

**COMMITTEE ON COMPENSATION
AUGUST 2008**

ACTION UNDER INTERIM AUTHORITY – SALARY ADJUSTMENT FOR FRIEDER SEIBLE AS DEAN - JACOBS SCHOOL OF ENGINEERING, SAN DIEGO CAMPUS

Action under interim authority was requested for a salary adjustment for Frieder Seible as Dean – Jacobs School of Engineering, San Diego Campus. Interim action was requested so Mr. Seible's reappointment as Dean can be secured and announced to the campus at the earliest opportunity.

Compensation:

- (1) Per policy, a base salary increase of \$65,200 (25%) for a total annual salary of \$326,100, effective September 1, 2008 (SLCG Grade 110 Minimum \$239,700 Midpoint \$307,200 Maximum \$374,500).
- (2) Mr. Seible will not be eligible for consideration in the merit/equity program until October 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard Senior Management benefits which include Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, Sabbatical Leave Accrual.

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.

BACKGROUND

Mr. Seible's five-year term as Dean of the Jacobs School of Engineering (JSOE) officially ended on March 30, 2008 with a stellar five-year review. His retention is of extreme strategic importance to UCSD and the campus is anxious to reappoint Mr. Seible for a new five-year term with a 25% equity increase for a total annual salary of \$326,100.

Under Mr. Seible's leadership, JSOE departments have grown in prestige, faculty recruitment has been strong, and JSOE's overall rankings have improved nationally and internationally. For example UCSD's Bioengineering department now ranks 2nd in the country and the most recent school ranking placed JSOE 11th in the nation. In addition, JSOE was recently ranked the 5th best public engineering school (2nd among the UC campuses, behind UC Berkeley). Due to Mr. Seible's vision and leadership, JSOE just recently established the Department of NanoEngineering, the first full academic department of its kind worldwide. Mr. Seible also helped JSOE to raise \$240 million (\$40 million more than originally planned) in UCSD's recent \$1 billion fund-raising campaign.

[Compensation form attached.]

**COMPENSATION FOR FRIEDER SEIBLE AS DEAN – JACOBS SCHOOL OF ENGINEERING,
SAN DIEGO CAMPUS**

Position Slotted in 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		\$326,100	NO	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 percent 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 Program (MOP) 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 percent of base salary (\$62,500) to be paid over a period of four years		X			
· Temporary Housing Allowance – not to exceed \$24,000 over a period of six months		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household including 2 house-hunting trips		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	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			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)					
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$326,100		

[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.