

Office of the President

TO MEMBERS OF THE COMMITTEE ON COMPENSATION:

**ACTION ITEM – CONSENT**

*For Meeting of September 13, 2012*

**APPROVAL OF INDIVIDUAL PARTIALLY OR FULLY STATE-FUNDED  
COMPENSATION ACTIONS AS DISCUSSED IN CLOSED SESSION**

**RECOMMENDATION**

- A. *Retroactive Extension of Appointment of and Compensation for Lorelei A. Tanji as Interim University Librarian, Irvine Campus, and Appointment of and Compensation for Lorelei A. Tanji as University Librarian, Irvine Campus*

Background to Recommendation

The Irvine campus requests approval for the retroactive extension of appointment of and compensation for Lorelei A. Tanji as Interim University Librarian, effective April 1, 2012 and continuing until the effective date of the career appointment described below. The proposed annual base salary of \$170,000 is a continuation of Ms. Tanji's base salary from April 18, 2011 to present.

The term appointment of Ms. Tanji as Interim University Librarian was approved from April 18, 2011 through March 31, 2012 or until the appointment of a University Librarian, whichever occurred first. However, due to an administrative oversight, Ms. Tanji was allowed to continue in the interim appointment and continue to earn the salary associated with that interim appointment from April 1, 2012 to present without Regental approval. As Ms. Tanji has been continuously serving in this interim appointment, the campus now requests that the Regents retroactively approve the extension of this interim appointment and the associated compensation for this time period under interim authority. This retroactive approval would be an exception to policy.

Simultaneously, the Irvine campus requests approval for the appointment of and compensation for Lorelei A. Tanji as University Librarian, effective upon approval.

This career appointment is the outcome of an internal search conducted on the Irvine campus. Irvine campus leaders were aware of existing talent on campus and the need to hire an individual with unique knowledge of the UC Irvine campus, including a keen understanding of the campus climate and current environment of strategic change in the

libraries. Key stakeholders, including senior staff at the UC Irvine Libraries, faculty from a representative selection of departments, the Vice Provost for Academic Personnel, senior campus administrators, and additional members of the campus community were consulted.

Ms. Tanji has been serving the Irvine campus as Interim University Librarian since April 2011. The campus requests a base salary of \$200,000. This base salary represents an increase of 17.7 percent over Ms. Tanji's current base salary of \$170,000 as Interim University Librarian.

This position is paid 100 percent from State General Funds.

### Recommendation

The Committee recommends approval of the following items in connection with the retroactive extension of the appointment of and compensation for Lorelei A. Tanji as Interim University Librarian, Irvine campus, and the appointment of and compensation for Lorelei A. Tanji as University Librarian, Irvine campus:

- (1) As an exception to policy, retroactive extension of the appointment of and compensation for Lorelei A. Tanji as Interim University Librarian at 100 percent time, from April 1, 2012 until the effective date of her career appointment.
  - a. Per policy, continuation of annual base salary of \$170,000. The position is slotted in SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
  - b. Per policy, standard pension and health and welfare benefits.
- (2) Appointment of Lorelei A. Tanji as University Librarian at 100 percent time.
  - a. Per policy, an annual base salary of \$200,000. The position is slotted in SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
  - b. Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
  - c. Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).

### COMPARATIVE ANALYSIS

**Recommended Compensation**  
**Effective Date:** Upon approval

**Base Salary:** \$200,000  
**Target Cash Compensation:\*** \$200,000  
**Grade Level:** SLCG Grade 106  
(Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100)  
**Funding:** partially or fully State-funded

**Budget &/or Prior Incumbent Data**

**Title:** Interim University Librarian  
**Base Salary:** \$170,000  
**Target Cash Compensation:\*** \$170,000  
**Grade Level:** SLCG Grade 106  
(Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100)  
**Funding:** partially or fully State-funded

\*Target Cash Compensation consists of base salary, and, if applicable, incentive and/or stipend.

**COMPETITIVE ANALYSIS**

<b>TARGET BASE SALARY MARKET PERCENTILES</b>					
<b>Percentiles</b>	<b>25th</b>	<b>50th</b>	<b>Mean</b>	<b>75th</b>	<b>90<sup>th</sup></b>
<b>Market Data</b>	\$213.0	\$232.0	\$244.4	\$295.3	\$333.0
<b>% Difference from Market</b>	-6.1%	-13.8%	-18.2%	-32.3%	-40.0%

**Survey Source:** 2011-12 College and University Professional Association (CUPA) Administrative Compensation Survey

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** UC Irvine Chancellor Drake  
**Reviewed by:** President Yudof  
Committee on Compensation Chair Ruiz  
Office of the President, Human Resources

B. *Appointment of and Compensation for Catherine Constable as Acting Vice Chancellor for Marine Sciences, Director of the Scripps Institution of Oceanography, and Dean of the Graduate School of Marine Sciences, San Diego Campus*

Background to Recommendation

Approval is requested for the appointment of and compensation for Catherine Constable as Acting Vice Chancellor for Marine Sciences, Director of the Scripps Institution of Oceanography (SIO), and Dean of the Graduate School of Marine Sciences, San Diego campus, effective October 1, 2012 through June 30, 2013.

This request is in response to the immediate need to fill this key leadership position as Tony Haymet, the current incumbent, will take a sabbatical leave from October 1, 2012, through June 30, 2013.

Concurrent with the appointment, the campus requests approval of an administrative stipend of 36.8 percent (\$60,000) of Ms. Constable's fiscal year (11 month) academic salary of \$163,200. This would result in a total annual salary of \$223,200.

The position is unique; therefore, market data are not readily available. In 2009, the Regents approved a retention proposal based on an external offer of \$300,000 Australian dollars (\$314,070 in U.S. dollars) in base salary, with an annual incentive opportunity of up to \$25,000 Australian dollars (\$26,172.50 in U.S. dollars) and an employer contribution equal to 17 percent of base salary into a superannuation retirement fund.

The position will be funded 100 percent from State General Funds.

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for Catherine Constable as Acting Vice Chancellor for Marine Sciences, Director of the Scripps Institution of Oceanography, and Dean of the Graduate School of Marine Sciences, San Diego campus:

- (1) Appointment of Catherine Constable as Acting Vice Chancellor for Marine Sciences, Director of the Scripps Institution of Oceanography, and Dean of the Graduate School of Marine Sciences, San Diego campus, at 100 percent time.
- (2) Per policy, an administrative stipend of 36.8 percent (\$60,000) of base salary for the duration of the appointment. If a change to the academic base salary is made prior to the termination of this acting role, the administrative compensation will not be recalculated against the academic base salary. The position is slotted in SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700).
- (3) Per policy, continuation of standard pension and health and welfare benefits.

- (4) Per policy, continued accrual of sabbatical credit as a member of tenured faculty.
- (5) This appointment is effective from October 1, 2012, through June 30, 2013.

### COMPARATIVE ANALYSIS

#### **Recommended Compensation**

**Effective Date:** October 1, 2012

**Annual Base Salary:** \$163,200 (11 months)

**Administrative Stipend:** \$60,000

**Target Cash Compensation:\*** \$223,200

**Grade Level:** SLCG Grade 109

(Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700)

**Funding:** partially or fully State-funded

#### **Budget &/or Prior Incumbent Data**

**Title:** Vice Chancellor for Marine Sciences, Director of SIO, and Dean of the Graduate School of Marine Sciences

**Annual Base Salary:** \$295,000

**Target Cash Compensation:\*** \$295,000

**Grade Level:** SLCG Grade 109

(Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700)

**Funding:** partially or fully State-funded

\*Target Cash Compensation consists of base salary, and, if applicable, incentive and/or stipend.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** UC San Diego Chancellor Fox  
**Reviewed by:** President Yudof  
Committee on Compensation Chair Ruiz  
Office of the President, Human Resources

- C. *Establishment of a New Senior Management Group Position, Appointment of and Compensation for Linda S. Greene as Vice Chancellor – Equity, Diversity and Inclusion, San Diego Campus*

#### **Background to Recommendation**

The San Diego campus requests approval to establish a new Senior Management Group position, Vice Chancellor – Equity, Diversity and Inclusion. The proposed interim

slotting of the position is SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400), which aligns with internal comparators at other UC campuses.

The candidate appointed to this position would report to the Executive Vice Chancellor – Academic Affairs with a dotted line reporting relationship to the Chancellor, would be a member of the Chancellor’s Cabinet and would serve as the leading senior executive responsible for providing a holistic and integrated vision on all major equity, diversity and inclusion efforts at UC San Diego.

This position is being created to address campus climate issues following incidents that occurred in the spring of 2010. Since the incidents, campus leadership has been committed to establishing a full-time position with responsibility for equity, diversity and inclusion activities related to student, faculty and staff constituents.

Following a comprehensive national search, Linda S. Greene was identified as the top candidate. Approval is requested for the appointment of and compensation for Ms. Greene as the Vice Chancellor – Equity, Diversity and Inclusion with an annual base salary of \$250,000, effective upon approval.

This position will be paid from State funds.

When she accepted this offer, Ms. Greene indicated that, because of the lengthy search process, she has already committed to teaching at her current institution this fall and will be unable to begin the new assignment before December 2012.

The campus anticipates that the fall quarter will be a critical time for this position because of two significant factors: (1) Chancellor Khosla’s introduction to the community affords the occasion to touch key constituent groups and show his commitment to the diversity mission; and (2) the campus is embarking on a strategic planning exercise that would provide an important foundational effort for the work of the campus’ chief diversity officer.

Although her arrival is delayed, Ms. Green has indicated a willingness to participate in these important activities beginning right after the Regents approve her appointment. Her visibility on campus will go a long way in addressing the campus community’s concerns about the fact that she will not formally assume the position until later.

#### Recommendation

The Committee recommends approval of the following items in connection with the establishment of a new Senior Management Group position, Vice Chancellor – Equity, Diversity and Inclusion, at the San Diego campus and for the appointment of and compensation for Linda S. Greene as Vice Chancellor – Equity, Diversity and Inclusion, San Diego campus:

- (1) Establishment of a new position within the Senior Management Group, Vice Chancellor – Equity, Diversity and Inclusion, San Diego campus.
- (2) Appointment of Linda S. Greene as Vice Chancellor – Equity, Diversity and Inclusion, San Diego campus, at 100 percent time.
- (3) Per policy, an annual base salary of \$250,000 at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (4) Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program. This benefit is only applicable if a faculty appointment for Ms. Greene is not approved. If a faculty appointment is approved, Ms. Greene will be ineligible for this benefit.
- (5) Per policy, a relocation allowance of 24 percent of base salary (\$60,000) to be paid either as a lump sum or in installment payments. If paid in a lump sum, the relocation allowance will be subject to a repayment schedule if Ms. Greene separates from the University within the first four years of her employment. The following repayment schedule will apply: 100 percent if separation occurs within the first year of employment, 60 percent if separation occurs within the second year of employment, 30 percent if separation occurs within the third year of employment and ten percent if separation occurs within the fourth year of employment. If the relocation allowance is paid in installments and Ms. Greene separates from University employment, any unpaid installments will be forfeited at the time of separation.
- (6) Per policy, a temporary housing allowance not to exceed \$13,500 for a period of 90 days to offset limited housing-related expenses, subject to the limitations under policy.
- (7) Per policy, 100 percent reimbursement of reasonable and allowable expenses associated with moving household goods and personal effects from the former primary residence to the new primary residence, subject to the limitations under policy.
- (8) Per policy, two house-hunting trips each for the candidate and her spouse or partner, subject to the limitations under policy.
- (9) Reasonable travel expenses for all business-related visits to the campus during the transition period prior to her start date, which is anticipated to be no later than January 2, 2013.
- (10) Per policy, eligibility to participate in the UC Home Loan Program, in accordance with all applicable policies.
- (11) Per policy, standard pension and health and welfare benefits and standard senior

management benefits (including senior management life insurance and executive salary continuation for disability).

- (12) Per policy, accrual of sabbatical credits as a member of tenured faculty. This benefit is only applicable if a tenured faculty appointment is approved for Ms. Greene.
- (13) This appointment is effective upon approval, with an anticipated start date no later than January 2, 2013.

**Recommended Compensation**

**Effective Date:** Upon approval, but no later than January 2, 2013

**Annual Base Salary:** \$250,000

**Target Cash Compensation:\*** \$250,000

**Grade Level:** SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

**Funding:** partially or fully State-funded

**Budget &/or Prior Incumbent Data**

Not applicable – this is a new position

\* Target Cash Compensation consists of base salary and, if applicable, incentive and/or stipend.

**COMPETITIVE ANALYSIS**

	Base Salary Market Percentiles					Target Cash Market Percentiles				
	25th	50th	Mean	75th	90th	25th	50th	Mean	75th	90th
Market Data	\$174.0	\$200.0	\$219.0	\$266.0	\$320.0	\$191.0	\$236.0	\$268.0	\$314.0	\$485.0
% Difference from Market	44.0%	24.9%	14.4%	-5.9%	-21.8%	31.0%	6.0%	-6.7%	-20.4%	-48.5%

**Survey Source:** Towers Watson General Industry Executive Compensation Survey, Towers Watson Top Management Survey, and Mercer Benchmark Database Survey

The compensation described above shall constitute the University’s total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** UC San Diego Chancellor Khosla  
**Reviewed by:** President Yudof  
 Committee on Compensation Chair Ruiz  
 Office of the President, Human Resources



D. *Appointment of and Compensation for Rachel Nosowsky as Interim Deputy General Counsel – Health Law and Medical Center Services, Office of the General Counsel, Office of the President*

Background to Recommendation

Approval is requested for the appointment of and compensation for Rachel Nosowsky as Interim Deputy General Counsel – Health Law and Medical Center Services, Office of the General Counsel, Office of the President, with a retroactive effective date of July 20, 2012. Ms. Nosowsky is currently Principal Counsel – Health Law, and her position is slotted at SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).

This request is in response to the recent departure of Deputy General Counsel Max Reynolds, who became the Executive Director of Strategy and Business Development for the UC San Diego Health System. Mr. Reynolds gave his notice in early July 2012, and his last day in the Office of the General Counsel was July 19, 2012.

Approval is also requested for a stipend equivalent to 15 percent of Ms. Nosowsky's annual base salary (\$32,250) to recognize the additional duties she has assumed as a result of the interim appointment. The stipend plus her current base salary of \$215,000 will bring Ms. Nosowsky's total annual salary to \$247,250. The Deputy General Counsel position is slotted in SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). The stipend amount is based on competitive market data for health law counsel senior management positions, as well as Ms. Nosowsky's extensive experience in the field.

This position is partially or fully State-funded. Funding for this position comes almost equally from the Office of the President Systemwide Assessment and the Office of the General Counsel recharge (which recharges from campuses across the system for services provided by the Office of the General Counsel).

A nationwide search for Mr. Reynolds' replacement will take place; however, due to the complexity of the search, it is anticipated that it will be four to eight months before a successor is selected. Approval is requested to ensure that the Office of the General Counsel has adequate leadership in place for the Health Law and Medical Services legal function during the recruitment process.

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for Rachel Nosowsky as Interim Deputy General Counsel – Health Law and Medical Center Services, Office of the General Counsel, Office of the President:

- (1) Appointment of Rachel Nosowsky as Interim Deputy General Counsel – Health

Law and Medical Center Services, Office of the General Counsel, Office of the President, at 100 percent time.

- (2) Per policy, an administrative stipend of 15 percent of base salary (\$32,250), increasing Ms. Nosowsky's current annual salary from \$215,000 to \$247,250. The position of Deputy General Counsel is slotted at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). The stipend will be recalculated if the base salary is increased so that the stipend will continue to equal the approved percentage (15 percent) of the annual base salary.
- (3) Per policy, standard pension and health and welfare benefits.
- (4) As an exception to policy, this appointment is retroactively effective July 20, 2012 and will continue for a period not to exceed 12 months or until the appointment of a new Deputy General Counsel – Health Law and Medical Center Services, whichever occurs first.

### COMPARATIVE ANALYSIS

**Recommended Compensation**

**Effective Date:** July 20, 2012

**Base Salary:** \$215,000

**Administrative Stipend:** \$32,250

**Target Cash Compensation:\*** \$247,250

**Grade Level:** SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)

**Funding:** partially or fully State-funded

**Budget &/or Prior Incumbent Data:**

**Title:** Deputy General Counsel – Health Law and Medical Center Services

**Base salary:** \$250,000

**Target Cash Compensation:\*** \$250,000

**Grade Level:** SLCG Grade 108

(Minimum \$192,300, Midpoint \$244,900, Maximum 297,400)

**Funding:** partially or fully State-funded

\*Target Cash Compensation consists of base salary, and, if applicable, incentive and/or stipend.

**COMPETITIVE ANALYSIS**

Percentiles	*BASE SALARY MARKET PERCENTILES					**TARGET CASH COMPENSATION MARKET PERCENTILES				
	25th	50th	Mean	75th	90th	25th	50th	Mean	75th	90th
Market Data	\$209.5K	\$238.0K	\$246.8K	\$273.00	\$303.6K	\$248.1K	318.4K	\$336.7K	\$386.0K	\$449.2K
% Difference from Market	-15.3%	-3.6%	-0.2%	10.4%	22.8%	0.4%	28.8%	36.2%	56.1%	81.7%

**Survey Source:** 2011 Mercer Benchmark Database Survey and 2011 Radford Executive Survey

The compensation described above shall constitute the University’s total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

**Submitted by:** Vice President and General Counsel for Legal Affairs  
 Robinson  
**Reviewed by:** President Yudof  
 Committee on Compensation Chair Ruiz  
 Office of the President, Human Resources