

**COMMITTEE ON COMPENSATION**  
**April 2008**

**ACTION UNDER INTERIM AUTHORITY – TITLE AND COMPENSATION FOR**  
**STEPHEN J. BARCLAY AS SENIOR VICE CHANCELLOR – RESOURCE**  
**MANAGEMENT AND CAPITAL PROJECTS, SAN FRANCISCO CAMPUS**

Action under interim authority was requested for the appointment of Stephen J. Barclay as Senior Vice Chancellor – Resource Management and Capital Projects. This request is in response to what will be an immediate need to provide stability and continuity to the Finance and Administration Division. Mr. Barclay, the current Senior Vice Chancellor – Finance and Administration, has announced his intention to retire from the University on June 30, 2008, and it is, therefore, critical to secure his services on a temporary basis to ensure continuity of leadership for the organization.

**Compensation:**

- (1) Recall from retirement with a fixed appointment of 60 percent time to the title of Senior Vice Chancellor – Resource Management and Capital Projects.
- (2) Appointment salary of \$216,480 representative of 60 percent of the incumbent's full-time base salary rate of \$360,800.
- (3) Per policy, eligible to participate in the UCSF Staff Recognition and Development Program (SRDP) salary. Actual payout is conditioned on funding of the program and assessment of Mr. Barclay's performance against specific pre-established goals.
- (4) The effective date will be set by the campus, but is to be no earlier than August 1, 2008, and through August 15, 2009, or until the appointment of the new Senior Vice Chancellor - Finance and Administration, whichever occurs first pending approval by the Regents.

Additional items of compensation as approved in the March 21, 2008 item include:

- Mr. Barclay plans to sign and accept the Rehired Retiree Waiver Form which will serve to decline participation in UCRS and allow Mr. Barclay to continue receiving his retirement annuity while receiving compensation related to this appointment.
- Eligible for continued health and welfare benefits as permitted by policy.
- Per policy, a mandatory employee contribution of 7.5 percent of base salary to the University's Defined Contribution Plan (DCP) as a Safe Harbor Plan participant.
- Per policy, eligibility to voluntarily contribute to the 403(b) and 457(b) plans.

- Per policy, continued participation in the Supplemental Home Loan Program (SHLP) pertaining to his existing loan.
- Reimbursement of reasonable and actual business related travel and entertainment expenses.

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**

The San Francisco campus intends to recall Stephen J. Barclay as Senior Vice Chancellor – Resource Management and Capital Projects effective on or about August 15, 2008, but no earlier than August 1, 2008, due to his planned retirement and while the search process is underway. As Senior Vice Chancellor – Resource Management and Capital Projects, at 60 percent, he will have full responsibility for UCSF's most critical strategic activities.

[Compensation form attached.]

**COMPENSATION FOR STEPHEN J. BARCLAY AS SENIOR VICE CHANCELLOR –  
RESOURCE MANAGEMENT AND CAPITAL PLANNING, SAN FRANCISCO CAMPUS  
SLCG 111 Minimum \$267,700 Midpoint \$344,000 Maximum \$420,100**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$216,480	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary:		X			
· School of Medicine Management Incentive Program		X			
· Any other bonuses/Incentives: <i>SRDP reflected at 15%</i>	X		\$32,472	NO	
· Annual Incentive Plan (Treasurer's Office only )		X			
· Senior Management Supplemental Benefit Program		X			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)	X			NO	
· University-provided Housing (President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs - please list below		X			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance-1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$ 248,952		

[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.