

**COMMITTEE ON COMPENSATION:
JANUARY 2008**

**APPOINTMENT SALARY FOR SANDRA H. KIM AS EXECUTIVE DIRECTOR –
EXTERNAL FINANCE, OFFICE OF THE PRESIDENT**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment of Sandra H. Kim as Executive Director – External Finance, Office of the President:

- (1) Appointment salary of \$225,000 as Executive Director – External Finance, Office of the President, slotted at SLCG 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). This is a 100 percent time appointment.
- (2) Effective January 17, 2008, with employment start date to be after that date.
- (3) Incentive bonus up to 10 percent of base salary determined relative to accomplishments of annual goals and objectives, which will be discussed and agreed upon each year.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, eligibility to participate in the Mortgage Origination Loan Program (MOP), available to be exercised within a period not to exceed 24 months from date 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.

BACKGROUND

Sandra H. Kim will provide leadership and management of system-wide debt financing issues and capital projects. She will be expected to lead all interaction of the University and State Treasury personnel, investment bankers, underwriters, credit enhancement providers and rating agencies to structure and issue University related debt, and analyze University debt structure and capacity. In addition, she will be responsible for the coordination of all activities for issuance of debt; manage the financial data collection efforts of the various campuses, medical centers and lab, and/or departments, and she will oversee the development of financial models that will enable senior management to make well-informed decisions relative to debt issuance and

management.

[Compensation form attached.]

**APPOINTMENT SALARY FOR SANDRA H. KIM AS EXECUTIVE DIRECTOR-EXTERNAL FINANCE,
OFFICE OF THE PRESIDENT
SLCG GRADE 107 MINIMUM \$172,300 MIDPOINT \$218,700 MAXIMUM \$265,000**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$225,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: <i>up to 10% of base salary</i>	X		\$22,500	YES	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		\$11,250	NO	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· Mortgage Origination Program (MOP) Loan	X			NO	
· 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			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			

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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)					
			\$258,750		

[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.