

**COMMITTEE ON COMPENSATION
JULY 2008**

**APPOINTMENT EXTENSION FOR KEITH E. ALLEY AS EXECUTIVE VICE
CHANCELLOR AND PROVOST, MERCED CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment for an additional one year period of Keith E. Alley as Executive Vice Chancellor and Provost, Merced Campus:

- (1) Continued appointment salary of \$240,500 (SLCG grade 108: Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400), at 100 percent time.
- (2) This appointment is effective July 1, 2008 through June 30, 2009, or until the effective date of the appointment of a permanent Executive Vice Chancellor and Provost, whichever occurs first, including up to a three month overlap, in service.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits including senior management 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 pending tenured faculty position.
- Per policy, an automobile allowance in the form of a monthly cash allowance of \$743 (\$8,916 per annum).

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

Dr. Alley is an effective and seasoned academic administrator who was appointed, effective July 1, 2006, to a two year term as Executive Vice Chancellor and Provost without a search in order to provide administrative continuity, given the departure of the former Chancellor Carol Tomlinson Keasey and Former Executive Vice Chancellor and Provost David B. Ashley during the fall and summer of 2006, respectively.

Chancellor Kang has appointed Dr. Alley for an additional one year term of service and seeks approval of this appointment and salary. A national search for Dr. Alley's successor is underway. During the additional one year term of service, Dr. Alley will continue to apply his extensive knowledge of the campus to the post of Executive Vice Chancellor and Provost.

Dr. Alley joined UC Merced in 2002 as Vice Chancellor for Research and Dean of Graduate Studies, and as a founding Professor of Biology, School of Natural Sciences. Dr. Alley has built the research administration infrastructure and led development of the campus' first graduate programs. He has also initiated an effective collaboration with other UC campuses and Lawrence Livermore National Laboratory.

[Compensation form attached.]

**COMPENSATION FOR KEITH E. ALLEY AS EXECUTIVE VICE CHANCELLOR AND PROVOST, MERCED CAMPUS
SLCG Grade 108 – Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400**

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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|--|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| SALARY AND OTHER CASH PAYMENTS | | | | | |
| · Annual Base Salary | X | | \$240,500 | NO | REGENTS |
| · Health Sciences Compensation Plan | | X | | | |
| · Additional Salary (Stipend) | | X | | | |
| · Any other bonuses/Incentives: | | X | | | |
| · Annual Incentive Plan (Treasurer's Office only) | | X | | | |
| · Senior Management Supplemental Benefit Program | | X | | | |
| BENEFITS AND PERQUISITES | | | | | |
| · Standard Benefits Package (Health, UCRP, Vision, Dental, etc.) | X | | | NO | REGENTS |
| · Automobile Allowance | X | | \$8,916 | NO | REGENTS |
| · Leased Automobile | | X | | | |
| · Senior Manager Life Insurance | X | | | NO | REGENTS |
| · Executive Business Travel Insurance | X | | | NO | REGENTS |
| · Exec. Salary Continuation for Disability | X | | | NO | REGENTS |
| · 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 Household | | X | | | |

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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|---|-----------|----|-------------------|------------------------|----------------------|
| | YES | NO | | | |
| FUTURE BENEFITS | | | | | |
| · Post-retirement Employment Agreements | | X | | | |
| · Consultant/Independent Contractor Compensation Agreement | | X | | | |
| · Severance/Separation Agreement | | X | | | |
| · Sabbatical/Administrative Leave | | X | | | |
| · Special Health Benefits or Other Benefits | | X | | | |
| OTHER | | | | | |
| · Administrative Fund Allocation | X | | \$5,000 | NO | REGENTS |
| · Corporate Board Service | | X | | | |
| · Other (Specify) | | X | | | |
| TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) | | | | | |
| | | | \$ 249,416 | | |

[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.