

July 2007

APPROVED

**SLOTING OF POSITION AND APPOINTMENT SALARY FOR OPINDER BAWA AS
DIRECTOR - INFORMATION SERVICE UNIT, SCHOOL OF MEDICINE, SAN
FRANCISCO CAMPUS**

Action under interim authority was requested as the campus wishes to move forward quickly with the appointment of the Director - Information Service Unit, School of Medicine.

Compensation:

- (1) Slotting of position Director - Information Service Unit, as recommended by Mercer HR Consulting (SLCG grade 105; minimum \$134,400 midpoint \$169,600 maximum \$204,700).
- (2) Appointment salary of \$175,000, 100 percent time.
- (3) Per policy, eligibility for participation in the School of Medicine Management Incentive Program with a maximum payout of up to 20 percent of base salary.
- (4) Effective upon approval of Regents.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.
- Per policy, ineligible to participate in 2007 merit and equity review.

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

The UCSF School of Medicine Dean requested appointment authority to offer candidate Mr. Opinder Bawa the position of Director - Information Services Unit (ISU). Mr. Bawa has over 20 years of progressively responsible experience in functional and strategic technology leadership and possesses Bachelor's degree in Computer Science from the City University of New York and a Masters in Business Administration and Information Technology from the University of Phoenix.

**COMPENSATION FOR OPINDER BAWA AS DIRECTOR - INFORMATION SERVICE UNIT, SCHOOL OF MEDICINE,
SAN FRANCISCO CAMPUS**

Position Slotted in Grade 105 – Minimum \$134,400, Midpoint \$169,600, Maximum \$204,700

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$175,000	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 – SCHOOL OF MEDICINE MANAGEMENT INCENTIVE PROGRAM WITH A MAXIMUM PAYOUT OF UP TO 20%	X		\$35,000	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)			\$210,000		

[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.