

**COMMITTEE ON COMPENSATION
JANUARY 2008**

**RETENTION INCREASE FOR ROBERT SULLIVAN, DEAN - RADY SCHOOL OF
MANAGEMENT, SAN DIEGO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the retention of Robert Sullivan, San Diego Campus:

- (1) Retention increase of \$56,300 (19.7%) to increase his total annual salary from \$286,500 to \$342,800 (rounded to the nearest one hundred dollars).
- (2) Effective January 1, 2008.

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, accrual of sabbatical credits as a member of the faculty

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

The retention of Mr. Sullivan is of critical importance to the campus. In addition to the equity issue, the campus also has a critical retention concern, as Mr. Sullivan has been actively recruited by another university. Mr. Sullivan is highly competitive and well-respected, and his capabilities are well known on an international scale. He is an internationally acclaimed expert on entrepreneurship, knowledge management, operations and venture financing. His performance as dean continues to be outstanding, and retaining him is critical to the long-range goals of the Rady School of Management. He is a remarkable individual with the special talents and qualities needed to ensure that the Rady School of Management ranks among the world's best management schools in the 21st century.

[Compensation form attached.]

**COMPENSATION FOR SALARY ADJUSTMENT FOR ROBERT SULLIVAN AS DEAN OF THE RADY SCHOOL OF MANAGEMENT, SAN DIEGO
CAMPUS**

Position is slotted at SLCG grade 110 - Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
Annual Base Salary	X		\$342,800	YES	Regents
Health Sciences Compensation Plan		X			
Additional Salary (Stipend, add-ons, etc.)		X			
Clinical Enterprise Management Recognition Plan-		X			
Any other bonuses/Incentives		X			
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			NO	
Executive Business Travel Insurance	X			NO	
Exec. Salary Continuation for Disability	X			NO	
Mortgage Origination Payment 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 - 25%		X			
Temporary Housing Allowance - 1 month per policy		X			
Payment in lieu of Vacation Pay		X			
Moving Expenses		X			

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	YES	NO			
FUTURE BENEFITS					
Post-retirement Employment Agreements		X			
Consultant/Independent Contractor Compensation Agreement		X			
Severance/Separation Agreement		X			
Sabbatical/Administrative Leave (accrual)	X			NO	
Special Health Benefits or Other Benefits		X			
		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)			\$342,800		

[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.