | <b>X</b> |                   |                        |                      |
| · Other (Specify)   |           | <b>X</b> |                   |                        |                      |
|   |           |          |                   |                        |                      |
| <b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b><br>(Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) |           |          | <b>\$ 255,757</b> |                        |                      |

[Please note that all payments, reimbursements, special benefits, etc. should be listed on this form in order to be authorized by the President and The Regents. This information will be released to the Public].

The only compensation permitted is what is listed on the summary page that accompanied the item.