COMMITTEE ON COMPENSATION
JULY 2007

TITLE CHANGE, SLOTTING OF POSITION AND SALARY ADJUSTMENT FOR PAUL A. CRAIG AS CHIEF RISK MANAGEMENT AND PATIENT SAFETY OFFICER, MEDICAL CENTER, SAN DIEGO CAMPUS

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the slotting and salary adjustment for Paul A. Craig, Chief Risk Management and Patient Safety Officer, San Diego Medical Center:

(1) Title change from Director of Risk Management to Chief Risk Management and Patient Safety Officer.

(2) Slotting of position of Chief Risk Management and Patient Safety Officer at SLCG grade 107, range minimum $167,600, midpoint $212,700, maximum $257,800, as recommended by Mercer Human Resource Consulting. This new slotting combines the incumbent's current role, Director of Risk Management, with a currently vacant role, Patient Safety Officer, and expands the scope of the overall function.

(3) Salary adjustment of $36,800 (23.7 percent) to increase his annual base salary from $155,200 to $192,000, 100 percent time.

(4) Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Plan, with a maximum payout of up to 20 percent of base salary annually.

(5) Effective 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 for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

BACKGROUND

Mr. Craig is the Chief Risk Management and Patient Safety Officer at UCSD Medical Center. He was originally appointed as the Director of Risk Management in 2004. Shortly after his arrival, Mr. Craig was assigned management of the newly formed Performance Improvement and Patient Safety department. In 2005, Mr. Craig also assumed management oversight responsibilities for the Regulatory Affairs function at UCSD Medical Center. In April 2007, Mr. Craig agreed to also provide management and oversight to the areas of Clinical Trials and Environmental Health and

Safety. Mr. Craig's experience and expertise in the areas of risk management and patient safety have allowed UCSD Medical Center to implement strong patient safety and quality initiatives thereby improving our performance in these critical areas. His willingness to absorb these additional responsibilities allowed these critical functions to continue without interruption and in accordance with regulatory requirements. In addition, Mr. Craig has been actively recruited by other healthcare organizations. His experience and successful management skills in the critical areas of compliance and quality, make him a heavily sought after candidate.

[Compensation form attached.]

COMPENSATION FOR PAUL A. CRAIG AS CHIEF RISK MANAGEMENT AND PATIENT SAFETY OFFICER, MEDICAL CENTER, SAN DIEGO CAMPUS

Position Slotted in Grade 107 – Minimum $167,600, Midpoint $212,700, Maximum $257,800

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		$192,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%	X		$38,400	NO	REGENTS
· Any other bonuses/Incentives (FAS Incentive Plan)		X			
· 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			NO	
· 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		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			

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ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
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)	$230,400				

[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.