

COMMITTEE ON COMPENSATION
July 2008

**APPOINTMENT SALARY FOR JOHN T. CHAPMAN AS EXECUTIVE DIRECTOR -
CLINICAL SERVICES, MEDICAL CENTER, SAN FRANCISCO CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following compensation for John T. Chapman as Executive Director - Clinical Services, Medical Center, San Francisco campus:

- (1) As an exception to policy, appointment salary of \$220,000 to SLCG 108 (Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400). This represents a 36.4 percent (\$58,702) to increase his current base salary of \$161,298 which constitutes an exception to policy allowing up to a 25.0 percent increase in one year. This is a 100 percent appointment.
- (2) Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Plan (CEMRP) with a maximum potential payout of up to 25 percent of base salary (\$55,000).
- (3) Effective July 1, 2008, upon approval of The Regents.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.

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 of Review of Executive Compensation) in this recommendation will be released to the public immediately following execution.

BACKGROUND

Mr. Chapman is currently the Director - Clinical Services and Acting Executive Director - Clinical Services in the Medical Center and has extensive experience in the role. Mr. Chapman has been receiving an administrative stipend since October 2007 for work as Acting Executive Director – Clinical Services. The department incorrectly added the actual stipend paid in calculating total compensation in their test of the ICL instead of the annualized amount of the stipend. Using the annualized amount would have increased total compensation to above the ICL and required Regental approval. This issue is being addressed in the Corrective Action Item also under review at the July 2008 Regents meeting.

Mr. Chapman has over 18 years experience working within the UCSF Clinical Laboratories beginning with his position in 1990 as Clinical Microbiology Manager, UCSF Medical Center. In 1998, he was appointed as Clinical Laboratory Administrative Director/Lab Manager,

UCSF/Stanford Healthcare, and continues in this role with the additional responsibilities of Director of Clinical Services which began in 2003.

[Compensation form attached.]

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SLCG 108 – Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$ 220,000	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· School of Medicine Management Incentive Program		X			
· Any other bonuses/Incentives: Clinical Enterprise Management Recognition Plan (25% maximum payout)	X		\$ 55,000	NO	REGENTS
· 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			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X				
· 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			
· 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 (up to 25% of base)		X			
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			
· Sign On Bonus (up to 10% of base salary)		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		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)			\$ 275,000		

[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 items.