

**COMMITTEE ON COMPENSATION
MAY 2008**

STIPEND EXTENSION FOR PETER F. COWHEY AS DEAN - GRADUATE SCHOOL OF INTERNATIONAL RELATIONS AND PACIFIC STUDIES FOR ADDITIONAL DUTIES AS ACTING ASSOCIATE VICE CHANCELLOR - INTERNATIONAL AFFAIRS, SAN DIEGO CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the stipend extension for Peter F. Cowhey as Dean - Graduate School of International Relations and Pacific Studies for his additional duties as Acting Associate Vice Chancellor - International Affairs, San Diego campus:

- (1) As an exception to policy, a second extension of the 15.0 percent administrative stipend (\$28,590) beyond the one-year duration provided in policy. The stipend plus his base salary of \$190,600, results in an annual compensation of \$219,190.
- (2) If an adjustment to the annualized base salary is made prior to the termination of this acting role, the 15.0 percent stipend will be recalculated against the new base salary.
- (3) This appointment is 100 percent time and is effective July 1, 2008 through June 30, 2009, or until a permanent appointment is made, whichever occurs first.

Additional compensation and related items 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 the faculty, 0 percent appointment.

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

In January 2007, the Regents approved an administrative stipend for Peter Cowhey effective January 1, 2007 through December 31, 2007 for his service as Acting Associate Vice Chancellor – International Affairs (AVC-IA). This service was to be performed in addition to his ongoing duties as Dean – Graduate School of International Relations and Pacific Studies. In November 2007, the Regents approved the extension of payment of the stipend to Mr. Cowhey, effective January 1, 2008 through June 30, 2008 to allow the new Senior Vice Chancellor for Academic Affairs additional time to evaluate the position and conduct a search

for a permanent replacement.

The campus proposes extending the acting appointment and stipend in the same amount for an additional twelve months, through June 30, 2009. At the time of the previous extension of Mr. Cowhey's acting appointment, it was anticipated that a search would be conducted to identify a permanent AVC-IA. Mr. Cowhey was also asked to submit a report to lay out the elements needed for building a successful international strategy. He submitted this report in January with recommendations on how the position could be restructured to strengthen UCSD as a world leader in teaching and research, while contributing to global well-being through international partnerships and service. It has been determined that additional time is needed for Senior Vice Chancellor Drake and the Chancellor to review the recommendations contained in the report, to assess the position of AVC-IA and to conduct a search for a permanent incumbent. Mr. Cowhey has provided strong leadership during his tenure as acting AVC-IA and some important work has already been done. To ensure the continued success of this initiative, it is critical that someone of Mr. Cowhey's stature and abilities continue as acting AVC-IA until a permanent associate vice chancellor is appointed.

The campus is fortunate that Mr. Cowhey has agreed to continue as acting AVC-IA for an additional year, through June 30, 2009. He has successfully managed the duties of both positions since January 2007 and the campus is confident that he will continue to do so.

[Compensation form attached.]

**COMPENSATION FOR PETER COWHEY, DEAN OF THE GRADUATE SCHOOL OF INTERNATIONAL RELATIONS AND
PACIFIC STUDIES, SAN DIEGO CAMPUS**

Position is slotted at SLCG grade 105 – Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$190,600	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)	YES		\$28,590	YES	Regents
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	REGENTS
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs – please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance - 25%		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			

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	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave (Accrual)	YES			NO	
· Special Health Benefits or Other Benefits		NO			
		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$219,190		

[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.