

**COMMITTEE ON COMPENSATION:
July 2008**

**INCREASE IN APPOINTMENT AND SALARY ADJUSTMENT FOR MARIA
HERRERA-SOBEK AS ASSOCIATE VICE CHANCELLOR, DIVERSITY, EQUITY
AND ACADEMIC PROGRAMS, SANTA BARBARA CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the increase in appointment and salary of Maria Herrera-Sobek, as Associate Vice Chancellor, Diversity, Equity and Academic Programs, Santa Barbara Campus:

- (1) Increase in appointment to from 50 percent time to 100 percent time.
- (2) Annual base salary of \$225,000 (SLCG grade 106: Minimum \$150,000 Midpoint \$189,900 Maximum \$229,700) which reflects a 9.7 percent (\$19,950) increase in salary.
- (3) Effective July 1, 2008.

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 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

Professor Maria Herrera-Sobek has been serving as the Associate Vice Chancellor for Diversity, Equity and Academic Policy at 50% time since 2006. Since the time Professor Herrera-Sobek was appointed in this role, her actual salary was calculated using 50 percent of the assigned SMG salary and 50 percent of the assigned faculty salary. The salary of \$225,000 requested by the campus is in alignment with the average base salary of internal campus comparators and reflects Professor Herrera-Sobek's adjusted faculty rate plus a 9.7 percent differential.

[Compensation form attached.]

**COMPENSATION FOR MARIA HERRERA-SOBEK, ASSOCIATE VICE CHANCELLOR, DIVERSITY, EQUITY AND
ACADEMIC POLICY, SANTA BARBARA CAMPUS**

SLCG Grade 106 – Minimum \$150,00 Midpoint \$189,900 Maximum \$229,700

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$225,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan		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			
· 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		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			
· House hunting trip to look for a house for Mr. Putnam and his family, not to exceed 4 days		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			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$225,000		

[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.]