

**COMMITTEE ON COMPENSATION**  
**January 2008**

**ACTION UNDER INTERIM AUTHORITY - STIPEND FOR SAMUEL HAWGOOD AS ACTING DEAN - SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS**

Action under interim authority was requested in order to recognize the complex responsibilities already assumed by Dr. Samuel Hawgood beginning immediately at the time of departure of the former Vice Chancellor and Dean. The former incumbent left the position effective December 14, 2007; therefore, it was critical that Dr. Hawgood begin this appointment December 14, 2007. This salary recommendation was intended to keep Dr. Hawgood at an income level comparable to the other UC Deans of the Schools of Medicine while he provides this important service.

**Compensation:**

- (1) As an exception to policy, an administrative stipend of \$181,425 (99.9 percent of faculty salary) in addition to his current faculty salary of \$181,600, for a total annual salary of \$363,025 as Acting Dean. This level of compensation is necessary to provide Dr. Hawgood with a market-appropriate level of total income, in recognition of the necessary reduction of clinical revenue he will realize while he assumes temporary administrative duties as Dean and reduces his clinical practice. Position classified as SLCG grade 114 (Minimum \$372,900 Midpoint \$483,400 Maximum \$593,800).
- (2) Effective December 14, 2007 through December 14, 2008, or until the appointment of a permanent Dean, whichever occurs first; including up to a three month transition period. This appointment is at 100 percent.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.
- Continued participation in Health Sciences Compensation Program (HSCP) at an annual rate of \$195,475 (reduced from \$248,029).
- Per policy, accrual of sabbatical credits as a member of faculty.

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 of Review of Executive Compensation) in this recommendation will be released to the public immediately following execution.

**BACKGROUND**

UCSF's School of Medicine is undergoing a very challenging transition with the dismissal of the former Dean and the immediate need for an effective and capable replacement. The appointment of

Dr. Sam Hawgood as Acting Dean will provide ongoing, stable and effective leadership for the School of Medicine while an international search for a permanent replacement is completed. The request for a retroactive appointment to December 14, 2007 was needed to ensure that Dr. Hawgood is appropriately recognized for his willingness to immediately replace the former Dean, and that his authority as Dean is clear during this transition.

Dr. Hawgood is well equipped to serve in this role and to ably steer the School through the trying and challenging months ahead. Prior to joining the UCSF Faculty in 1984, he earned a medical degree at the University of Queensland in Australia and completed a residency in pediatrics at the Royal Children's Hospital in Brisbane, Australia. Dr. Hawgood was named chair of pediatrics in 2004 and Physician in Chief of UCSF Children's Hospital, one of the nation's top children's hospitals. Under his leadership the Department of Pediatrics has continued to rank among the nation's best for pediatric training.

[Compensation form attached.]

**COMPENSATION FOR SAMUEL HAWGOOD AS  
INTERIM DEAN - SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS  
SLCG 114 - Minimum \$372,900 Midpoint \$483,400 Maximum \$593,800**

ITEM	RECEIVING		AMOUNT	EXCEPTION APPROVAL	
	YES	NO		TO POLICY	REQUIRED
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$181,600	NO	REGENTS
· Health Sciences Compensation Plan	YES		\$195,475	NO	REGENTS
· Additional Salary (Stipend, add-ons, etc.)	YES		\$181,425	YES	REGENTS
· Clinical Enterprise Management Recognition Plan		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		NO			
· Executive Business Travel Insurance		NO			
· Exec. Salary Continuation for Disability		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		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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 SLCG 114 - Minimum \$372,900 Midpoint \$483,400 Maximum \$593,800**

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		NO			
· Special Health Benefits or Other Benefits		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)	\$ 558,500				

[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.