

**COMMITTEE ON COMPENSATION  
AUGUST 2008**

**ACTION UNDER INTERIM AUTHORITY – APPOINTMENT SALARY FOR JOSEPH W. CHILDERS AS DEAN – GRADUATE DIVISION, RIVERSIDE CAMPUS**

Action under interim authority was requested for the approval of the appointment salary for Joseph Childers as Dean – Graduate Division, Riverside campus. This request is in response to an immediate need to fill this position and the need for Mr. Childers to provide immediate notice to his academic department on the Riverside campus.

**Compensation:**

- (1) Per policy, an appointment salary of \$172,000. This represents a 24.3 percent increase in Mr. Childers' current adjusted faculty salary of \$138,383 (Salary Grade 105: Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400). The incumbent will not be eligible for merit consideration until October 2009.
- (2) This appointment is 100 percent time and for a maximum of 3 years to be effective July 1, 2008 through June 30, 2011 or upon the appointment of a permanent Dean, whichever occurs first. This is to allow the campus sufficient time to conduct a review of the organization and develop a framework for the establishment of a long range development plan. This will conclude with a nationwide search for this mission critical leadership position in fiscal year 2010-2011.

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, Executive Salary Continuation for Disability
- Per policy, accrual of sabbatical credits as a member of faculty
- Per policy, ineligible for Senior Management Supplemental Benefits Program due to dual academic appointment.

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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

**BACKGROUND**

Mr. Childers will replace the previous dean, who stepped down effective July 1, 2008. The appointment as Dean of the Graduate Division will be for a three-year term effective July 1, 2008 through June 30, 2011. The three-year term will allow the campus to conduct a review of the organization and develop a framework for the establishment of a long range development plan then conduct a nationwide search for this mission critical leadership position in fiscal year 2010-2011.

Mr. Childers has been a UC Riverside faculty member since 1989 and has extensive experience in graduate education. In addition to an outstanding administrative record, he is an excellent teacher. He

was the recipient of the year 2000 Hewlett Foundation grant for innovative teaching and the campus' 2001 Distinguished Teaching Award.  
[Compensation form attached.]

**COMPENSATION FOR JOSEPH W. CHILDERS AS DEAN – GRADUATE DIVISION  
RIVERSIDE CAMPUS  
Position Slotted in Grade 105 – Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400  
Effective July 1, 2008**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$172,000	NO	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			
<b>BENEFITS AND PERQUISITES</b>					
· 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			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· 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 – 100% of covered expenses		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave Accrual	X			NO	
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$172,000		

[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.