

**NOVEMBER 2007
COMMITTEE ON COMPENSATION**

**APPOINTMENT SALARY FOR PATRICIA CALARCO AS DEAN - GRADUATE
DIVISION, SAN FRANCISCO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment for Patricia Calarco as Dean - Graduate Division, San Francisco campus:

- (1) An increase in base salary of \$37,600 (23.2 percent) bringing her current base salary of \$162,400 to \$200,000 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) Appointment at 100 percent time will be effective upon approval of The Regents.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits, and standard Senior Management benefits which include Senior Manager Life Insurances, Executive Business Travel Insurance, and Executive Salary Continuation for Disability.
- Per policy, ineligible to participate in Senior Management Supplemental Benefit Program due to tenured faculty position.
- Per policy, Ms. Calarco will not be eligible to participate in the merit/equity program until October 1, 2008.

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

While the original request from UCSF included a base salary of \$204,100, complete review and analysis of the item and related materials more strongly support a recommended base and total salary of \$200,000.

Patricia Calarco has been performing as Acting Dean - Graduate Division since November 2005 at a fixed stipend rate of \$32,880. A base salary increase of 23.2 percent (\$37,600) is recommended in recognition of her broad experience in graduate education, outstanding service to UCSF, stellar performance in expanding programs and maintaining the standards of excellence at UCSF, and demonstrated exceptional leadership of the Graduate Division during her tenure as Acting Dean.

[Compensation form attached.]

**APPOINTMENT SALARY FOR PATRICIA CALARCO AS DEAN-GRADUATE DIVISION,
SAN FRANCISCO CAMPUS**

SLCG Grade 107 – Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$200,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives:		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5 percent 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			NO	
· Automobile Allowance		X			
· 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			
· 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		X			
· Temporary Housing Allowance – 30 consecutive days per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		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)			\$200,000		

[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 item.