

**COMMITTEE ON COMPENSATION:
MARCH 2008**

**STIPEND FOR JULIANNE J. LARSEN AS ACTING ASSOCIATE VICE CHANCELLOR -
UNIVERSITY DEVELOPMENT, SAN DIEGO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with a stipend for Julianne Larsen for additional duties as Acting Associate Vice Chancellor – University Development, San Diego campus:

- (1) A stipend of 15 percent (\$26,130) to increase her base salary of \$174,200 to a total annual salary of \$200,330* (SLCG Grade 107 Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000.)
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the 15 percent stipend will be recalculated against the new base salary.
- (3) Effective January 14, 2008 through December 31, 2008, or until the appointment of a permanent Associate Vice Chancellor - University Development, whichever occurs first.

Additional compensation and related items include:

- Per policy, standard pension and health and welfare benefits
- Per policy, eligibility to participate in the UCSD Development Officer Variable Pay Plan (DOVPP), with a maximum payout of up to 15 percent of base salary annually (\$26,130).*

*Eligibility for DOVPP results in total cash compensation above the Regental approval threshold of \$205,000.

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

Following the resignation of the former incumbent, Rebecca Newman, Ms. Larsen was selected to serve as the Acting Associate Vice Chancellor - University Development during the interim period in which a search will be conducted to permanently fill this position. Ms. Larsen has over twenty-five years of development and external relations experience, including raising significant major gifts during campaigns, developing marketing strategies to launch new programs, and working closely with senior level volunteers. She has been instrumental in building strong development programs in higher education, making her an ideal candidate for this acting role. The proposed stipend places her total annualized compensation in alignment with the range midpoint, the former incumbent and other UCSD incumbents in the same salary grade.

[Compensation form attached.]

**COMPENSATION FOR JULIANNE LARSEN AS ACTING ASSOCIATE VICE CHANCELLOR-UNIVERSITY
DEVELOPMENT, SAN DIEGO CAMPUS**

Position Slotted in Grade 107 – Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$174,200	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$26,130		
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· Any other bonuses/Incentives Development Officer Variable Pay Plan – up to 15%	X		\$26,130	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 - 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			

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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					
· 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)			\$226,460		

[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.