

**July 2007**

**APPROVED**

**ESTABLISHMENT OF NEW POSITION AS ASSOCIATE VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER - HEALTH SCIENCES, AND APPOINTMENT SALARY FOR THOMAS JACKIEWICZ, SAN DIEGO CAMPUS**

Action under interim authority was requested for the creation of a new position (by combining functions from three open positions), and the appointment of Thomas Jackiewicz. This request was in response to an immediate need to fill this position and the need for Mr. Jackiewicz to provide adequate notice to his current employer.

**RECOMMENDATION**

It is recommended that the following items be approved in connection with the appointment of Thomas Jackiewicz:

- (1) Establishment of a new position entitled Associate Vice Chancellor and Chief Financial Officer - Health Sciences.
- (2) Slotting of new position of Associate Vice Chancellor and Chief Financial Officer at SLCG Grade 113 (minimum \$324,800, midpoint \$419,700, maximum \$514,700).
- (3) Appointment salary of \$490,000, 100 percent time.
- (4) Effective date of July 1, 2007, upon approval of The Regents.

Additional items of compensation include:

- Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Plan, with a maximum payout of up to 20 percent of base salary annually.
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program
- Per policy, Standard Pension and Health and Welfare benefits and Standard Senior Management benefits including Senior Manager Life Insurance, Executive Business Travel Insurance, and Executive Salary Continuation for Disability
- Per policy, Mr. Jackiewicz will not be eligible to participate in the merit/equity program until October 1, 2008.

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**

UCSD created a new position of Associate Vice Chancellor and Chief Financial Officer - Health Sciences (AVC/CFO) by consolidating the higher level functions of three vacant or soon to be vacant Health Sciences positions: Mr. Jackiewicz's former position as the Associate Vice Chancellor for Finance and Administration, the Chief Financial Officer as well as the key administrative functions from the Deputy Vice Chancellor/Deputy Dean role. The AVC/CFO is the senior administrator reporting to the Vice Chancellor Health Sciences and acts for the Vice Chancellor in his absence

Thomas Jackiewicz has been identified as the best candidate to fill this position. Mr. Jackiewicz left UCSD in January of this year, after failed attempts by the campus to retain him. Mr. Jackiewicz had been with UCSD for approximately five years, most recently as Associate Vice Chancellor for Finance and Administration. The campus intends to rehire him into this position without open recruitment. A waiver of recruitment, for this newly created position, was accomplished under local authority, as required by policy. Mr. Jackiewicz possesses extensive senior management experience in large, complex integrated medical care delivery organizations in a university setting; strong and broad knowledge of issues and challenges facing the clinical, education, and research components of an academic medical organization. His skills and qualifications, and knowledge of UCSD and the community are necessary for the success of this position, as well as the success of the institution.

**COMPENSATION FOR THOMAS JACKIEWICZ AS ASSOCIATE VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER -  
HEALTH SCIENCES, SCHOOL OF MEDICINE, SAN DIEGO CAMPUS**

**Position Slotted in Grade 113 – Minimum \$324,800, Midpoint \$419,700, Maximum \$514,700**

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$490,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%	X		\$98,000	NO	REGENTS
*example payout calculated at 20%					
· 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		\$24,500	NO	REGENTS
<b>BENEFITS AND PERQUISITES</b>					
· 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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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			NO	
Two coach-fare house-hunting trips		X			

**COMPENSATION FOR THOMAS JACKIEWICZ AS ASSOCIATE VICE CHANCELLOR AND CHIEF FINANCIAL OFFICER -HEALTH SCIENCES, SCHOOL OF MEDICINE, , SAN DIEGO CAMPUS**  
**Position Slotted in Grade 113 – Minimum \$324,800, Midpoint \$419,700, Maximum \$514,700**

Page 2 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· 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			
<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)			\$612,500		

[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.