



OFFICE OF THE PRESIDENT

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November 10, 2008

APPROVED

ACTION UNDER INTERIM AUTHORITY – CONTRACT APPOINTMENT FOR JIM M. MURRY AS ACTING CHIEF INFORMATION OFFICER – MEDICAL CENTER, IRVINE CAMPUS

Action under interim authority is requested for the approval of a contract appointment for Jim M. Murry as Acting Chief Information Officer – Medical Center, Irvine campus. This request is in response to immediate operational need to fill the vacancy in the Chief Information Officer – Medical Center position in an acting capacity.

RECOMMENDATION

It is recommended that the following items be approved in connection with the appointment for Jim M. Murry as Acting Chief Information Officer – Medical Center, Irvine campus:

- (1) MSP contract appointment salary of \$274,300 (Salary Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700).
- (2) Per policy, eligibility to participate in the UC Irvine Medical Center Director's Incentive Plan, up to 15 percent (\$41,145) of his base salary.
- (3) The contract appointment is at 100 percent and is effective November 1, 2008 through October 31, 2009, or until the appointment of a permanent new Chief Information Officer – Medical Center, whichever occurs first.

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. The final action will be released to the public upon approval by The Regents.

BACKGROUND

UC Irvine Health Affairs has several major initiatives underway, including the opening of our new University Hospital facility, significant organizational changes aimed at improving our financial performance, amalgamation of our pediatric programs with Children's Hospital of Orange County, and the implementation of the electronic medical record across both inpatient and ambulatory settings. With this number of high-priority complex projects underway, it is challenging to bring the resources together to ensure success. Information Systems is a critical part of each of these projects and so this interim appointment is critical to our future.

Mr. Murry has knowledge of UC Irvine Health Affairs and many of the physicians and staff from his previous employment as Director of Technical Services from 1990 to 1995 and Chief Information Officer from 1995 to 2000 at UC Irvine. Prior to resigning from the University, Jim Murry served as IT consultant to UC Irvine from 1984-1990 and took the lead in implementing the current registration and scheduling systems as well as the laboratory and radiology information systems. Most recently, Mr. Murry has been providing consulting services to the UC Irvine Medical Center on the electronic medical record project. He brings added technical expertise and experience based on his work at the City of Hope with Eclipsis, the software vendor for this project. He is uniquely qualified to step in and serve in an acting capacity while we recruit a new Chief Information Officer.

**COMPENSATION FOR JIM M. MURRY AS ACTING CHIEF INFORMATION OFFICER – MEDICAL CENTER
IRVINE CAMPUS**

Position Slotted in Grade 109 – Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700

Effective November 1, 2008 pending approval by The Regents

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$274,300	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· Any other bonuses/Incentives: UC Irvine Medical Center Director's Incentive Plan, up to 15 percent	X		\$41,145		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			
· 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 - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses		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)			\$315,445		REGENTS

[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.