

**COMMITTEE ON COMPENSATION  
MAY 2008**

**APPOINTMENT SALARY FOR SETH LERER AS DEAN - DIVISION OF ARTS AND HUMANITIES, SAN DIEGO 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 Seth Lerer as Dean – Division of Arts and Humanities, San Diego campus:

- 1) An appointment salary of \$230,000, (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- 2) This appointment is at 100 percent time and will become effective January 1, 2009.
- 3) A dual tenured faculty appointment as Professor in the department of Literature with the accrual of sabbatical credits, subject to the normal academic approval process.

Additional items of compensation include:

- Per policy, 30 days of temporary housing and reimbursement of moving expenses.
- As an exception to policy, up to two coach-fare house-hunting trips.
- Per policy, authorization by the Regents to participate in the Graduated Payment Mortgage Origination Program (GP-MOP) with a loan up to the maximum amount (currently \$1.33 Million).
- 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 to participate in Senior Management Supplemental Benefit Program due to tenured faculty position.

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**

Following an extensive nation-wide search, the campus is proposing the appointment of Seth Lerer to the position of Dean - Division of Arts and Humanities, at an annual salary of \$230,000, effective, January 1, 2009. Mr. Lerer will also be proposed for an appointment as Professor, in

the Department of Literature, subject to academic and administrative approval at the campus level.

Mr. Lerer is a top-notch scholar who is highly recognized and respected for his research in the area of medieval and renaissance studies, comparative philology, the history of scholarship, and children's literature. He has received many awards for his scholarship and teaching, including fellowships from the National Endowment for the Humanities and the Guggenheim Foundation, the Beatrice White Prize of the English Association of Great Britain, and the Hoagland Prize for Undergraduate Teaching at Stanford. Mr. Lerer also has strong administrative and leadership experience.

Mr. Lerer would bring to UCSD an excellent reputation in the humanities and a vision regarding the opportunities, challenges, and priorities in the arts and humanities. Mr. Lerer's academic accomplishments, values, energy, vision, and strong leadership skills make him an exceptional candidate for dean of the Division of Arts and Humanities.

[Compensation form attached.]

**COMPENSATION FOR SETH LERER, DEAN OF THE DIVISION OF ARTS AND HUMANITIES, SAN DIEGO CAMPUS**  
**Position is slotted at SLCG grade 107 – Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$230,000	NO	Regents
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Graduated Payment Mortgage Origination Program (GP-MOP) Loan	YES			NO	
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs – please list below		NO			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance - 25%		NO			
· Temporary Housing Allowance - 1 month per policy	YES			NO	
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods	YES			NO	
Two coach fare house-hunting trips	YES			YES	REGENTS

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave (Accrual)	YES			NO	
· Special Health Benefits or Other Benefits		NO			
		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$230,000		

[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.