

COMMITTEE ON COMPENSATION

June 2008

ESTABLISHMENT AND INTERIM SLOTTING OF NEW POSITION AND APPOINTMENT SALARY FOR HEATHER M. YOUNG AS ASSOCIATE VICE CHANCELLOR FOR NURSING AND FOUNDING DEAN OF THE PROPOSED BETTY IRENE MOORE SCHOOL OF NURSING, UC DAVIS HEALTH SYSTEM

Action under interim authority was requested for the establishment and interim slotting of a new position and for the appointment salary for Ms. Heather M. Young as Associate Vice Chancellor for Nursing and Founding Dean. Ms. Young will hold the title of Dean when the Betty Irene Moore School of Nursing at UC Davis is granted the approval of the Regents. This request was in response to an immediate need to fill the position given this unprecedented opportunity to launch a new nursing school, the need to secure the employment of Ms. Young as a magnet employee who was recruited in an extremely competitive market for deans in the field of nursing, and to allow Ms. Young sufficient time to provide adequate notice to her current employer in order to meet the start date of the appointment.

Compensation:

- (1) Establishment of a new position within the Senior Management Group, Associate Vice Chancellor for Nursing and Founding Dean of the proposed Betty Irene Moore School of Nursing, UC Davis Health System.
- (2) Approval of interim slotting at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400), as recommended by Mercer Human Resources Consulting Group.
- (3) Per policy, an appointment salary of \$290,000. This represents a 104% increase over her current compensation of \$142,270. Per policy, ineligible for merit consideration until October, 2009.
- (4) This appointment is 100 percent time and effective July 1, 2008.
- (5) As an exception to policy, participation in the Health Sciences Compensation Plan, covered under the umbrella of the existing UC Davis Medical School's Health Sciences Compensation Plan, up to \$60,000, bringing total compensation to \$350,000. The campus has created an integrated plan that includes both the Medical School and the School of Nursing, consistent with the mission of the campus. Further, a request has been submitted and the campus is awaiting its approval. During the intervening time, participation will comply with all University of California Davis Health System parameters.
- (6) As an exception to policy, full reimbursement for up to two house hunting trips to the Sacramento region (for two people), not to exceed \$3,000.

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 faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefits Program due to dual appointment as a faculty member.
- Per policy, participation in the University of California Mortgage Origination Program up to \$800,000. Participation will comply with all University/Campus program parameters.
- Per policy, a relocation allowance of 25 percent of base pay (\$72,500.) Four year service requirement and payback provision of 25% for each year of uncompleted service.
- Per policy, full reimbursement for packing, transportation, and insurance (but not storage) of household goods, not to exceed \$10,000.
- Per policy, full reimbursement for the total cost of moving Ms. Young's personal library, not to exceed \$6,000 (such library is to be made generally available to students and 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

Ms. Young has over 25 years of nursing experience and she has spent the past 16 years in nursing education and leadership roles. Ms. Young brings to the Betty Irene Moore School of Nursing a strong capacity in leadership, and in collaborative program building. Ms. Young is regarded as a national thought leader and executive who is a strategic and calculated risk taker. She is energetic and well-equipped to lead a new frontier in nursing through the Betty Irene Moore School of Nursing at the University of California, Davis Health System.

Due to the extraordinary expectations associated with her role as Associate Vice Chancellor for Nursing Education and founding Dean for the Betty Irene Moore School of Nursing, Ms. Young will participate in HSCP under the existing UC Davis School of Medicine plan requirements. A request to include the School of Nursing in this plan has already been submitted and the campus is awaiting its approval. The \$60,000 Health Sciences Compensation Plan component is based on the extraordinary expectations required of the Associate Vice Chancellor and Dean to establish the School of Nursing under a very aggressive time line and on the expectation to assume a leadership role in the academic and clinical missions of the integrated Health System.

[Compensation form attached.]

**COMPENSATION FOR HEATHER M. YOUNG AS ASSOCIATE VICE CHANCELLOR FOR NURSING AND
FOUNDING DEAN OF THE BETTY IRENE MOORE SCHOOL OF NURSING
DAVIS CAMPUS**

Position Slotted in Grade 108 – Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400

Effective July 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		\$290,000	NO	REGENTS
· Health Sciences Compensation Plan	X		\$60,000	YES	REGENTS
· 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		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	
a · Mortgage Origination Program (MOP) Loan (Up to maximum of \$800,000)	X			NO	REGENTS
· 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		\$72,500	NO	
· 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			NO	
· 2 house-hunting trips for two people	X			YES	REGENTS
· Packing and transport of library	X			NO	

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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	X			NO	
· 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)			\$422,500		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.