

## COMMITTEE ON COMPENSATION

### ACTION ITEM

*For Meeting of January 21, 2010*

### APPROVAL OF INDIVIDUAL COMPENSATION ACTIONS AS DISCUSSED IN CLOSED SESSION

#### RECOMMENDATION

A. *Stipend Extension for Helen K. Henry and Gail A. Yokote as Acting Co-University Librarians, Davis Campus*

Helen K. Henry and Gail A. Yokote have been serving as Acting Co-University Librarians since January 1, 2009 because the current University Librarian, Marilyn Sharrow, had to take an unexpected leave of absence. The Davis campus has received confidential word that Ms. Sharrow will retire on March 1, 2010. Her retirement was announced November 20, 2009. Therefore, the campus is seeking approval to extend the stipends for Ms. Henry and Ms. Yokote as Acting Co-University Librarians for an additional one-year period, or until a permanent replacement is hired.

Both Ms. Henry and Ms. Yokote have received a merit adjustment since approval of their initial acting appointments, so this request reflects their adjusted academic base salaries. The stipend request remains at ten percent of their newly adjusted base salaries.

This position is funded from General Funds provided by the State.

The Committee recommends approval of the following in connection with administrative stipend extensions for the following individuals at the Davis campus:

- (1) As an exception to policy, extension of the appointment duration for Helen K. Henry as Acting Co-University Librarian, effective January 1, 2010, through December 31, 2010, or until the hire of a permanent University Librarian, whichever occurs first. In addition:
  - a. As an exception to policy, extension of an administrative stipend of ten percent of base salary (\$12,076) to increase her current base salary of \$120,756 to an annual salary of \$132,382.

- b. The stipend amount will be increased as the base salary is increased, so the stipend will equal ten percent of the base salary, at a 100-percent-time appointment.
  - c. Per policy, standard pension and health and welfare benefits.
- (2) As an exception to policy, extension of the appointment duration for Gail A. Yokote as Acting Co-University Librarian, effective January 1, 2010, through December 31, 2010, or until the hire of a permanent University Librarian, whichever occurs first. In addition:
- a. As an exception to policy, extension of an administrative stipend of ten percent of base salary (\$13,122) to increase her current base salary of \$131,220 to an annual salary of \$144,342.
  - b. The stipend amount will be increased as the base salary is increased, so the stipend will equal ten percent of the base salary, at a 100-percent-time appointment.
  - c. 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.

**B. *Title Change for James Davis, from Associate Vice Chancellor – Information Technology to Vice Provost – Information Technology, Los Angeles Campus***

The Los Angeles campus is requesting a title change for James Davis from Associate Vice Chancellor – Information Technology to Vice Provost – Information Technology. There are no changes to compensation proposed in this action. Mr. Davis has enhanced the role of information technology in teaching and research by effectively engaging faculty and staff to achieve information technology goals. His leadership in the development of the University of California computing grid is well known, as well as his service on the Board of the Corporation for Education Network Initiatives in California (CENIC). In the public and national view, Mr. Davis has represented the UCLA campus in testifying to the U.S. Congress regarding security breaches and other matters.

The title of Vice Provost clarifies both Mr. Davis' leadership status and his focus on academic issues concerning faculty, students, academic programs, and research. As Vice Provost, Mr. Davis would be empowered to continue implementing campus information technology strategy through the exercise of his authority and the allocation of information technology resources.

The position is funded through State resources and is subject to the salary reduction/furlough plan.

The Committee recommends approval of the following title change for James Davis as Vice Provost – Information Technology, Los Angeles campus:

- (1) A title change from Associate Vice Chancellor – Information Technology to Vice Provost – Information Technology, Los Angeles campus. There are no proposed changes in compensation.
- (2) Effective January 1, 2010.

Additional items of compensation include:

- Annual base salary of \$223,900 in SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- 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, continued participation in the Supplemental Home Loan Program.

This position is funded 100 percent by State funds.

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. ***Stipend Extension for Dallas L. Rabenstein as Acting Executive Vice Chancellor and Provost, Riverside Campus***

Dallas Rabenstein has served as Acting Executive Vice Chancellor and Provost for the UC Riverside campus since February 16, 2009. The campus recently launched a national search for an individual to fill the position on a permanent basis. An extension of Mr. Rabenstein's appointment and administrative stipend is requested through August 31, 2010 to provide continuity of leadership. Mr. Rabenstein is a highly respected, seasoned administrator who has served the Riverside campus well during his acting appointment.

This position is paid 100 percent from State General Funds.

The Committee recommends approval of the following items in connection with the stipend extension for Dallas L. Rabenstein as Acting Executive Vice Chancellor and Provost, Riverside campus:

- (1) As an exception to policy, an extension of the appointment for Mr. Rabenstein as Acting Executive Vice Chancellor and Provost, Riverside campus. This change

extends the acting appointment beyond the one year allowed by policy for a total duration of 18.5 months. This extension allows Mr. Rabenstein to provide continuity of leadership and serve until the search to fill the position on a permanent basis is concluded.

- (2) As an exception to policy, continued administrative stipend of 19.8 percent (\$41,339) to increase Mr. Rabenstein's current adjusted faculty salary of \$208,661 to a total annual salary of \$250,000 (SLCG Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700). The incumbent will not be eligible for merit consideration.
- (3) This appointment is at 100 percent time and will be effective February 16, 2010 through August 31, 2010, or until the appointment of a permanent Executive Vice Chancellor and Provost, whichever occurs first.

Additional items of compensation include:

- Per policy, continued eligibility for 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.

D. ***Contract Amendment for James A. Wooldridge as Head Coach – Men's Basketball, Riverside Campus***

The proposed contract amendment for James A. Wooldridge as Head Coach – Men's Basketball, Riverside campus provides opportunity to earn up to \$10,000 in camp or clinic income. Pending approval by the Regents of these compensation terms, Mr. Wooldridge's contract amendment will be effective January 21, 2010 and terminate on June 30, 2014, unless terminated earlier pursuant to the terms of the Employment Contract or unless the parties agree in writing to the terms of a successor contract or a contract extension prior to that date.

This position is paid 100 percent from State General Funds. The proposed potential total cash compensation is \$358,000 per annum. This reflects a 2.8 percent increase from the current contract.

The contract amendment is deemed necessary to complete negotiations of a long-term commitment with Mr. Wooldridge and retain him in his current position on the Riverside campus.

Regental approval is required for this contract amendment because it is outside the Regents' Delegation of Authority for Recruiting and Negotiation Parameters for Certain Athletic Positions and Coaches, Systemwide.

The Committee recommends that the following terms and conditions be reflected in the contract amendment for James A. Wooldridge as Head Coach – Men's Basketball, Riverside campus:

Camp Compensation:

- (1) In Section 5 of the Contract Addendum, an additional employment clause will be added to the terms of the contract agreement as outlined below:

Coach shall be eligible to conduct camps and clinics at the University, with scheduling as mutually agreed to by coach and Director of Athletics. Coach, at his option, may be paid up to 50 percent of the net profit from any camp or clinic conducted up to \$10,000 per annum. The net profit shall be calculated by subtracting all approved expenses from all revenue. Should coach opt not to be paid 50 percent of the net profit from any camp or clinic conducted, any balance may be allocated by the Director of Athletics, after consultation with Coach, in accordance with University policies and procedures. The financial operations of the camp or clinic shall be conducted through the Department of Athletics Business Office and conform to all University and NCAA policies, rules and regulations.

Additional items of compensation include:

- Per contract and per policy, eligible for standard health and welfare benefits.

The compensation set forth in the Contract Addendum described above and in the underlying contract with Mr. Wooldridge, except as expressly modified by the Contract Addendum, shall constitute the University's total commitment until modified by the Regents and shall supersede all other 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. ***Merit Increases for Certain Senior Management Group Members at the Lawrence Berkeley National Laboratory***

On August 13, 2009, the Lawrence Berkeley National Laboratory received approval from the Department of Energy for a salary budget allocation of 3.5 percent for fiscal year 2009-10. The allocation includes 2.5 percent for merit increases and one percent for reclassifications, promotions, and equity adjustments throughout the year.

The Laboratory, in attempting to balance the need to remain competitive with the need to control costs, has used only 2.76 percent of the allocated budget. Merit increases across the Laboratory totaled 2.45 percent of payroll and only 0.31 percent was used for equity, promotions, and reclassifications. None of these actions were at the Senior Management Group level.

The Committee recommends that merit increases for Senior Management Group (SMG) members at the Lawrence Berkeley National Laboratory, as proposed by the Laboratory Director, and as presented below, be approved.

In accordance with the approval authority guidelines approved by the Regents at their September 2008 meeting, and with the SMG Salary and Appointment Policy, also approved by the Regents at their September 2008 meeting, compensation for SMG employees at the Laboratory is presented for Regental approval. Additional merit increases under the authority of the President and Laboratory Director will be presented in the Bi-monthly Transaction Monitoring Report at the March 2010 meeting.

All merit increases at the Laboratory will be paid for by funds provided by the Department of Energy's 3.5 percent salary budget allocated for fiscal year 2009-10, including 2.5 percent for merit increases. The average increase for the SMG population listed below is 2.7 percent. The effective date of these increases is October 1, 2009.

NAME	JOB TITLE	PREVIOUS BASE SALARY	PERCENT INCREASE	NEW BASE SALARY
Fernandez, Jeffrey A.	Management IV – Chief Financial Officer	\$259,980	2.5 %	\$266,480
Gray, Joe W.	Assoc Laboratory Director – Life & Environmental Sciences	\$313,488	2.5 %	\$321,325
Krupnick, James T.	Assoc Laboratory Director – Chief Operating Officer	\$300,744	2.38 %	\$307,910
Siegrist, James L.	Assoc Laboratory Director – General Sciences	\$278,016	2.0 %	\$283,576
Simon, Horst D.	Assoc Laboratory Director – Computational Research	\$293,556	2.5 %	\$300,895

F. *Appointment of and Compensation for Terry A. Belmont as Chief Executive Officer – Medical Center, Irvine Campus*

The Irvine campus is requesting approval for the appointment of and compensation for Terry A. Belmont as Chief Executive Officer (CEO) for the UC Irvine Medical Center, effective January 1, 2010. This request is in response to the immediate need to permanently fill the CEO position in order to establish leadership in the Medical Center. Mr. Belmont was engaged by UCI when the previous incumbent retired; his contract with UCI expires in March 2010.

This position will be funded by Medical Center operating revenue. The proposed base salary of \$630,000 represents a 4.6 percent reduction to Mr. Belmont's current base salary of \$659,000 and is 5.2 percent below the current market median of \$663,000. Market data provided by Mercer Human Resource Consulting include data from the College and University Professional Association (CUPA) Administrative Compensation Survey. The proposed base salary is below the grade midpoint by 7.8 percent and below the average base salary for other UC medical center CEOs by 5.7 percent. Mr. Belmont will be eligible to participate in the Clinical Enterprise Management Recognition Plan at the same level as all other UC medical center CEOs. Additionally, the proposed salary will be reduced by ten percent to \$567,000 during participation in the salary reduction and furlough plan.

The Committee recommends approval of the following items in connection with the appointment of and compensation for Terry A. Belmont as Chief Executive Officer, UC Irvine Medical Center, Irvine campus:

- (1) Appointment of Terry A. Belmont as Chief Executive Officer, UC Irvine Medical Center.
- (2) Per policy, appointment salary of \$630,000 (SLCG Grade 117: Minimum \$522,300, Midpoint \$679,000, Maximum \$835,800).
- (3) Per policy, eligibility for additional non-base building incentive pay as an eligible participant of the Clinical Enterprise Management Recognition Plan with a target of 20 percent and a maximum of up to 30 percent of annual base salary to be awarded based on meeting performance objectives.
- (4) This appointment is at 100 percent time and is effective January 1, 2010.

**Recommended Compensation**

**Effective Date:** January 1, 2010

**Base Salary:** \$630,000

**Clinical Incentive Plan:** \$126,000 (at target)

**Grade Level:** Grade 117:

Min \$522,300 Mid \$679,000 Max \$835,800

**Median Market Data:** \$663,000 (base salary for CEO position)

**Funding Source:** medical center operating revenue  
**Percentage Difference from Market:** -5.2%

**Budget &/or Prior Incumbent Data**

**Title:** Chief Executive Officer

**Base Salary:** \$650,000

**Clinical Incentive Plan:** \$130,000 (at target)

**Funding Source:** medical center operating revenue

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, continued participation in the Senior Management Supplemental Benefit Program at the rate of five percent.
- Per policy, an annual automobile allowance of \$8,916.

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.

**Submitted by:** UCI Chancellor Drake  
**Reviewed by:** President Yudof  
Compensation Committee Chair Varner  
Office of the President, Human Resources

G. *Compensation for James M. Shultz as Executive Director and Chief Operating Officer – Physician Support Services, Health System, Los Angeles Campus*

James M. Shultz assumed significant additional responsibilities, in addition to his current portfolio as Executive Director and Chief Operating Officer – Physician Support Services, when the Faculty Practice Group (FPG) President left UCLA effective September 2, 2009 for an appointment at another academic medical institution, outside UC. These additional responsibilities are related to information technology investment requirements and financing alternatives. In addition, Mr. Shultz will be the primary executive leader for a large revenue cycle project to be transferred from consultants. As a result of these additional duties, the UCLA Health System is requesting additional compensation of 15 percent (\$35,730) for Mr. Shultz effective September 1, 2009 until June 30, 2010, or upon the appointment of a new Faculty Practice Group President if that occurs sooner.

The proposed annual salary for this term is \$273,930 and is well below the market median of \$415,853 for the President position. Market data are taken from the 2009 survey conducted by Medical Group Management Association. The proposed

compensation is funded 100 percent by Medical Center operating revenue. No State General Funds are used for this position. This position is subject to the University's salary reduction/furlough plan.

The Committee recommends approval of the following items in connection with the appointment of and compensation for James M. Shultz as Executive Director and Chief Operating Officer – Physician Support Services, Health System, Los Angeles campus:

- (1) An annual salary of \$273,930, reflecting the assignment of additional temporary responsibilities for the term effective September 1, 2009 through June 30, 2010 or until a new Faculty Practice Group President is hired, whichever occurs first.

**Recommended Compensation**

**Effective Date:** September 1, 2009

**Annual Salary:** \$273,930

**Clinical Incentive Plan:** \$35,730 (at target, applied to former base salary only)

**Grade Level:** Grade 108:

Min \$192,300 Mid \$244,900 Max \$297,400

**Median Market Data:** \$415,853 (base only for President position; \$259,200 for Exec Dir/COO)

**Funding Source:** Medical center operating revenue

**Percentage Difference from Market:** -34.1% for the President role; 5.7% for the Exec Dir/COO role

**Budget &/or Prior Incumbent Data**

**Title:** Faculty Practice Group President

**Base Salary:** \$525,000

**Clinical Incentive Plan:** \$78,750 (at target)

**Funding Source:** Medical center operating revenue

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, eligibility to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a target of 15 percent and a maximum potential payout of up to 25 percent of base salary.
- Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.

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.

**Submitted by:** UCLA Chancellor Block  
**Reviewed by:** President Yudof  
Compensation Committee Chair Varner  
Office of the President, Human Resources

H. *Appointment of and Compensation for A. Eugene Washington, M.D. as Vice Chancellor – Health Sciences and Dean of the David Geffen School of Medicine, Los Angeles Campus*

Approval is requested for the appointment of and compensation for A. Eugene Washington, M.D., M.Sc., as Vice Chancellor – Health Sciences and Dean – David Geffen School of Medicine, Los Angeles campus, effective February 1, 2010. The UCLA campus has concluded a national search and Dr. Washington has been selected as the top candidate for this position. Dr. Washington emerged as the leading candidate because of his extensive experience in the academic medical enterprise setting, and his national leadership in areas such as assessing medical technologies, developing clinical practice guidelines and establishing disease prevention policies, particularly for women's health. He is an internationally renowned clinical investigator and health policy analyst who has been actively engaged in the training of medical students, residents, fellows, and junior faculty at the University of California, San Francisco. Dr. Washington was elected to the Institute of Medicine of the prestigious National Academy of Sciences in 1997. He has received numerous other national and international honors and forms of recognition.

The proposed annual base salary is \$515,000 and is 3.12 percent above the market median of \$499,400. Market data were provided by Mercer Human Resource Consulting using the 2008/2009 College and University Professional Association (CUPA) Administrative Compensation Survey for UC's Full Comparison Group. The proposed base salary is funded 100 percent by UC general funds provided by the State. Health Sciences Compensation Plan funds are derived from medical enterprise revenue. This position is subject to the University's salary reduction/furlough plan.

The Committee recommends approval of the following items in connection with the appointment of and compensation for Dr. A. Eugene Washington as Vice Chancellor – Health Sciences and Dean – David Geffen School of Medicine, Los Angeles campus:

- (1) Appointment of A. Eugene Washington as Vice Chancellor – Health Sciences and Dean – David Geffen School of Medicine at 100 percent time, effective February 1, 2010.
- (2) An appointment salary of \$515,000 and Health Sciences compensation (under the Health Sciences Compensation Plan) of \$185,000, for total annual cash compensation of \$700,000.

**Recommended Compensation**

**Effective Date:** February 1, 2010

**Base Salary:** \$515,000

**Health Sciences Compensation:** \$185,000

**Grade Level:** Grade 114:

Min \$372,900 Midpt \$483,400 Max \$593,800

**Median Market Data:** \$499,400 (base only)

**Funding Source:** UC General Funds for base salary and medical enterprise revenue for HSCP

**Percentage Difference from Market:** 3.12%

**Budget &/or Prior Incumbent Data**

**Base Salary:** \$530,000

**Health Sciences Compensation:** \$207,000

**Grade Level:** Grade 114

**Funding Source:** Combination of UC General Funds and medical enterprise revenue

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.
- Per policy, reimbursement of costs associated with two trips to secure housing in the Los Angeles area up to a total of \$2,500 for coach airfare, meals and lodging for the candidate and his spouse.
- Per policy, a 25 percent relocation allowance of \$128,750, to be paid in annual installments over three years: 50 percent (\$64,375) in year one, 30 percent (\$38,625) in year two, and 20 percent (\$25,750) in year three. The relocation allowance is subject to repayment on a pro-rated basis, should the appointee leave the University prior to the completion of three consecutive years of service.
- Per policy, reimbursement of temporary housing expenses for up to three months at \$4,000 per month, not to exceed \$12,000 total.
- Per policy, reimbursement of 100 percent of reasonable and allowable expenses associated with moving.
- Per policy, eligibility to participate in the Mortgage Origination Program for a loan of up to \$1.33 million.

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.

**Submitted by:** UCLA Chancellor Block  
**Reviewed by:** President Yudof  
Compensation Committee Chair Varner  
Office of the President, Human Resources

I. *Appointment of and Compensation for Sally J. Marshall as Acting Executive Vice Chancellor and Provost, San Francisco Campus*

Approval is requested for the appointment of and compensation for Sally J. Marshall as Acting Executive Vice Chancellor and Provost (EVCP) at the San Francisco campus. Dr. A. Eugene Washington, current EVCP, has accepted the position of Vice Chancellor for Health Sciences and Dean of the David Geffen School of Medicine at UCLA effective February 1, 2010, pending approval by the Regents. While the search is being conducted for a permanent appointment, primary EVCP responsibilities will be reassigned to Ms. Marshall, UCSF Vice Provost – Academic Affairs, to ensure the operational continuity of the University’s research and education missions. In recognition of the complexity and criticality of the additional duties assigned, a 20 percent increase in appointment salary is requested to bring base salary from \$244,900 to \$293,880, effective January 1, 2010, through December 31, 2010, or until the effective date of the appointment of a permanent EVCP, whichever occurs first, and including up to a three-month transition period.

The increase in salary will be funded from State funds and is approximately 23.7 percent less than the previous incumbent’s base salary as well as the midpoint of SLCG Grade 112. The proposed base salary of \$293,880 is also well below the market median of \$355,620, as taken from the College and University Professional Association (CUPA) – Administrative Compensation Survey (Full Comparison Group).

The Committee recommends approval of the following items in connection with the appointment of and compensation for Sally J. Marshall as Acting Executive Vice Chancellor and Provost, San Francisco campus:

- (1) Appointment of Sally J. Marshall as Acting Executive Vice Chancellor and Provost, San Francisco campus.
- (2) Per policy, appointment salary of \$293,880. This represents a temporary 20 percent increase in Ms. Marshall’s current salary of \$244,900. Continued classification at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). Slotting for Acting EVCP is SLCG Grade 112 (Minimum \$298,900, Midpoint \$385,300, Maximum \$471,500).
- (3) Per policy, continued participation in the Health Sciences Compensation Plan (HSCP) at an annual rate of \$16,300.
- (4) This appointment is at 100 percent time and effective January 1, 2010, through December 31, 2010, or until the effective date of the appointment of a permanent EVCP, whichever occurs first, and including up to a three-month transition period.

**Recommended Compensation**

**Effective Date:** January 1, 2010

**Base Salary:** \$293,880

**Health Sciences Compensation Plan:** \$16,300

**Grade Level:** Grade 112:

Minimum \$298,900, Midpoint \$385,300, Maximum \$471,500

**Median Market Data:** \$355,620

**Funding Source:** State Funds

**Percentage Difference from Market:** -17.4%

**Budget &/or Prior Incumbent Data**

**Title:** Executive Vice Chancellor and Provost

**Base Salary:** \$385,300

**Health Sciences Compensation Plan:** \$52,300

**Funding Source:** State Funds

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.

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.

**Submitted by:** UCSF Chancellor Desmond-Hellmann

**Reviewed by:** President Yudof

Compensation Committee Chair Varner

Office of the President, Human Resources

J. *Appointment of and Compensation for John E. Plotts as Senior Vice Chancellor – Finance and Administration, San Francisco Campus*

Approval is requested for the appointment of John E. Plotts as Senior Vice Chancellor – Finance and Administration (SVC-F&A) at the San Francisco campus. UC San Francisco has concluded a national search for the SVC-F&A and Mr. Plotts has been selected as the top candidate. The SVC-F&A position will report directly to the Chancellor. Based on the scope of duties, the criticality of the Senior Vice Chancellor function, and current market competition, slotting will continue at SLCG Grade 111.

Mr. Plotts is currently the Assistant Vice President of Financial Management at the UC Office of the President. The proposed base salary of \$350,000 for the SVC-F&A position reflects the extremely competitive market for this level of talent in higher education. It is 1.7 percent above the SLCG Grade 111 range midpoint and below the previous incumbent's base salary of \$360,800 by approximately three percent. College and University Professional Association (CUPA) Compensation survey data for public and private higher education institutions show a median base salary of approximately \$300,000. This position will be funded by State General Funds.

The Committee recommends approval of the following items in connection with the appointment of and compensation for John E. Plotts as Senior Vice Chancellor – Finance and Administration, San Francisco campus:

- (1) Appointment of John E. Plotts as Senior Vice Chancellor – Finance and Administration, San Francisco campus.
- (2) Per policy, an appointment salary of \$350,000 (SLCG Grade 111: Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100). This position is subject to the Regents' approved furlough plan with a ten percent salary reduction.
- (3) Per policy, eligibility to participate in the Financial and Administrative Services Incentive Plan (FAS) with a maximum potential payout of up to ten percent of base salary (\$35,000). The FAS Incentive Plan is suspended for fiscal year 2009-2010 pending further budgetary considerations.
- (4) This appointment is at 100 percent time and will be effective subsequent to approval by the Regents at a date determined upon suitable transition notice to Mr. Plotts' current supervisor.

**Recommended Compensation**

**Effective Date:** Upon Approval of Regents

**Base Salary:** \$350,000

**FAS (10%):** \$35,000

**Grade Level:** Grade 111:

Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100

**Median Market Data:** \$300,000 (base only)

**Funding Source:** State Funds

**Percentage Difference from Market:** 16.7%

**Budget &/or Prior Incumbent Data**

**Base Salary:** \$360,800

**FAS (10%):** \$36,080

**Grade Level:** Grade 111

**Funding Source:** State Funds

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, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.

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.

**Submitted by:            UCSF Chancellor Desmond-Hellmann**  
**Reviewed by:            President Yudof**  
**Compensation Committee Chair Varner**  
**Office of the President, Human Resources**