

**COMMITTEE ON COMPENSATION
JULY 2007**

APPROVED

ACTION UNDER INTERIM AUTHORITY - APPOINTMENT SALARY FOR BARRY A. WOLITZKY AS CHIEF OPERATING OFFICER - IMMUNE TOLERANCE NETWORK, SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS

Action under interim authority was requested due to the critical nature of this senior level position, the potentially fleeting availability of this top external candidate, and the pressing need for the candidate to begin relocating and establishing the function in Bethesda, Maryland as quickly as possible.

Compensation:

- (1) Slotting of new position, Chief Operating Officer - Immune Tolerance Network, as recommended by Mercer HR Consulting (SLCG Grade 106, Minimum \$150,000, Midpoint \$189,900, Maximum \$229,700).
- (2) Appointment salary of \$195,000, 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) As an exception to policy, reimbursement of 100 percent of moving expenses to the extent allowed by policy. MSP policy allows for reimbursement of up to 50 percent of moving expenses.
- (5) As an exception to policy, 2 house-hunting trips, the total number of days not to exceed 10 for Mr. Wolitzky and his spouse. Coach, air fare, meals and lodging will be reimbursed, per policy.
- (6) Effective upon approval of The Regents.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits.

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

The Chief Operating Officer - Immune Tolerance Network (COO-ITN) position is a new position, based in Bethesda, Maryland. This position was created to direct the operations of the ITN – ensuring operational integration across all functional units, interpreting policies, managing resources, and directing the execution of short- and long-term strategic plans. Through an open recruitment, Mr. Wolitsky, a highly experienced and well-respected senior executive, was identified as the outstanding external candidate.

[Compensation form attached.]

APPOINTMENT SALARY FOR BARRY A. WOLITZKY AS CHIEF OPERATING OFFICER - IMMUNE
TOLERANCE NETWORK, SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS
SLCG GRADE 106 – Minimum \$150,000 Midpoint of \$189,900 Maximum \$229,700

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$195,000	NO	
· 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 Program – maximum payout of up to 20% of base salary	X		\$39,000	NO	
· 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 – 30 consecutive days per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household – reimbursement of 100% of reasonable moving expenses. Policy provides for reimbursement of up to 50% of moving expenses.	X			YES	REGENTS
· House-hunting trips – reimbursement of up to two pre-move trips. Policy does not provide for house hunting trips.	X			YES	REGENTS

APPOINTMENT SALARY FOR BARRY A. WOLITZKY AS CHIEF OPERATING OFFICER - IMMUNE
TOLERANCE NETWORK, SCHOOL OF MEDICINE, SAN FRANCISCO CAMPUS
SLCG GRADE 106 – Minimum \$150,000 Midpoint of \$189,900 Maximum \$229,700

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)					
		\$234,000			

[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.