

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**STIPEND EXTENSION FOR ACTING VICE CHANCELLOR-HEALTH SCIENCES AND
ACTING DEAN-SCHOOL OF MEDICINE, SAN DIEGO CAMPUS**

The Committee on Compensations recommends the Regents grant retroactive approval of the following items in connection with the compensation of David N. Bailey, M.D., San Diego Campus:

RECOMMENDATION

- (1) One month extension of the administrative stipend, in an annualized amount of \$100,000, originally approved by The Regents effective October 1, 2006 for service as Interim Vice Chancellor-Health Sciences and Interim Dean - School of Medicine and scheduled to end with the appointment of the permanent Vice Chancellor Health Sciences and Dean School of Medicine, which was effective February 1, 2007.
- (2) Retroactive effective date of February 1, 2007 through February 28, 2007.

Additional items of compensation approved by The Regents July 19, 2006:

- Annual base salary of \$142,500
- Health Sciences Compensation Plan ("HSCP") of \$144,530
- Administrative Services Component (ASC) of \$30,000 for directing the clinical labs
- Per policy, standard pension and health and welfare benefits and sabbatical/administrative leave credits.
- Per policy, eligibility for additional non-base building incentive pay (pursuant to the Clinical Enterprise Management Recognition Plan) of up to 20 percent (\$57,405) of annual base salary to be awarded based on meeting performance objectives.

The compensation described above shall constitute the University's total commitment until modified by The Regents and shall supersede all previous oral or written communications.

BACKGROUND

Dr. Bailey, who was intended to serve as the Interim Vice Chancellor-Health Sciences and Interim Dean-School of Medicine until a permanent appointment was made, was asked to continue his service (above and beyond the scope of his regular position) for one additional month beyond the appointment of a permanent Vice Chancellor-Health Sciences and Dean - School of Medicine to aid in the transition of duties to the permanent appointee.

[Compensation form attached.]

**COMPENSATION FOR DAVID N. BAILEY AS INTERIM VICE CHANCELLOR-HEALTH SCIENCES AND INTERIM DEAN-
SCHOOL OF MEDICINE, SAN DIEGO CAMPUS**

Position Slotted in Grade 113

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$142,500	NO	
· Health Sciences Compensation Plan	YES		\$144,530	NO	
· Additional Salary (Stipend, add-ons, etc.)	YES		\$100,000	YES	Regents
· Clinical Enterprise Management Recognition Plan- up to 20%	YES		\$57,405	NO	President
*example payout calculated at maximum of 20%					
· 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	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance		NO			
· Executive Business Travel Insurance		NO			
· Exec. Salary Continuation for Disability		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			

**COMPENSATION FOR DAVID N. BAILEY AS INTERIM VICE CHANCELLOR-HEALTH SCIENCES AND INTERIM DEAN-
SCHOOL OF MEDICINE, SAN DIEGO CAMPUS**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES			NO	
· Special Health Benefits or Other Benefits		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify) Administrative Services Component	YES		\$30,000	NO	
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$474,435		

[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.