

COMMITTEE ON COMPENSATION

STIPEND EXTENSION FOR CLIFFORD R. ROBERTS AS ACTING ASSOCIATE VICE CHANCELLOR - RESEARCH AND DIRECTOR - LABORATORY RESOURCE CENTER, SAN FRANCISCO CAMPUS

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the stipend extension for Clifford R. Roberts as Acting Associate Vice Chancellor - Research and Director - Laboratory Resource Center, San Francisco campus:

- (1) As an exception to policy, an extension of his existing stipend in the amount of \$37,840 (20.0 percent) to increase his base salary of \$189,200 for an annual salary of \$227,040 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). The total stipend percentage of 20.0 percent represents an exception to the policy which provides for a maximum stipend amount of 15.0 percent
- (2) The stipend amount will be recalculated with any and all salary adjustments, inclusive of merit increases, keeping the percentage constant at 20.0 percent during the period of this 100 percent time appointment.
- (3) The stipend will be effective January 1, 2008, through December 31, 2008. This period represents an exception to the policy which provides for a maximum period of 12 months. Mr. Roberts has served in this acting capacity since October 16, 2006 (10 months) and was subsequently approved for a stipend effective January 1, 2007 through December 31, 2007. Mr. Roberts is to serve in this capacity, up to an additional three months following the appointment of a permanent Vice Chancellor - Research or December 31, 2008 whichever occurs first, to facilitate the smooth transition of responsibilities.

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits

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

A stipend of the same amount as proposed in this item was approved by The Regents in January 2007 for Clifford R. Roberts as the Acting Associate Vice Chancellor - Research and Director - Laboratory Resource Center effective January 1, 2007 through December 31, 2007, or until the position was filled, whichever occurred first, at 100 percent. This proposal also requests up to a three-month overlap in service to facilitate a smooth transition of responsibilities to the new Vice Chancellor - Research, once appointed. This acting appointment has been in place for 10 of the original 12 months approved and is proposed for an additional 12 months. The extension is necessary to provide continuing leadership in the Office of Research while recruitment for the

newly created position of Vice Chancellor - Research is underway and to facilitate the transition of the leadership responsibilities to the new Vice Chancellor. With the parameters of the new position now defined and the process of identifying an external search firm completed, UCSF is now ready to move to the next stage of identifying and screening potential candidates. The 12-month extension is requested in anticipation that a senior level recruitment can reasonably be concluded during that period.

[Compensation form attached.]

**STIPEND EXTENSION FOR CLIFFORD R. ROBERTS AS ACTING ASSOCIATE VICE CHANCELLOR - RESEARCH
AND DIRECTOR - LABORATORY RESOURCE CENTER, SAN FRANCISCO CAMPUS
SLCG GRADE 107 – Minimum \$172,100 Midpoint of \$218,400 Maximum \$264,800**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$189,200	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$37,840	YES	REGENTS
· Clinical Enterprise Management Recognition Plan		X			
· 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 – 30 consecutive days per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household		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)			\$227,040		

[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.