

**COMMITTEE ON COMPENSATION
MAY 2008**

**STIPEND EXTENSION FOR BARBARA A. HORWITZ AS ACTING PROVOST AND
EXECUTIVE VICE CHANCELLOR, DAVIS CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the extension of an administrative stipend for Barbara A. Horwitz as Acting Provost and Executive Vice Chancellor, Davis Campus:

- (1) Extension of stipend of 15.0 percent (\$36,600) to increase her current base salary of \$244,000, to a total annual salary of \$280,600 (Salary Grade 111: Minimum \$267,700 Midpoint \$344,000 Maximum \$420,100).
- (2) If an adjustment to the base salary is made prior to the termination of this acting appointment, the 15 percent stipend will be recalculated against the new base salary.
- (3) As an exception to policy, this acting appointment will be effective July 1, 2008 through December 31, 2008. This change extends the acting appointment, with stipend, beyond the one year allowed by policy, for a total duration of one and a half years.
- (4) As an exception to policy, continuation of an automobile allowance of \$8,916 per year, due to the continued expectation that Ms. Horwitz will be serving at 100 percent time for a total of 18 months performing the full scope of this position which, on a permanent basis, is eligible under policy for automobile allowance.

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, accrual of sabbatical credits as a member of 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

Barbara Horwitz has been serving as Acting Provost and Executive Vice Chancellor for the UC Davis campus from July 1, 2007 through June 30, 2008. A separate Regents' item requests approval for the appointment of Enrique J. Lavernia as Provost and Executive Vice Chancellor for a three-year term beginning January 1, 2009. An extension of Ms. Horwitz' appointment is requested through December 31, 2008 to provide continuity of leadership. Ms. Horwitz is a highly respected, seasoned administrator who has served us well during her acting appointment.

[Compensation form attached.]

**EXTENSION OF ADMINISTRATIVE STIPEND FOR BARBARA A. HORWITZ
AS ACTING PROVOST AND EXECUTIVE VICE CHANCELLOR
DAVIS CAMPUS**

Position slotted in Grade 111 - Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100

Effective July 1, 2008 – December 31, 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		\$244,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$36,600	NO	
· 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		\$8,916	YES	REGENTS
· 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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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)			\$289,516		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.