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Approved

COMMITTEE ON COMPENSATION
July 16, 2009

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. **INDIVIDUAL COMPENSATION ACTIONS**

The Committee recommends:

A. *Appointment and Compensation for Jim M. Murry as Chief Information Officer, Medical Center, Irvine Campus*

UC Irvine has concluded a national search for the Chief Information Officer (CIO) at the UC Irvine Medical Center and Jim M. Murry has been selected as the top candidate. Mr. Murry has been serving as Interim CIO since November 1, 2008, after the position was vacated on October 21, 2008. Mr. Murry is uniquely qualified to manage information systems, which play a critical role in several high-priority complex initiatives in the Medical Center. He also has well over 20 years of experience in managing information systems in various large complex organizations, including positions at UC Irvine, City of Hope National Medical Center, and Kaiser Permanente. Most recently, Mr. Murry has demonstrated his technical and leadership abilities within the UC Irvine Medical Center structure through his strong performance as Interim CIO.

This position is funded from the medical center general operating fund, rather than UC general funds provided by the State. The proposed base salary of \$274,300 is below the previous incumbent's base salary of \$301,600 and is slightly above the current market median of \$260,100. Market data are provided by Mercer Human Resource Consulting and include data from the Health Care Executive Compensation Survey by Clark Consulting for "Integrated Academic Health Care Organizations" with median net revenue of \$859 million. The proposed base salary is equal to the midpoint of the salary range for the position and is less than the average base salary (\$313,000) for the Chief Information Officers at the other UC medical centers.

Approval of the following items in connection with the appointment of Jim M. Murry as Chief Information Officer, Medical Center, Irvine campus:

- (1) Per policy, appointment salary of \$274,300 (SLCG Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700). No increase to annual base salary is associated with this appointment.

- (2) Per policy, participation in the Clinical Enterprise Management Recognition Plan (CEMRP), with a maximum potential incentive of 25 percent (\$68,575) of annual base salary, with eligibility to begin with performance in fiscal year 2009-10. This incentive program is funded through clinical revenue and does not use State funds.
- (3) This appointment is at 100 percent time and effective July 1, 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Position is funded 100 percent by Medical Center general operating fund. No State general funds are used for this position.

Base salary market data (as provided by Mercer Human Resource Consulting):

<u>25th Percentile</u>	<u>50th Percentile</u> (median)	<u>75th Percentile</u>
\$238,900	\$260,100	\$314,800

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

B. *Appointment and Administrative Stipend for Valerie Jenness as Acting Dean – School of Social Ecology, Irvine Campus*

The Dean – School of Social Ecology position will be vacated by the current Dean on June 30, 2009. The Irvine campus is in the beginning stages of a national search. It is imperative that the School have strong leadership in place during this transitional period. Valerie Jenness has been recognized as an excellent candidate to serve as Acting Dean. She has proven her success as an administrator in prior administrative assignments, such as serving as Chair of the Department of Criminology, Law and Society (2001-2006). She has been the recipient of several outstanding campus service awards as well as prestigious awards recognizing her research. She is highly respected and will be able to provide the School with the continuity of leadership that it needs.

This position is funded from UC general funds provided by the State. The proposed total salary of \$180,000 is below the previous incumbent's base salary of \$195,200 and also is significantly below the current market median of \$255,800. Market data are provided by Mercer Human Resource Consulting and include data from the College and University Professional Association (CUPA) Administrative Compensation Survey for all doctoral institutions. The most comparable benchmark in this survey is the Dean – Social Sciences.

Approval of the following items in connection with the appointment of Valerie Jenness as Acting Dean – School of Social Ecology, Irvine campus:

- (1) Per policy, an administrative stipend of \$24,878 (16.0 percent). The stipend plus the adjusted faculty salary of \$155,122 result in total annual compensation of \$180,000 (SLCG Grade 105: Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400).
- (2) If an adjustment to the base faculty salary is made prior to the termination of this acting appointment, the total annual compensation of \$180,000 will remain unchanged.
- (3) This appointment is at 100 percent time and effective July 1, 2009 through June 30, 2010, or until the appointment of a permanent Dean – School of Social Ecology, whichever occurs first.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
- Position is funded 100 percent by UC general funds provided by the State.

Base salary market data (as provided by Mercer Human Resource Consulting):

<u>25th Percentile</u>	<u>50th Percentile</u> (median)	<u>75th Percentile</u>
\$215,000	\$255,800	\$298,200

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

C. ***Appointment and Compensation for Joshua S. Adler, M.D., as Chief Medical Officer, Medical Center, San Francisco Campus***

UC San Francisco has concluded a national search for the Chief Medical Officer and Joshua S. Adler, M.D. has been selected as the top candidate. Following the retirement of former Chief Medical Officer (CMO) Ernest Ring, M.D., effective June 27, 2008, the UCSF Medical Center appointed Joshua S. Adler, M.D., and Adrienne Green, M.D., as Acting Co-Chief Medical Officers effective July 1, 2008, through June 30, 2009. A separate correction item seeking retroactive formal approval of the acting appointments and compensation is pending Regental approval. Dr. Adler has been affiliated with UCSF since 1990, holding increasingly responsible positions while displaying ongoing exemplary leadership. Upon his appointment as CMO, Dr. Adler will reduce his clinical practice and will assume a non-tenured academic appointment without salary in addition to his non-academic CMO role.

This position is funded from medical center operating revenue, rather than UC general funds provided by the State. The proposed base salary of \$350,000 is below the previous incumbent's base salary of \$409,500 and also is below the current market median of \$410,500. Market data are provided by Mercer Human Resource Consulting and include data from the Health Care Executive Compensation Survey by Clark Consulting for "Integrated Academic Health Care Organizations" with median net revenue of \$1 billion. The proposed base salary is slightly above the minimum of the salary range for the position and is less than the average base salary (\$364,575) for the Chief Medical Officers at the other UC medical centers.

Approval of the following items in connection with the appointment of Joshua S. Adler, M.D., as Chief Medical Officer, Medical Center, San Francisco campus:

- (1) A base salary increase of \$232,700 (198.4 percent), reflecting Dr. Adler's transition from a faculty member to a leadership position in the medical enterprise at UC San Francisco, to increase his current base salary of \$117,300 to slightly above the range minimum at \$350,000 (SLCG Grade 113: Minimum \$333,900, Midpoint \$431,500, Maximum \$529,100).
- (2) Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Program (CEMRP) with a maximum potential payout of up to 25 percent of base salary (\$87,500).
- (3) This appointment is at 100 percent time and effective July 1, 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard

- senior management benefits (including senior management life insurance, business travel accident insurance, and salary continuation for disability).
- Per policy, five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Position is funded 100 percent by Medical Center operating revenue. No State general funds are used for this position.

Base salary market data (as provided by Mercer Human Resource Consulting):

<u>25th Percentile</u>	<u>50th Percentile</u> (median)	<u>75th Percentile</u>
\$330,200	\$410,500	\$554,900

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

D. *Retroactive Approval of Appointments and Compensation for Acting Co-Chief Medical Officers, Medical Center, San Francisco Campus*

Following the retirement of former Chief Medical Officer (CMO) Ernest Ring, M.D., effective June 27, 2008, the UCSF Medical Center launched a comprehensive national search for a qualified successor. It became clear that a prolonged recruitment would be required and acting CMO leadership would be necessary during the search. Dr. Adler and Dr. Green have been sharing responsibilities as Acting Co-Chief Medical Officers since July 1, 2008, and are continuing in this role through June 30, 2009. In recognition of the additional responsibilities, Dr. Adler and Dr. Green have each been receiving an annual administrative stipend of \$30,000. Prior to assuming the Acting Co-CMO positions, both Dr. Adler and Dr. Green had partial appointments as Associate CMOs in addition to teaching and clinical care responsibilities. The long-standing practice at the Medical Center has been for academic appointed medical staff to provide partial support to the CMO and to step in for the CMO, should a vacancy occur; both Dr. Adler and Dr. Green assumed the role as Acting Co-CMOs during the search for a permanent replacement. Due to a misunderstanding of the approval authority, these appointments and stipends were not escalated to the Regents for pre-approval.

Retroactive approval of the following items in connection with the appointments of Joshua S. Adler, M.D., and Adrienne Green, M.D., as Acting Co-Chief Medical Officers, Medical Center, San Francisco campus:

- (1) A stipend of \$30,000 (25.6 percent) for Joshua S. Adler, M.D., in addition to an annualized base salary of \$117,300, annualized Health Sciences

Compensation Plan (HSCP) compensation of \$75,807, and additional annualized academic compensation of \$30,000, for a total academic salary of \$253,107. This stipend is recognition for additional duties assumed as Acting Co-Chief Medical Officer due to the retirement of the former incumbent on June 27, 2008. This is an approval correction request as the stipend has already been implemented. Regental approval is required for the acting appointment of Dr. Adler to this Senior Management Group (SMG) position.

- (2) A stipend of \$30,000 (27.2 percent) for Adrienne Green, M.D., in addition to an annualized base salary of \$110,400 and annualized HSCP compensation of \$119,450, for a total academic salary of \$259,850. This stipend is recognition for additional duties assumed as Acting Co-Chief Medical Officer due to the retirement of the former incumbent on June 27, 2008. This is an approval correction request as the stipend has already been implemented. Regental approval is required for the acting appointment of Dr. Green to this SMG position.
- (3) Retroactive approval for the period covering July 1, 2008, through June 30, 2009.

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 and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

E. *Appointment Time Reduction for Arthur C. Gossard as Associate Vice Chancellor – Academic Personnel, Santa Barbara Campus*

After three years of extraordinary service as Associate Vice Chancellor – Academic Personnel, Professor Arthur Gossard requested to reduce his appointment time as Associate Vice Chancellor. Due to the current budget situation, the campus is trying to reduce administrative costs as part of a many-faceted solution. Professor Gossard has agreed to focus only on processing merit and promotion cases, which is 50 percent of the duties normally performed by the Associate Vice Chancellor, Academic Personnel. Other aspects of the job—policy review, faculty housing program oversight, training, and information distribution—will be shifted to the Executive Vice Chancellor and others in the office. In addition, Professor Gossard welcomes the opportunity to devote more time to teaching and research. In recognition of the time to be spent on teaching

and research, Professor Gossard will draw 50 percent of his current adjusted faculty rate.

Approval of the following items in connection with the appointment time reduction for Arthur C. Gossard as Associate Vice Chancellor – Academic Personnel, Santa Barbara campus:

- (1) A voluntary appointment time reduction to 50 percent time with commensurate reduction of annual salary to \$127,500, based on current annual base salary of \$255,000 (SLCG Grade 106: Minimum \$154,200, Midpoint \$195,200, Maximum \$236,00). Professor Gossard will begin to draw 50 percent of his current adjusted faculty rate (\$150,266), for a total annual salary of \$277,766.
- (2) Effective July 1, 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

F. *Interim Re-Slotting and Promotion for Alison Galloway as Vice Provost and Dean – Academic Affairs, Santa Cruz Campus*

The Santa Cruz campus requests approval of a promotion for Alison Galloway from Vice Provost – Academic Affairs to Vice Provost and Dean – Academic Affairs, effective July 1, 2009, due to the permanent assumption of the role and duties of the Dean – University Extension (UNEX) as a part of her current responsibilities. The campus requests a re-slotting of the position from Grade 106 to Grade 107 due to the responsibilities and complexities of the new job, which is supported by an assessment performed by Mercer Human Resource Consulting. In addition, the campus requests that compensation equivalent to Ms. Galloway's current stipend in the amount of \$16,000 be added to her current administrative base salary of \$171,600. This increase in compensation equals Ms. Galloway's current total cash compensation for the temporary assumption of UNEX duties, thus there will be no net increase in her total compensation. In addition, this revised administrative structure will allow for eliminating the stand-alone position of Dean – UNEX which is currently vacant. Based on the current average

systemwide salaries of UNEX deans, this translates into an annual savings of approximately \$190,000.

This position is funded 80 percent by UC general funds provided by the State and 20 percent by other non-State funds. The proposed promotional base salary of \$187,600 is below the current market median of \$227,400. Market data are provided by Mercer Human Resource Consulting and include data from the College and University Professional Association (CUPA) Administrative Compensation Survey for the Full Comparison Group cut of UC comparators. The proposed base salary is slightly above the minimum of the salary range for the position and is less than the average base salary (\$244,000) for the Vice Provosts – Academic Affairs at the other UC locations.

Approval of the following items in connection with a promotion for Alison Galloway as Vice Provost and Dean – Academic Affairs, Santa Cruz campus:

- (1) Promotion from Vice Provost – Academic Affairs to Vice Provost and Dean – Academic Affairs due to the permanent addition of job duties as the Dean – University Extension.
- (2) Interim re-slotting of the position as recommended by Mercer Human Resource Consulting from SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100) to Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (3) Per policy, promotional increase in compensation in the amount of \$16,000 (9.3 percent) to increase her administrative salary of \$171,600, for a total annual salary of \$187,600 due to the assumption of additional duties as Dean.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance and executive salary continuation for disability).
- Per policy, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
- Position is funded 80 percent by UC general funds provided by the State and 20 percent by other non-State funds.

Base salary market data (as provided by Mercer Human Resource Consulting):

<u>25th Percentile</u>	<u>50th Percentile</u> (median)	<u>75th Percentile</u>
\$211,000	\$227,400	\$287,300

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

G. ***Salary Correction for Jay D. Keasling as Acting Deputy Laboratory Director, Lawrence Berkeley National Laboratory***

Compensation for Jay D. Keasling as Acting Deputy Laboratory Director, Lawrence Berkeley National Laboratory was approved March 23, 2009. A correction to the composition of salary components for the recently approved compensation for Mr. Keasling is requested. The total compensation amount will remain unchanged. Mr. Keasling is serving as the Acting Deputy Director based on his experience and reputation at the Laboratory and his demonstrated excellence in pioneering science and management of large-scale, strategic initiatives.

Approval of the following items in connection with the compensation of Jay D. Keasling as Acting Deputy Laboratory Director, Lawrence Berkeley National Laboratory:

- (1) An adjustment to the composition of salary components from a base salary of \$221,400 and an administrative stipend of 60 percent (\$132,840) which includes Mr. Keasling's summer salary of \$73,800, to an annualized base salary of \$295,200 (comprised of \$221,400 academic annual salary and \$73,800 summer salary) and a 20 percent (\$59,040) administrative stipend. The total cash compensation will remain \$354,240.
- (2) The stipend will be in effect for up to 12 months from the date of Mr. Keasling's acting appointment.
- (3) The stipend amount will be recalculated if the base salary is increased, so that the stipend will continue to equal 20 percent of the annualized base salary.
- (4) The adjustment to salary components is effective February 1, 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of tenured faculty.

The source of funds for payment of this compensation item is Department of Energy (DOE) funds as provided under the University's contract with the DOE.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

H. ***Reemployment of University of California Retired Employee and Compensation for Glenn L. Mara as Acting Associate Vice President – Laboratory Programs, Office of the President***

With the retirement of John Birely as Associate Vice President – Laboratory Programs, there is an immediate and critical need for a subset of Mr. Birely's duties and responsibilities to continue to be performed at a high level in order to fulfill the University's obligations and responsibilities for science and technology at the National Laboratories with the United States Department of Energy (DOE) and National Nuclear Security Administration (NNSA). These responsibilities are vital to the University's continuing science and technology/research program oversight for Lawrence Berkeley National Laboratory (LBNL) as well as appropriate oversight and interface with Los Alamos National Security, LLC (LANS) and Lawrence Livermore National Security, LLC (LLNS), private sector partners in matters affecting science and technology at Los Alamos National Laboratory (LANL) and Lawrence Livermore National Laboratory (LLNL). It is proposed that Glenn L. Mara be reemployed in a limited appointment for 12 months or less in order to provide continuity and oversight for a number of extremely high-level programs and DOE contractual arrangements. The remainder of Mr. Birely's duties would be assumed by current Laboratory Management Staff and/or evaluated for alternate approaches to perform the job duties.

This position is funded from non-State funds, specifically DOE contract fee earned as UC's partner share at LANL and LLNL, and reimbursed costs for Laboratory Management expenses approved by the DOE Contracting Officer at LBNL.

Approval of the following items in connection with the reemployment of Glenn L. Mara as Acting Associate Vice President – Laboratory Programs, Office of the President:

- (1) Recall from retirement with a fixed appointment at 43 percent time, at an annualized base salary of \$136,826 (SLCG Grade 110: Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500).
- (2) The effective date will be set by the Office of the President, but is to be no earlier than August 1, 2009. The appointment is for a 12-month period. Per policy, any extension beyond the initial 12-month appointment is subject to approval by the Regents.

Additional items of compensation include:

- Mr. Mara plans to sign and accept the Rehired Retiree Waiver Form that will serve to decline participation in the UC Retirement System (UCRS) and allow Mr. Mara to continue receiving his retirement annuity while receiving compensation related to this appointment.
- Per policy, health and welfare benefits based upon a 43 percent limited-time appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

I. ***Additional Compensation of One Summer Month for Various Employees at Multiple Campuses***

Approval of the following items in connection with the payment of additional compensation for various employees:

- (1) Payment of additional compensation, approximately equivalent to one month of salary, to various employees at multiple campuses, as listed in Attachment 1. These payments are in accordance with Senior Management Group (SMG) Policy 110.L.5.

The compensation described above shall constitute the University's total commitment regarding summer salary until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

2009 Summer Salary Approvals
Presented at July 2009 Regents Meeting

Location	Employee Name	Title	Current Salary	Summer Salary	Total Annual Salary	Time Period of Research	Vacation Forfeited	Funding Source	Comments
UCB	Dennis Levi	Dean-School of Optometry	\$223,000	\$18,583	\$241,583	7/6-8/5/2009	23 days	NIH-National Eye Institute	
UCLA	No-Hee Park	Dean - School of Dentistry	\$361,800	\$16,392	\$378,192	8/1-8/31/2009	21 days	National Institutes of Health	\$16,392 represents the maximum allowable award from the National Institute of Health (NIH). Base salary \$295,300, Health Science Compensation Plan (HSCP) \$66,500.
UCLA	Vijay Dhir	Dean - Henry Samueli School of Engineering and Applied Science	\$270,300	\$22,525	\$292,825	8/1-8/31/2009	21 days	NASA	
UCLA	Michael Schill	Dean - School of Law	\$316,900	\$26,408	\$343,308	7/15-8/16/2009	23 days	Grant Overhead Return Funds	
UCSB	David Marshall	Executive Dean, College of Letters and Science and Dean, Division of Humanities and Fine Arts, College of Letters Science	\$257,900	\$21,491	\$279,391	8/1-8/31/2009	21 days	Unrestricted Gift Funds	
UCSB	Melvin Oliver	Dean, Division of Social Sciences, College of Letters and Science	\$213,900	\$17,825	\$231,725	8/1-8/31/2009	24 days	Unrestricted Gift Funds	
UCSB	Pierre Wiltzius	Susan and Bruce Worster Dean of Science, Division of Mathematical, Life and Physical Sciences, College of Letters and Science	\$255,000	\$21,250	\$276,250	8/1-8/31/2009	18 days	Unrestricted Gift Funds	
UCSC	Stephen Thorsett	Dean, Physical and Biological Sciences	\$203,300	\$12,101	\$215,401	8/3 - 8/21/2009	15 days	NASA/NSF	Stephen have planned and organized a week long workshop at the campus for the month of August and will only be able to take 15 days off for his summer research.
UCSD	Mark Thiemens	Dean, Division of Physical Sciences	\$297,400	\$24,783	\$322,183	8/1-8/31/2009	24 days	NASA grant funds	