

**COMMITTEE ON COMPENSATION
JANUARY 2008**

ACTION UNDER INTERIM AUTHORITY - APPOINTMENT SALARY FOR MICHAEL HINDERY AS VICE DEAN - ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS

Action under interim authority was requested due to the critical nature of this position and the fleeting availability of this top external candidate.

Compensation:

- (1) Appointment salary of \$335,000 as Vice Dean - Administration, Finance, and Clinical Programs, School of Medicine, slotted at SLCG Grade 110 as recommended by Mercer HR Consulting (Minimum \$239,700 Midpoint \$307,200 Maximum \$374,500). This is a 100 percent time appointment.
- (2) As an exception to policy, eligibility to participate in the current fiscal year School of Medicine Management Incentive Program with a maximum potential payout of up to 20 percent (\$67,000) of base salary. This is an exception as incentive plan eligibility requires at least six months of employment within the current program year.
- (3) As an exception to policy, a reimbursement of up to \$32,000 to offset the forfeiture of a bonus previously paid to Mr. Hindery by his current employer. Actual amount of reimbursement will be dependent on amount of repayment required.
- (4) Effective no earlier than January 28, 2007.

Additional items of compensation include:

- Standard pension and health and welfare benefits; plus, Senior Management Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability (eligibility after serving five years in Senior Management Group).
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, he will serve at the pleasure of The Regents and The President and can be terminated at any time with or without cause. Per policy, as he does not hold an academic title which qualifies for accrual of sabbatical leave credit, if he is terminated for reasons other than cause within the first 18 months of his employment, he will be granted administrative leave with full pay for a period not to exceed three months.

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

Subsequent to a nationwide recruitment for the position of Vice Dean - Administration, Finance, and Clinical Programs, School of Medicine, Michael Hindery was identified as the most qualified candidate for the position. Mr. Hindery is an exceptional replacement and outstanding match for the position of Vice Dean - Administration, Finance, and Clinical Programs.

With a potential start date late in January 2008, Mr. Hindery would not normally be eligible to participate in the School of Medicine Management Incentive Program this fiscal year as he will not meet the criteria; this represents potentially up to 20 percent of the proposed base compensation he would forego for 18 months. Therefore, the campus has requested an exception to the plan to regard Mr. Hindery as eligible for the current fiscal plan year. Additionally, Mr. Hindery has earned a \$30,000 bonus from his present employer, a portion of which he is required to forfeit with the termination of his employment. To balance this economic impact to Mr. Hindery, UCSF proposes to reimburse Mr. Hindery the amount he is required to forfeit.

[Compensation form attached.]

APPOINTMENT SALARY FOR MICHAEL HINDERY AS VICE DEAN - ADMINISTRATION, FINANCE, AND CLINICAL PROGRAMS, SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS
SLCG 110 – Minimum \$239,700 Midpoint \$307,200 Maximum \$374,500

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$335,000	YES	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		X			
· Any other bonuses/Incentives: School of Medicine Management Incentive Plan (20% maximum payout)	X		\$67,000	YES	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		\$16,750	NO	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· 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			
· 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		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		X			
· House-hunting trips		X			
· Reimbursement to offset forfeiture of bonus paid by previous employer	X		\$32,000	YES	REGENTS

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CLINICAL PROGRAMS, SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS
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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)					
			\$450,750		

[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.