

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**APPOINTMENT SALARY FOR STEVE KAY AS DEAN OF THE DIVISION OF BIOLOGICAL
SCIENCES, SAN DIEGO CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment of Steve Kay as Dean - Division of Biological Sciences, San Diego Campus.

- (1) An appointment salary of \$250,000.
- (2) This appointment is 100 percent time and is effective September 1, 2007.

Additional items of compensation include:

- Per policy, eligibility to participate in the Mortgage Origination Program (MOP) with a loan up to \$700,000, funded through the local Limited Resource Allocation Loan pool.
- Per policy, accrual of sabbatical credits as a member of faculty.
- 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, ineligible for the Senior Management Supplemental Benefit Program due to dual appointment as member of faculty.

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

Following a national search, the campus proposes the appointment of Steve Kay to the position of Dean - Division of Biological Sciences. Mr. Kay will be appointed the holder of the distinguished Richard Atkinson endowed chair and be proposed for an appointment as Professor, in the section of Cell and Developmental Biology, subject to academic and administrative approval at the campus level.

Mr. Kay has strong administrative and leadership experience. He is a top-notch scholar who is highly recognized and respected as a pioneer in systems biology. He has received several awards, including a Keck Foundation Faculty Award and the Honma Prize for Life Sciences in 1999

[Compensation form attached.]

**COMPENSATION FOR THE APPOINTMENT OF STEVE KAY AS DEAN OF THE DIVISION OF BIOLOGICAL SCIENCES,
SAN DIEGO CAMPUS**

Position is slotted at SLCG grade 108 - Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$250,000	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Payment Loan	YES		\$700,000	NO	Campus
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs – please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance - 25%		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses		NO			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave (accrual)	YES			NO	
· Special Health Benefits or Other Benefits		NO			
		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Spousal Employment – Detailed in background section of Regents item and not considered compensation to Mr. Kay)	YES			NO	
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$250,000		

[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.