

**APPROVED**

**CHAIRMAN OF THE BOARD  
CHAIRMAN OF THE COMMITTEE ON COMPENSATION  
PRESIDENT OF THE UNIVERSITY**

**ACTION UNDER INTERIM AUTHORITY - APPOINTMENT SALARY FOR V. WAYNE KENNEDY AS  
ACTING VICE CHANCELLOR – EXTERNAL RELATIONS, SAN DIEGO CAMPUS**

Action under interim authority was requested for the appointment of V. Wayne Kennedy. This request was in response to an immediate need to fill the position on an acting basis while the campus engages in a new search to fill the Vice Chancellor-External Relations position. Interim action was requested as it is critical to appoint someone on an acting basis who will be able to immediately step in to ensure continuity of leadership for the organization and address various crucial initiatives associated with the capital campaign.

The following items have been approved in connection with the appointment of V. Wayne Kennedy, San Diego campus:

- (1) 60 percent appointment to the title of Acting Vice Chancellor-External Relations.
- (2) Effective May 1, 2007 through December 31, 2007, or until the appointment of the new Vice Chancellor-External Relations, whichever occurs first.
- (3) A salary of \$138,000 representative of 60 percent of the former incumbent's full-time base salary rate of \$230,000.

Additional items of compensation are:

- Mr. Kennedy has agreed to sign and accept the Rehired Retiree Waiver Form which will serve to decline participation in UCRS and allow Mr. Kennedy to continue receiving his retirement annuity while receiving compensation related to this appointment.
- Per policy, as a 60 percent appointee, for up to eight months, Mr. Kennedy will be eligible to elect the following CORE benefits; AD&D, Legal Insurance, Health Care Reimbursement Account and Dependent Care Reimbursement Account. He will automatically be covered for \$5,000 CORE Life insurance and \$100,000 Business Travel Accident insurance. His medical and dental coverages will be continued as a retiree.
- Per policy, a mandatory employee contribution of 7.5 percent of base salary to the University's Defined Contribution Plan (DCP) as a Safe Harbor Plan participant.
- Per policy, eligibility to voluntarily contribute to the 403(b) and 457(b) plans.

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.

**BACKGROUND**

Mr. Kennedy's previous leadership positions, both with the Office of the President and with the San Diego campus make him an ideal candidate for this acting role. Most recently, Mr. Kennedy served in an uncompensated role to the Chancellor of the San Diego campus on various projects. Given the turnover in this position and with other positions in the senior leadership tier, it is critical to appoint someone on an acting basis.

[Compensation form attached.]

**COMPENSATION FOR V. WAYNE KENNEDY AS ACTING VICE CHANCELLOR-EXTERNAL RELATIONS,  
SAN DIEGO CAMPUS**

**Position Slotted in Grade 109 – Minimum \$208,900, Midpoint \$266,800, Maximum \$324,600**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary (60% appointment prorated = \$138,000)	X		\$230,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 3% as contribution to retirement plan for total annual amount at current base salary		X			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)		X			
· 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			
Eligible to elect CORE benefits;AD&D, Legal Ins, Health Care Reimbursement Account and Dependent Care Reimbursement Account. Automatically covered for \$5K CORE Life insurance and \$100K Business Travel Accident insurance. Medical and dental coverages will be continued as a retiree. 7.5% mandatory employee contribution to DCP as Safe Harbor Plan participant.					
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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			



**COMPENSATION FOR V. WAYNE KENNEDY AS ACTING VICE CHANCELLOR-EXTERNAL RELATIONS,  
SAN DIEGO CAMPUS**

**Position Slotted in Grade 109 – Minimum \$208,900, Midpoint \$266,800, Maximum \$324,600**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements	X			<b>NO</b>	<b>REGENTS</b>
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave		X			
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b>					
(Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$230,000 (60% appt prorated = \$138,000)		

[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.