

**NOVEMBER 2007**

**COMMITTEE ON COMPENSATION:**

**STIPEND EXTENSION FOR PETER F. COWHEY AS DEAN – GRADUATE SCHOOL OF INTERNATIONAL RELATIONS AND PACIFIC STUDIES FOR ADDITIONAL DUTIES AS ACTING ASSOCIATE VICE CHANCELLOR - INTERNATIONAL AFFAIRS, SAN DIEGO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the stipend extension for Peter Cowhey as Dean – Graduate School of International Relations and Pacific Studies for additional duties as Acting Associate Vice Chancellor for International Affairs, San Diego campus:

- (1) A 4.0 percent merit increase (\$6,800) to increase his base salary from \$171,100 to \$177,900 (rounded) effective October 1, 2007 (SLCG Grade 105 Minimum \$138,200, Midpoint 174,300, Maximum \$210,400).
  - (a) His existing 15.0 percent stipend (which was effective January 1, 2007 through December 31, 2007) would increase from \$25,665 to \$26,685 resulting in a total annual salary of \$204,600 (rounded) effective October 1, 2007.
- (2) As an exception to policy, an extension of his existing stipend of 15.0 percent (\$26,685) effective January 1, 2008 through June 30, 2008, or until the appointment of a permanent Associate Vice Chancellor for International Affairs, whichever occurs first.

The extension of this stipend beyond the one-year duration constitutes an exception to policy.

- (3) If an adjustment to the base salary is made prior to the termination of this acting role, the 15.0 percent stipend will be recalculated against the new base salary.

Additional compensation and related items include:

- 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.
- Per policy, accrual of sabbatical credits as a member of the faculty, 0 percent appointment.

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**

In January 2007, the Regents approved an administrative stipend for Peter Cowhey effective January 1, 2007 through December 31, 2007 for his service as Acting Associate Vice Chancellor – International Affairs. This service was to be performed in addition to his ongoing duties as Dean – Graduate School of International Relations and Pacific Studies. The campus proposes extending the acting appointment and stipend in the same amount for an additional six months, through June 30, 2008.

When Mr. Cowhey’s acting appointment was initially approved, it was anticipated that a search would be conducted to identify a permanent Associate Vice Chancellor – International Affairs. However, the search was postponed, pending the appointment of the new Senior Vice Chancellor – Academic Affairs. Paul Drake was appointed as the new Senior Vice Chancellor for Academic Affairs, effective October 1, 2007. Therefore, additional time will be needed for Mr. Drake to evaluate the position of Associate Vice Chancellor – International Affairs, and to conduct a search for a permanent incumbent.

[Compensation form attached.]

**COMPENSATION FOR PETER COWHEY, DEAN OF THE GRADUATE SCHOOL OF INTERNATIONAL RELATIONS AND PACIFIC STUDIES, SAN DIEGO CAMPUS**

**Position is slotted at SLCG grade 105 – Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$177,900	NO	
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.) Exception to duration	YES		\$26,685	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		NO			
· 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			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave (Accrual)	YES			NO	
· Special Health Benefits or Other Benefits		NO			
		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$204,600 (rounded)		

[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.