

**COMMITTEE ON COMPENSATION
JANUARY 2008**

ACTION UNDER INTERIM AUTHORITY - APPOINTMENT SALARY FOR SORENA NADAF AS CHIEF INFORMATICS OFFICER, CANCER CENTER, SAN FRANCISCO CAMPUS

Action under interim authority was requested due to the critical nature of this position, the potentially fleeting availability of this top external candidate, and the pressing need to begin developing the Translational Informatics unit, as lead by the National Cancer Institute (NCI), as part of the cancer Bioinformatics Grid (caBIG™) initiative.

COMPENSATION:

- (1) Appointment salary of \$185,000, slotted at SLCG Grade 107 as recommended by Mercer HR Consulting (Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000). This is a 100 percent time appointment.
- (2) 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.
- (3) Effective upon approval of The Regents.

Additional items of compensation include:

- Per policy, Standard Pension and Health and Welfare benefits.
- Per policy, eligibility to participate in the School of Medicine Management Incentive Plan with a maximum payout of up to 20 percent of base salary (\$37,000).
- Per policy, 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

After a national search, Mr. Nadaf was identified as the top candidate for the position. Mr. Nadaf has over 14 years of related experience.

[Compensation form attached.]

**APPOINTMENT SALARY 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			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: School of medicine Incentive Program – maximum payout of up to 20% of base salary	X		\$37,000	NO	REGENTS
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program		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		X			
· Temporary Housing Allowance	X			NO	
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household	X			YES	REGENTS
· House-hunting trips	X			NO	

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
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)					
			\$222,000		

[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.