

COMMITTEE ON COMPENSATION

September 2007

APPOINTMENT SALARY FOR PAUL W. DRAKE AS SENIOR VICE CHANCELLOR – ACADEMIC AFFAIRS, SAN DIEGO CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment of Paul W. Drake as Senior Vice Chancellor - Academic Affairs, San Diego campus:

- (1) As an exception to policy, salary increase of \$81,300 (37.2 percent) to bring his annual base salary from \$218,700 to \$300,000 (SLCG Grade 111, Minimum \$260,400 Midpoint \$334,600 Maximum \$408,700 SLCG).
- (2) This appointment is 100 percent time and effective October 1, 2007.
- (3) Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program. Per policy, a Senior Manager who was in the Executive Program and who held a dual academic appointment as of June 30, 1996 shall continue participation in the Supplemental Benefit Program. Mr. Drake has been a member of the Senior Management Group since 1995.

Additional items of compensation are:

- Per policy, authorization by The Regents to participate in the Graduated Payment Mortgage Origination Program (GP-MOP) with a loan up to \$1,330,000.
- Per policy, accrual of sabbatical credits.
- 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, an annual automobile allowance of \$8,916.

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

Paul Drake has been selected to serve as the Senior Vice Chancellor - Academic Affairs following Marsha Chandler's decision to step down from her administrative position on June 30, 2007. Mr.

Drake's previous twelve years of experience as Dean of the Division of Social Sciences at the San Diego campus makes him an ideal candidate for this role. The proposed salary rate of \$300,000 is based on the campus recruitment experience which demonstrated that the top candidates all required this amount or higher to accept the position. The salary rate takes into consideration Mr. Drake's October 2007 merit increase and his twenty-three years of progressively responsible administrative experience at the San Diego campus. The rate is 10.3% below the range midpoint. Authorization to participate in the GP-MOP is a critical element of the offer. Although Mr. Drake has been a member of the Senior Management Group since 1995, he has never taken advantage of the MOP program.

[Compensation form attached.]

**COMPENSATION FOR PAUL W. DRAKE AS SENIOR VICE CHANCELLOR-ACADEMIC AFFAIRS,
SAN DIEGO CAMPUS**

Position Slotted in Grade 111 – Minimum \$260,400, Midpoint \$334,600, Maximum \$408,700

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$300,000	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· Any other bonuses/Incentives		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		\$15,000	NO	REGENTS
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance	X		\$8,916	NO	
· 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			NO	REGENTS
· 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 - 25%		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			
Two coach-fare house-hunting trips		X			

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Page 2 of 2

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					
· Sabbatical/Administrative Leave	X			NO	
· 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)			\$323,916		

[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.