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November 10, 2008

APPROVED**ACTION UNDER INTERIM AUTHORITY – TEMPORARY APPOINTMENT
COMPENSATION FOR PHYLLIS A. GUZÉ AS ACTING VICE CHANCELLOR –
MEDICAL SCIENCES AND DEAN – SCHOOL OF MEDICINE, RIVERSIDE CAMPUS**

Action under interim authority is requested for the approval of the temporary appointment compensation for Phyllis Guzé as Acting Vice Chancellor – Medical Sciences and Dean – School of Medicine, Riverside campus. This request is in response to an immediate need to appoint this position on a temporary basis while the campus conducts a national recruitment for the permanent position and to immediately begin the accreditation process for the new School of Medicine.

RECOMMENDATION

It is recommended that the following items be approved in connection with the temporary appointment compensation for Phyllis Guzé as Acting Vice Chancellor – Medical Sciences and Dean – School of Medicine:

- (1) Per policy, temporary appointment compensation of \$306,933 for her 60.0 percent role as Acting Vice Chancellor – Medical Sciences and Dean – School of Medicine. This temporary appointment compensation in addition to her 40.0 percent prorated compensation of \$96,000 for her role as Professor of Clinical Medicine, Los Angeles campus results in total annual compensation of \$402,933. This represents an 11.9 percent increase over her previous total compensation of \$360,000 as 40.0 percent Professor of Clinical Medicine, Los Angeles campus and 60.0 percent Executive Director – Health Sciences, Riverside campus.
- (2) This administrative appointment of 60.0 percent time is to be effective October 1, 2008 through September 30, 2009 or until the appointment of the permanent Vice Chancellor and Dean, whichever occurs first.
- (3) Per policy, continued participation in the Health Sciences Compensation Plan (HSCP) for a total annual salary, inclusive of base salary and HSCP, of \$402,933.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, eligible to accrue sabbatical credits due to dual academic 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. The final action will be released to the public upon approval by The Regents.

BACKGROUND

The campus is requesting approval of temporary appointment compensation for Phyllis Guzé as Acting Vice Chancellor – Medical Sciences and Dean – School of Medicine. She will continue in her appointment as Professor of Clinical Medicine on the Los Angeles campus at 40 percent time, but will discontinue her role as 60 percent Executive Director of Clinical Medicine. The campus expressed a critical business need to have Ms.Guzé begin the planning process for the School of Medicine accreditation by the Licensing Committee on Medical Education. In addition, she and Chancellor White are co-chairing the national search for the permanent Vice Chancellor and Founding Dean, which commenced in October. The two items are mission critical priorities for the campus and are in addition to the overall leadership and management of the ongoing planning of the UC Riverside School of Medicine.

**COMPENSATION FOR PHYLLIS GUZÉ AS PROFESSOR OF CLINICAL MEDICINE, LOS ANGELES CAMPUS AND
ACTING VICE CHANCELLOR – MEDICAL SCIENCES AND DEAN – SCHOOL OF MEDICINE,
RIVERSIDE CAMPUS
Position Pending Slotting
Effective October 1, 2008**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Combined Annual Base Salary	X		\$140,400	NO	REGENTS
· Health Sciences Compensation Plan - through UCLA Total HSCP-X = \$70,200/Total HSCP-Y = \$192,333	X		\$262,533	NO	REGENTS
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		X			
· 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			
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 – 100% of covered expenses		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 Accrual	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)			\$402,933		

[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.