

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**APPOINTMENT SALARY AND EXTENSION OF STIPEND FOR GEOFFREY A. O'NEILL AS
ASSISTANT VICE PRESIDENT - INSTITUTIONAL ADVANCEMENT, OFFICE OF THE
PRESIDENT**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment salary and extension of stipend for Geoffrey A. O'Neill as Assistant Vice President – Institutional Advancement:

- (1) Appointment salary of \$170,000.
- (2) Appointment is 100 percent time and is effective July 1, 2007 pending approval by The Regents.
- (3) Extension of an administrative stipend of \$1,139 for the period June 12, 2007 through June 30, 2007 for his service as Interim Assistant Vice President- Institutional Advancement beyond one year as an exception to policy.

Additional items of compensation include:

- 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, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.

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

The Assistant Vice President – Institutional Advancement is responsible for policy development and oversight and for the planning and execution of programs pertaining to private support at the University, including responsibility for endowment and international matters

[Compensation form attached.]

**COMPENSATION FOR GEOFFREY A. O'NEILL AS ASSISTANT VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT,
OFFICE OF THE PRESIDENT**

Position Slotted in Grade 105 – Minimum \$134,400, Midpoint \$169,600, Maximum \$204,700

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$170,000	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)	YES		\$1,139	YES	Regents
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at maximum of 20%		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	YES		\$8,500	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 Program (MOP) Loan		NO			
· 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/Movement of Household Goods		NO			

**COMPENSATION FOR GEOFFREY A. O'NEILL AS INTERIM ASSISTANT VICE PRESIDENT FOR
INSTITUTIONAL ADVANCEMENT
OFFICE OF THE PRESIDENT**

Position Slotted in Grade 105 – Minimum \$134,400, Midpoint \$169,600, Maximum \$204,700

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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		NO			
· Special Health Benefits or Other Benefits		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$179,639		

[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.