

**COMMITTEE ON COMPENSATION:
JANUARY 2008**

**SALARY ADJUSTMENT FOR SENIOR MANAGERS WITH A DUAL PROFESSORIAL
APPOINTMENT, SAN DIEGO CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following salary adjustments for three Senior Managers with dual professorial appointments at the San Diego campus to achieve a 15 percent differential between their Senior Manager salary and their professorial salary as follows:

- (1) Steve Adler, Provost of Warren College, to receive a salary adjustment of \$18,900 (15.6 percent) to bring his annual base salary to \$140,200.
- (2) Allan Havis, Provost of Thurgood Marshall College, to receive a salary adjustment of \$21,400 (17.4 percent) to bring his annual base salary to \$144,300.
- (3) Mark H. Thiemens, Dean Physical Sciences, to receive a salary adjustment of \$28,000 (11.8 percent) to bring his annual base salary to \$265,400 .
- (4) In the event the professorial salaries of those listed above are adjusted, the Senior Manager salary will be adjusted accordingly to ensure a 15 percent differential is achieved.
- (5) Effective retroactive to October 1, 2007.

This item reflects only compensation related to merit and equity adjustments recommended for approval. Approved actions in this item will be released to the Public upon approval of The Regents.

BACKGROUND

The faculty salary adjustments effective as of October 1, 2007 have significantly improved faculty compensation. However, these adjustments have had a potentially negative impact on Senior Managers at UCSD because the Senior Managers' salaries are not keeping pace with their adjusted professorial salaries. Current Senior Managers no longer have a strong incentive to remain in key administrative posts.

Since there is currently no other mechanism to assure that Senior Managers' salaries keep pace with faculty merits, the campus wishes to introduce a differential model, consistent with Senior Manager compensation practices at other UC locations, that assures at least a 15 percent differential between a Senior Manager's salary and their adjusted professorial salary. A differential of 15 percent is consistent with the maximum amount, permitted by policy, for a stipend. UCSD will use this differential model as the minimum standard for any newly hired SMG member.

These salary adjustments are being presented to The Regents because the amount of the increases is greater than 7.5 percent and the positions are slotted in the Senior Leadership Compensation Grade (SLCG) structure. These salary adjustments are in addition to the adjustments effective

by the October 1, 2007 merit and equity increase process. Salary increases will be paid for from campus funds. Further detail for each individual affected by this proposal is noted in Attachment 1.

SMG									Professional										SMG With 15% Differential Above Professional Salary	
Incumbent	Title	Current Salary (10/06)	SMG Grade	Current SMG Salary (10/1/07)	Min	Mid	Max		Rank	Step	Current Prof. Salary (10/07)	10/1/07 Salary Scale	Prof Salary (10/07) Incl. COLA and Market Adjustment	Prof Salary (10/07) Incl. COLA and Market Adjustment and Salary Compression	Prof (10/07) Salary + 2 1/2 Summer Ninths	\$ Increase above current 10/1/07 SMG Salary	% Increase above current 10/1/07 SMG Salary	Adjusted 10/1/07 SMG Salary with 15% differential (if applicable)	% Differential Between Adjust SMG Salary and Prof Salary	
Mark H. Thiemens	Dean, Physical Sciences	\$230,500	108	\$237,400	\$192,300	\$244,900	\$297,400		Professor	AS	\$180,600	above scale	\$182,400		\$230,767	\$28,000	11.8%	\$265,400	15%	
Steve Adler	Provost, Warren College	\$116,600	103	\$121,300	\$110,800	\$139,000	\$167,100		Professor	III o/s	\$95,400	\$89,900	\$95,400		\$121,900	\$18,900	15.6%	\$140,200	15%	
Allan Havis	Provost, Thurgood Marshall Colelge	\$117,000	103	\$122,900	\$110,800	\$139,000	\$167,100		Professor	IV	\$98,200	\$96,400	\$96,400	\$98,200	\$125,500	\$21,400	17.4%	\$144,300	15%	