

COMMITTEE ON COMPENSATION

SEPTEMBER 2007

TITLE CHANGE AND APPOINTMENT SALARY FOR DANIEL W. PARK AS CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL, 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 salary and title change for Daniel W. Park as Chief Campus Counsel and Associate General Counsel at the San Diego campus.

- (1) As an exception to policy, a salary increase of \$48,600 (35.6 percent) to bring his annual base salary from \$136,400 to \$185,000, 100 percent time.
- (2) Mr. Park will not be eligible for merit or equity consideration on October 1, 2007.
- (3) Change in title for the position from Campus Counsel to Chief Campus Counsel and Associate General Counsel .
- (4) Effective date of October 1, 2007.

Additional items of compensation include:

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

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 open recruitment, Daniel W. Park has been identified as the best candidate to fill the Chief Campus Counsel and Associate General Counsel vacancy created by the retirement of Ann Parode. Mr. Park has served as Associate Campus Counsel since January 2005 and has successfully served as Acting Chief Campus Counsel since March 2007. During the course of his employment Mr. Park has demonstrated an outstanding knowledge of the law on a wide range of complex issues affecting the campus. Through his service on numerous committees, he has shown his ability to think strategically with respect to campus direction on many major projects. In the past months as Acting Chief Campus Counsel, he has successfully proven his ability to serve as a valuable member of the senior management team and effectively advise campus leaders on numerous issues integral to the campus mission. The proposed base salary places him higher than the salary of the previous incumbent and the average of the Chief Campus Counsel salaries at the other campuses. However, this rate was considered equitable given the responsibilities that have been added to the Chief Campus Counsel position, including the supervision of a new Health Sciences Counsel position. This rate also takes into consideration the fact that Mr. Park will not be eligible for further merit or equity consideration October 2007. Mr. Park's

position has not been slotted yet, pending the outcome of a systemwide review of all campus counsel and Office of the President counsel positions.

[Compensation form attached.]

**COMPENSATION FOR DANIEL W. PARK AS CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL,
SAN DIEGO CAMPUS**

Position Not Slotted

Page 1 of 2

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		\$9,250	NO	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· 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			

**COMPENSATION FOR DANIEL W. PARK AS CHIEF CAMPUS COUNSEL AND ASSOCIATE GENERAL COUNSEL,
SAN DIEGO CAMPUS
Position Not Slotted**

Page 2 of 2

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)			\$194,250		

[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.