

**COMMITTEE ON COMPENSATION
MAY 2008**

**APPOINTMENT SALARY FOR KEVIN R. JOHNSON AS DEAN – SCHOOL OF LAW,
DAVIS CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment of Kevin R. Johnson as Dean – School of Law, Davis campus:

- (1) Per policy, appointment salary of \$307,200 (SLCG Grade 110: Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500) as Dean – School of Law, Davis campus. This represents a 2.3 percent increase (\$6,923) in Mr. Johnson's July 1, 2008 adjusted faculty salary of \$300,277.
- (2) This appointment is 100 percent time and effective July 1, 2008, pending approval by the Regents.

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, and Executive Salary Continuation for Disability.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual faculty appointment.
- Per policy, accrual of sabbatical credits as a member of the faculty.

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

UC Davis has concluded a national search for the Dean – School of Law and Kevin R. Johnson has been selected as the top candidate. The current Dean, Rex Perschbacher, will be stepping down as Dean effective June 30, 2008 to return to teaching.

Mr. Johnson has an accomplished record of achievement and is a well respected Associate Dean and Professor. He has served ably as the Associate Dean for Academic Affairs for ten years and during that time has been very involved in all facets of the operation of the law school including the hiring of faculty, academic planning and leadership and student admissions. He is an accomplished scholar and teacher with a national and international reputation in immigration, civil rights and racial identity. He has authored numerous books and articles and has a strong record of cutting edge scholarships and holds one of four endowed chaired professorships at the law school.

[Compensation form attached.]

**COMPENSATION FOR KEVIN R. JOHNSON
AS DEAN – SCHOOL OF LAW
DAVIS CAMPUS**

Position slotted in Grade 110 - Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500

Effective July 1, 2008, Pending Approval by The Regents

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$307,200	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		X			
· Any other bonuses/Incentives:		X			
· Annual Incentive Plan (Treasurer's Office only) - per plan design awards are paid out in equal increments over a three year period.		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			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			

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	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave	X			NO	
· 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)			\$ 307,200		REGENTS

[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.