

**COMMITTEE ON COMPENSATION
FEBRUARY 2008**

**ACTION UNDER INTERIM AUTHORITY – APPOINTMENT SALARY FOR
MARY M. DOYLE AS VICE CHANCELLOR – INFORMATION TECHNOLOGY, SANTA
CRUZ CAMPUS**

Action under interim authority was requested for the appointment of Mary M. Doyle as Vice Chancellor – Information Technology, Santa Cruz campus. This request was in response to an immediate need to fill this position and the need for Ms. Doyle to provide adequate notice to her current employer.

COMPENSATION:

- (1) Appointment salary of \$214,000. (Salary Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)
- (2) This appointment is 100 percent time and effective February 4, 2008 pending approval by The Regents.
- (3) Per policy, participation in the University of California Home Loan Program, available to be exercised within a period not to exceed 24 months from date of employment. Participation will comply with all University/Campus normal Program parameters.
- (4) Per policy, a relocation allowance of 25 percent of base salary or \$53,500 with a contingent repayment schedule.
- (5) Per policy, 100 percent reimbursement of moving expenses up to a maximum of \$12,000.

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, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.

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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by The Regents.

BACKGROUND

After conducting a national search, the Santa Cruz campus recommended that Mary M. Doyle be appointed to the position of Vice Chancellor – Information Technology. The recommended salary and the relocation allowance were necessary for Ms. Doyle to consider making the move to Santa Cruz.

[Compensation form attached.]

**COMPENSATION FOR MARY M. DOYLE AS VICE CHANCELLOR – INFORMATION TECHNOLOGY
SANTA CRUZ CAMPUS**

Position Slotted in Grade 108 – Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400

Effective February 4, 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		\$214,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
· Any other bonuses/Incentives		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary	X		\$10,700	NO	
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance	X				
· Executive Business Travel Insurance	X				
· Exec. Salary Continuation for Disability	X				
· University of California Home Loan Program	X			NO	
· 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		\$53,500	NO	
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses (not to exceed \$12,000)	X			NO	

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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)			\$278,200		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.