

COMMITTEE ON COMPENSATION

July 2008

ADMINISTRATIVE STIPENDS FOR CERTAIN INDIVIDUALS AT THE SAN FRANCISCO CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of administrative stipends for the following individuals at the San Francisco campus:

- (1) Per policy, an administrative stipend of \$41,625 (15.0 percent) for Randy Lopez as Acting Vice Chancellor – Finance and Administration. Effective July 1, 2008, through June 30, 2009, including a transition period of up to three months following the permanent assignment of each position, whichever occurs first to facilitate the smooth transition of responsibilities.
- (2) Per policy, an administrative stipend of \$19,980 (10.0 percent) for Jane Wong as Director – IT Applications and Acting Chief Operating Officer, Office of Academic and Administrative Information Systems. Effective July 1, 2008, through June 30, 2009, including a transition period of up to three months following the permanent assignment of each position, whichever occurs first to facilitate the smooth transition of responsibilities.
- (3) Per policy, an administrative stipend of \$20,813 (7.5 percent) for Eric Vermillion as Associate Vice Chancellor. Effective June 1, 2008, through May 31, 2009, including a transition period of up to three months following the permanent assignment of each position, whichever occurs first to facilitate the smooth transition of responsibilities.

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

Senior Vice Chancellor Steve Barclay, Finance and Administration, has announced his intention to retire effective June 30, 2008, and has agreed to return to UCSF as a recalled retiree no earlier than August 1, 2008, at a 60% appointment to assume responsibility for Resource Management and Capital Projects, as well as ongoing oversight and support for a limited number of key projects and activities. All other previous duties held by the Senior Vice Chancellor-Finance and Administration will not be included in the recall duties.

During the term of Mr. Barclay's recall, the UCSF campus will reconsider and possibly revise the structure of its senior leadership group which has not been studied systematically in almost two decades. The campus will retain an external consultant to assist in the study and possible restructuring. In order to maintain strong leadership of Financial and Administrative Services while organizational issues are resolved over the upcoming year, UCSF requests approval for the following Administrative Stipends.

Mr. Randy Lopez as Acting Vice Chancellor-Finance and Administration

The Financial and Administrative Services organization provides leadership and strategic direction for the management of resources, services, and operations to the campus community through strategic planning,

analysis, coordination and communication, and ensures that the campus meets its compliance and fiduciary responsibilities. As Acting Vice Chancellor, Mr. Lopez will be responsible for managing the Financial and Administrative Services organization, serving as the chief administrative officer for the campus. During this period, Mr. Lopez will have a dual reporting relationship to Chancellor Bishop as well as to Executive Vice Chancellor and Provost A. Eugene Washington. As the Acting Vice Chancellor, Mr. Lopez will be directing a large, complex, and diverse central administrative and financial organization with an annual operating budget of approximately \$240,000,000 and more than 1,200 employees. These responsibilities are quite significant and represent a major increase in operating budget responsibility, adding \$160M to his current operating budget oversight of \$80M and an increase in FTE of approximately 350% from his current 354 FTE.

Ms. Jane Wong as Director – IT Applications and Acting Chief Operating Officer, Office of Academic and Administrative Information Systems

Due to the expanded scope of Associate Vice Chancellor Lopez' duties, his current responsibilities in providing leadership and administrative oversight of OAAIS will be re-assigned to Ms. Jane Wong as the OAAIS Director – IT Applications and Acting Chief Operating Officer. Ms. Wong is currently the Director of IT Application Services within OAAIS. Reporting directly to Assistant Vice Chancellor/CIO Showstack and with general oversight being provided by Acting Vice Chancellor Randy Lopez and Executive Vice Chancellor and Provost A. Eugene Washington, Ms. Wong will direct and manage all OAAIS operations, which comprises six IT operating divisions as well as a Business and Resource Management support organization. These operating units combine to form the entire OAAIS organization and together they direct policy, planning, development, deployment, operation, and maintenance of resources of the campus' core technologies infrastructure and applications.

Mr. Eric Vermillion as Associate Vice Chancellor

The campus wishes to temporarily assign responsibility for the Controller's Office, currently reporting directly to Senior Vice Chancellor Barclay, to the Associate Vice Chancellor of Finance, Eric Vermillion, and asks for an effective date of June 1, 2008, to allow for a one-month transition period prior to Senior Vice Chancellor Barclay's retirement date. Mr. Vermillion's extensive experience with the financial systems at UCSF makes him the ideal person for this temporary assignment. Having the campus Controller temporarily report directly to Associate Vice Chancellor Vermillion has been discussed with the Executive Vice President-Business Operations, Katherine Lapp, as well as the Vice President-Financial Management, Anne Broome, who both have expressed support of this temporary arrangement. Mr. Vermillion will have a dual reporting relationship to both Senior Vice Chancellor Barclay for strategic budget and financial planning issues and Mr. Randy Lopez, for financial and budget management issues.

Additional details for each individual are provided in the attached matrix.

(Attachments)

Name	Title	Base Salary	Stipend Percent	Stipend Amount	Effective	Additional Compensation	Total Compensation
Lopez, Randy	Acting Vice Chancellor - Finance and Administration	\$277,500	15.0%	\$41,625	July 1, 2008 - June 30, 2009, including a transition period of up to 3 months following permanent assignment.	\$27,750 (Finance & Administrative Incentive Plan)	\$346,875
Wong, Jane	Director - IT Applications and Acting Chief Operating Officer, Office of Academic and Administrative Information Systems	\$199,800	10.0%	\$19,980	July 1, 2008 - June 30, 2009, including a transition period of up to 3 months following permanent assignment.	\$19,980 (Finance & Administrative Incentive Plan)	\$239,760
Vermillion, Eric	Associate Vice Chancellor	\$277,500	7.5%	\$20,813	June 1, 2008 - May 31, 2009, including a transition period of up to 3 months following permanent assignment of Controller's Office.	\$27,750 (Finance & Administrative Incentive Plan)	\$326,063