

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**SLOTING OF POSITION AND PROMOTIONAL SALARY FOR MARA FELLOURIS
AS EXECUTIVE DIRECTOR - PROGRAM MANAGEMENT OFFICE, SAN
FRANCISCO CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the slotting of the position and promotional salary for Mara Fellouris as Executive Director - Program Management Office, San Francisco campus:

- (1) Slotting of position Executive Director - Program Management Office, as recommended by Mercer HR Consulting (SLCG grade 106; minimum \$150,000 midpoint \$189,900 maximum \$229,700).
- (2) Promotion to Executive Director-Program Management Office with an annual salary of \$192,000, 100 percent time.
- (3) Per policy, eligibility for participation in the Finance and Administrative Services Incentive Plan with a maximum payout of up to 6 percent of base salary.
- (4) 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

Consistent with on-going efforts for strategic and programmatic efficiency and effectiveness, an organizational decision has been reached to discontinue efforts to fill the newly created Director of Academic Information Systems position within the UCSF Office of Academic & Administrative Information Systems (OAAIS) and to fold these responsibilities under the leadership of the UCSF Program Management Office (PMO) led by Director Mara Fellouris. This functionally driven reorganization is expected to essentially double the footprint of the PMO by expanding its scope to include the planning and implementation of all academic information systems along with the current responsibility for administrative information systems.

[Compensation form attached.]

**COMPENSATION FOR MARA FELLOURIS AS EXECUTIVE DIRECTOR - PROGRAM MANAGEMENT OFFICE,
SAN FRANCISCO CAMPUS**

Position Slotted in Grade 106 – Minimum \$150,000, Midpoint \$189,900, Maximum \$229,700

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
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%		X			
*example payout calculated at 20%					
· Any other bonuses/Incentives (FAS Incentive Plan)	X		\$11,520	NO	REGENTS
· 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		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)			\$203,520		

[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.