

**COMMITTEE ON COMPENSATION
MARCH 2008**

**SLOTING OF THREE EXISTING POSITIONS IN THE OFFICE OF THE
TREASURER**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the slotting of three positions of Director in the Office of the Treasurer:

- (1) Slotting of the position of Director of Communications, currently held by Susan Rossi, at SLCG Grade 102 (Minimum \$99,200, Midpoint \$124,100, Maximum \$148,900), as recommended by Mercer Human Resource Consulting.
- (2) Slotting of the position of Business Manager, currently held by Nelson Chiu, at SLCG Grade 102 (Minimum \$99,200, Midpoint \$124,100, Maximum \$148,900), as recommended by Mercer Human Resource Consulting.
- (3) Slotting of the position of Director of Investment Operations, currently held by Robert Yastishak, at SLCG Grade 103 (Minimum \$110,800, Midpoint \$139,000, Maximum \$167,100), as recommended by Mercer Human Resource Consulting.
- (4) Effective upon approval by The Regents.

BACKGROUND

The Office of the Treasurer requests approval for the slotting of these three positions in order to better align salary opportunity with current market data for these jobs. In addition, these positions are currently included in the Annual Incentive Plan for the Office of the Treasurer.

Susan Rossi – Director of Communications

Ms. Rossi has assumed a more active role in assisting the CIO and the Director of Risk Management in writing and editing agenda items for presentation to The Regents Committee on Investments and Investment Advisory Committee. In addition, the office has evolved to a point to be able to reap the full benefits of her experience as a mutual fund Marketing Director, National Accounts Manager, Research Communications Director, securities industry regulator, and as a holder of security licenses. She plays an integral role in the on-going success of the Office.

Nelson Chiu – Business Manager

Mr. Chiu has been with the University for nine years, starting out as an Analyst in the Banking group and taking on more responsibilities on his way up to his current position. In April 2007, Mr. Chiu's scope of responsibilities broadened as a result of the retirement of the Office Manager to include the offices' administrative and personnel functions. Mr. Chiu is responsible for administrative and non-investment operational matters in the office, which includes internal and external audit issues, business accounting, contract negotiations, human resources, budget,

accounts payable, supply and equipment inventory, control and maintenance, space planning and security and reports directly to the Associate Chief Investment Officer. His attention to detail along with the ability to see the big picture has enabled him to be successful during his tenure at the Office of the Treasurer and he has proven to be an invaluable staff member.

Robert Yastishak – Director of Investment Operations

Since Mr. Yastishak's position was last reviewed, changes have occurred which have resulted in the addition of several new responsibilities and elevation of the level of many existing responsibilities. In his role as Director of Operations, Mr. Yastishak serves as a critical resource to other Departments within the Office of the President.

In the Treasurer's Office continuing effort to provide excellent products and services for the ten Campus Foundations, Mr. Yastishak works directly with donors and their legal counsel assuring that complex gift structures are able to become part of the University's Endowments in an efficient and timely manner. As UC's portfolios have continued to increase in size, complexity, and by Regental mandates, Mr. Yastishak has created reports which aid the Chief Investment Officer and the Portfolio Managers in providing for cash liquidity. He coordinates with State Street Bank and State Street Global Advisors to move securities and cash between the various investment portfolios. He also works with the State Street Transition Management team when necessary.

Mr. Yastishak has proven himself to be a critical member of the Operations team and the Office of the Treasurer. He has strong analytical abilities, excellent work ethics, and the background and work experience needed to continue successfully performing the duties of the job and he plays an integral role in the on-going success of the Office.