

SUPPLEMENTAL REPORT OF INTERIM ACTIONS

Office of the Secretary and Chief of Staff
September 17, 2009

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

INFORMATION ITEM

Report of Actions Taken Between Meetings

In accordance with authority previously delegated by the Regents, interim action was taken on routine or emergency matters as follows:

- A. The Chair of the Committee on Oversight of the Department of Energy Laboratories, the Chair of the Committee on Compensation, and the President of the University approved the following recommendation:

Compensation for William R. Frazer as a Member of the Executive Committee of the Board of Governors of the Limited Liability Company Known as Los Alamos National Security, LLC (LANS)

Action under interim authority was requested for the confirmation of compensation. The Regents previously approved compensation for Dr. Frazer's service as a non-UC employee University Governor on the Executive Committee of the Board of Governors of LANS, LLC. Dr. Frazer's compensation for this service was commensurate with his expected work in comparison to the rate of compensation of other LANS non-Executive Committee Governors. Subsequently, Dr. Frazer was appointed by the Regents in July 2007 to the Executive Committee of the Board of Governors of Lawrence Livermore National Security, LLC (LLNS). The source of funds will be the fee earned by the University under the terms of the LANS contract.

- (1) Per policy, compensation not to exceed \$60,000 annually, prorated for any partial year performance, for Dr. Frazer's work as a University representative on the on the Executive Committee of the Board of Governors of LANS, LLC.

- B. The Chair of the Committee on Compensation and the President of the University approved the following recommendations:

- (1) *Appointment and Compensation for Samuel Hawgood as Dean – School of Medicine and Vice Chancellor – Medical Affairs, San Francisco Campus*

Action under interim authority was requested for the approval of the appointment compensation for Samuel Hawgood as Dean – School of Medicine and Vice

Chancellor – Medical Affairs, effective upon approval of the Regents. The San Francisco campus has concluded a national search for the Dean – School of Medicine and Vice Chancellor – Medical Affairs, and Dr. Hawgood has been selected as the top candidate. The Dean – School of Medicine and Vice Chancellor – Medical Affairs position will report directly to the Chancellor. Based on the scope of duties, the criticality of the Dean – School of Medicine and Vice Chancellor – Medical Affairs function, and the current market competition, slotting will continue as SLCG 114.

The proposed base salary of \$450,000 is 10 percent less than the previous incumbent's base salary and 9.9 percent below the market median of \$499,400. Market data is provided by Mercer Consulting using the 2008/2009 College and Universities Professional Association ("CUPA") Compensation survey for UC's Full Comparison Group. The funding structure of this position will consist of both discretionary funds (76.76 percent) and State funds (23.24 percent).

It was recommended that the following items be approved in connection with the appointment of Samuel Hawgood as Dean – School of Medicine and Vice Chancellor – Medical Affairs, San Francisco Campus:

- a. Appointment of Samuel Hawgood as Dean – School of Medicine and Vice Chancellor – Medical Affairs, San Francisco Campus, at 100 percent time.
- b. Per policy, total cash compensation for Dr. Hawgood will be \$645,475, which is 13.4 percent above his current total cash compensation of \$569,200. This is comprised of the following elements:
 - i. Per policy, an annual base salary of \$450,000 (SLCG Grade 114: Minimum \$372,900, Midpoint \$483,400, Maximum \$593,800), representing a 20.4 percent increase from his current faculty salary plus the administrative stipend as Acting Dean, or 134 percent from Dr. Hawgood's faculty salary.
 - ii. Per policy, continued participation in the Health Sciences Compensation Plan (HSCP) maintained at the current level of \$195,475.
- c. Effective upon approval by the Regents.

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 accrual of sabbatical credits as a member of faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to position as tenured faculty.

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.

(2) ***Appointment and Total Compensation for Margaret L. Delaney as Vice Chancellor – Planning and Budget, Santa Cruz Campus***

Action under interim authority was requested for the appointment of Margaret L. Delaney as Vice Chancellor – Planning and Budget, Santa Cruz campus to be effective August 17, 2009. This urgent request was in response to the departure of Meredith Michaels Jed, Vice Chancellor – Planning and Budget, who has accepted a position at UC Irvine effective August 17, 2009. The Santa Cruz campus intends to begin a search for the permanent position in January 2010, and it is imperative that the Planning and Budget division have strong leadership in place during this transitional period.

This position is funded 100 percent by UC general funds provided by the State. The campus is proposing a total annual compensation of \$204,150. The proposed compensation is 1.7 percent below the median of \$207,700, as provided by Mercer HR Consulting using the College and Universities Professional Association (“CUPA”) Compensation Survey for All Doctoral Institutions. In addition, the proposed compensation is 4.6 percent above the midpoint of \$195,200 for SLCG Grade 106, and 2.9 percent above \$198,313 for the Vice Chancellor – Planning and Budget at the other UC locations.

It was recommended that the following items be approved in connection with the appointment salary of Margaret L. Delaney as Vice Chancellor – Planning and Budget, Santa Cruz campus:

- a. Per policy, appointment salary of \$204,150 at 100 percent time (SLCG Grade 106: Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
- b. This appointment is effective August 17, 2009 through August 31, 2010, or until the appointment of a permanent Vice Chancellor – Planning and Budget, whichever occurs first.

Additional items of compensation include:

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

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

<u>25th Percentile</u>	<u>50th Percentile</u> (median)	<u>75th Percentile</u>
\$165,600	\$207,700	\$234,500

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.