

COMMITTEE ON COMPENSATION

SEPTEMBER 2007

APPOINTMENT SALARY FOR JANE MOORES, AS ASSISTANT VICE CHANCELLOR - INTELLECTUAL PROPERTY, SAN DIEGO CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment of Jane Moores as Assistant Vice Chancellor - Intellectual Property at the San Diego campus:

- (1) As an exception to policy, salary increase of \$70,500 (61.6 percent) to bring her annual base salary from \$114,500 to \$185,000. (SLCG Grade 107 Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800)
- (2) This appointment is at 100 percent time and effective October 1, 2007.

Additional items of compensation are:

- Per policy, standard pension and health and welfare benefits.
- Per policy, Ms. Moores 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.

BACKGROUND

Following an extensive national search, Jane Moores has been identified as the best candidate to fill the Assistant Vice Chancellor - Intellectual Property vacancy created by the resignation of Alan Paau. Ms. Moores has been serving as Acting Assistant Vice Chancellor - Intellectual Property since January 1, 2007. She has served in the Technology Transfer and Intellectual Property Services (TechTIPS) department since 1999, first as a Senior Licensing Officer and then as Assistant Director-Life Science Licensing prior to assuming the Acting Assistant Vice Chancellor role. During her tenure, Ms. Moores has been highly successful in terms of the number and complexity of licenses she has managed. Since her appointment as Acting Assistant Vice Chancellor, the sustained numbers of disclosures, patents, and licenses in her office demonstrate her ability to manage a complex organization under challenging circumstances. Earlier in the recruitment process, directed at replacing Mr. Paau, two external candidates were offered higher salaries than Mr. Paau's salary and the salary proposed for Ms. Moores. Both candidates withdrew from consideration. They cited the compensation package as inadequate, in light of the significant increase in the cost of living they would experience relocating to San Diego. Although the salary increase proposed for Ms. Moores is substantial, the San Diego campus believes it is warranted given her qualifications and the competitiveness of this market. The proposed salary is below the 25th percentile of the range, below the average of others in the same grade at the San Diego campus, and below that of the closest UC comparison. Further, Ms. Moores will not be eligible for merit or equity consideration until October 2008.

[Compensation form attached.]

**COMPENSATION FOR JANE MOORES AS ASSISTANT VICE CHANCELLOR – INTELLECTUAL PROPERTY,
SAN DIEGO CAMPUS**

Position Slotted in Grade 107 – Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$185,000	YES	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		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			
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			
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		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)			\$185,000		

[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.