

COMMITTEE ON COMPENSATION
July 2008

**APPOINTMENT COMPENSATION AMENDMENT FOR SORENA NADAF AS CHIEF
INFORMATICS OFFICER, CANCER CENTER, SAN FRANCISCO CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following amendment to the appointment compensation for Sorena Nadaf as Chief Informatics Officer:

- (1) Per policy, a relocation allowance of \$46,250 (25.0 percent) of base salary to be paid as a lump-sum. The amount is to be repaid should the incumbent terminate employment with the University, either voluntarily or for cause, within two years of the initial payment of the allowance. The repayment amount is to be pro-rated over the two year period.
- (2) Effective upon approval of The Regents.

Additional items of compensation already approved in January 2008 include:

- Per policy, standard Pension and Health and Welfare benefits.
- Base salary of \$185,000, in appointment as Chief Informatics Officer, slotted at SLCG grade 107 (Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000). This is a 100 percent time appointment.
- As an exception to policy, 100 percent reimbursement of all reasonable moving expenses. This is an exception as policy allows for a 50 percent reimbursement to MSP staff.
- Per policy, continued eligibility to participate in the School of Medicine Management Incentive Plan with a maximum potential payout of up to 20 percent of base salary (\$37,000).
- Per policy, continued eligibility to participate in the Mortgage University of California Home Loan Program. Participation is subject to funding availability and current program policies and guidelines.
- Per policy, one house-hunting trip subject to the limitations under policy for the candidate and his spouse/partner and an additional local limitation that the house-hunting trip will not exceed seven days.
- Per policy, reimbursement for temporary living expenses, including the cost of meals and lodging while occupying temporary quarters at the new general work location during any one period of 30 consecutive days after approval of employment.

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.

BACKGROUND

The UCSF Helen Diller Family Comprehensive Cancer Center recently recruited and hired Mr. Sorena Nadaf as Chief Informatics Officer to head the new Translational Informatics unit. He was appointed to this position effective February 19, 2008. This was a very competitive recruitment as this is a relatively new field and new area of development for cancer centers across the country. Mr. Nadaf has a unique background and is nationally recognized as an expert in this field. Mr. Nadaf was attracted to UCSF because of the national standing of the UCSF Comprehensive Cancer Center and the program he would be charged with developing.

Due to a misunderstanding at the campus of the current policy and the use of relocation allowances, such allowance was not included in the original employment offer to Mr. Nadaf. The Cancer Center is now seeking approval to pay a lump-sum relocation allowance.

[Compensation form attached.]

**APPOINTMENT SALARY AMENDMENT FOR SORENA NADAF AS CHIEF INFORMATICS OFFICER,
CANCER CENTER, SAN FRANCISCO CAMPUS**

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

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$ 185,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Medical Center Incentive Award Program (15% maximum payout)		X			
· Any other bonuses/Incentives: School of Medicine Management Incentive Plan (up to 20% of base)	X		\$ 37,000	NO	REGENTS
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		X			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan	X			NO	REGENTS
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below		X			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance (up to 25% of base)	X		\$ 46,250	NO	REGENTS
· Temporary Housing Allowance-1 month per policy	X			NO	REGENTS
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household (100% as an exception to policy)	X			YES	REGENTS

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

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
· House-hunting trips (Per policy, one trip including spouse/partner)	X			NO	REGENTS
· Sign On Bonus Up To 10%		X			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$ 268,250		

[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 items.