

**COMMITTEE ON COMPENSATION
MAY 2008**

**APPOINTMENT SALARY FOR DEBRA G. NEUMAN, AS VICE CHANCELLOR –
EXTERNAL RELATIONS, 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 appointment of Debra G. Neuman as Vice Chancellor – External Relations at the San Diego campus:

- (1) An appointment salary of \$295,000, (SLCG Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700).
- (2) This appointment is at 100 percent time and will become effective June 16, 2008.

Additional items of compensation are:

- Per policy, annual automobile allowance of \$8,916.
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, a relocation allowance of \$73,750 (25 percent), subject to a repayment requirement in the event that she resigns within the first four years of employment.
- Per policy, 30 days of temporary housing and reimbursement of moving expenses.
- Per policy, one coach-fare house-hunting trip.
- Per policy, authorization by The Regents to participate in the Mortgage Origination Program (MOP) with a loan up to \$1,330,000.
- 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

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

Following an extensive nation-wide search, Debra G. Newman has been identified as the best candidate to fill the Vice Chancellor – External Relations position previously occupied by Keith Brant. Ms. Neuman has over thirty years of experience in external relations and

communications, working for both private and public sector employers. She was strongly endorsed by the search committee as having the requisite skills to provide strong leadership and ensure the continued success of the External Relations functions at the San Diego campus. She has an impressive record of accomplishments in raising funds from individuals, foundations and corporations; building and stewarding a brand strategy and campaign; and managing media relations.

The proposed salary and relocation allowance is necessary to secure Ms. Neuman's agreement to relocate. The recruitment experience of the San Diego campus, as well as other UC campuses, along with the assessment by Mercer Human Resources Consulting has confirmed the proposed salary rate as necessary to be competitive in this market.

[Compensation form attached.]

**COMPENSATION FOR DEBRA NEUMAN AS VICE CHANCELLOR-EXTERNAL RELATIONS, SAN DIEGO
CAMPUS**

Position Slotted in Grade 109 – Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$295,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· 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		\$14,750	NO	REGENTS
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance	X		\$8,916	NO	REGENTS
· 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			NO	
· 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%	X		\$73,750	NO	REGENTS
· Temporary Housing Allowance - 1 month per policy	X			NO	REGENTS
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods	X			NO	
One coach-fare house-hunting trips	X			NO	REGENTS

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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					
· Sabbatical/Administrative Leave		X			
· 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)			\$392,416		

[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.