

**SUPPLEMENTAL  
REPORT OF INTERIM ACTIONS**

**Office of the Secretary and Chief of Staff  
November 20, 2008**

**TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA**

**INFORMATION ITEM**

**Supplemental Report of Actions Taken Between Meetings**

In accordance with authority previously delegated by the Regents, interim action was taken on routine or emergency matters as follows:

A. The Chair of the Committee on Compensation and the President of the University approved the following recommendations:

(1) ***Salary Adjustment for Naomi Oreskes as Provost, Sixth College, San Diego Campus***

Approval of the following items in connection with the salary of Naomi Oreskes as Provost, Sixth College, San Diego Campus:

- a. As an exception to policy, a base salary increase of \$18,500 (11.1 percent) for a total annual salary of \$185,600, which is above the salary range maximum of SLCG Grade 103 (Minimum \$110,800, Midpoint \$139,000, Maximum \$167,100).
- b. This salary adjustment will preclude Ms. Oreskes from further merit or equity increase consideration during fiscal year 2008-09.
- c. Effective November 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 receive the Senior Management Supplemental Benefit
- 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. The final action will be released to the public upon approval by the Regents.

(2) ***Exception to Policy – Vacation Accrual for Thomas McAfee, Dean – Clinical Affairs, San Diego Campus***

Approval of the following item in connection with vacation accrual for Thomas McAfee, Dean – Clinical Affairs:

- a. Effective upon approval, as an exception to policy, increase of Dr. McAfee's maximum vacation accrual from the per-policy limit of 384 hours to 475 hours. However, Dr. McAfee will not be permitted to accrue further vacation until his accrued hours decrease below the policy maximum of 384 hours.

The remedy described above shall constitute the University's total commitment regarding vacation accrual until modified by the Regents and shall supersede all previous oral or written commitments. The final action will be released to the public upon approval by the Regents.

(3) ***Stipend for Robert M. Price as Acting Vice Chancellor – Research, Berkeley Campus***

Approval of the following items in connection with the temporary appointment compensation for Robert M. Price as Acting Vice Chancellor – Research:

- a. Per policy, an administrative stipend of \$110,100 (85.0 percent). The stipend plus the fiscal year faculty salary of \$129,600 result in total compensation of \$239,700 (Salary Grade 110: Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500). This stipend amount is consistent with new SMG policy that dictates that appointment salaries will be within the salary range. The \$34,500 stipend provided for service as Associate Vice Chancellor–Research will be suspended.
- b. If an adjustment to the base faculty salary is made prior to the termination of this acting appointment, the stipend will not be adjusted. If there is an adjustment to the salary range, the stipend will be adjusted so as to maintain placement at the range minimum.

- c. This appointment is at 100 percent and is effective November 1, 2008, through June 30, 2009, or upon appointment of a Vice Chancellor, whatever is earliest.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of the faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. The final action will be released to the public upon approval by the Regents.

(4) ***Appointment Salary for Bruce R. White as Dean – College of Engineering, Davis Campus***

Approval of the appointment of Bruce R. White as Dean – College of Engineering, Davis campus, for a three year term effective January 1, 2009 while the current Dean assumes the role of Provost and Executive Vice Chancellor and the following items in connection with the appointment salary:

- a. Per policy, an appointment salary of \$244,500 (SLCG Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700). This represents a 38.2 percent increase in Mr. White's current base salary of \$176,946 and is at the first quartile of the salary range.
- b. This appointment is 100 percent time and is effective January I, 2009 through December 31, 2011, or until the effective date of the return of the incumbent, whichever is earlier.
- c. If an adjustment to the academic base salary is made prior to the termination of this appointment, the salary will be re-calculated against the new adjusted academic base salary.

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 for participation in the Senior Management Supplemental Benefit Program due to dual tenured faculty appointment.
- Per policy, accrual of sabbatical credits as a member of the faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral and written commitments. The final action will be released to the public upon approval by the Regents.

(5) ***Contract Appointment for Jim. M. Murry as Acting Chief Information Officer – Medical Center, Irvine Campus***

Approval of the following in connection with the appointment for Jim M. Murry as Acting Chief Information Officer – Medical Center, Irvine campus:

- a. MSP contract appointment salary of \$274,300 (Salary Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700).
- b. Per policy, eligibility to participate in the UC Irvine Medical Center Director's Incentive Plan, up to 15 percent (\$41,145) of his base salary.
- c. The contract appointment is at 100 percent and is effective November 1, 2008 through October 31, 2009, or until the appointment of a permanent new Chief Information Officer – Medical Center, whichever occurs first.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

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.

(6) ***Temporary Appointment Salary for Daniel G. Aldrich, III as Acting Vice Chancellor – University Advancement, Riverside Campus***

Approval of the following in connection with the temporary appointment salary of Daniel Aldrich, III as Acting Vice Chancellor – University Advancement:

- a. As an exception to policy, a temporary annualized salary increase of \$80,252 (47.3 percent) to increase Mr. Aldrich's current base salary of

\$169,748 to an annualized rate of \$250,000 (Salary Grade 108: Minimum \$192,300 Midpoint \$244,900, Maximum \$297,400). The \$250,000 will be prorated to reflect his 80 percent appointment as Acting Vice Chancellor – University Advancement. This prorated amount of \$200,000, in addition to the 20 percent prorated amount of \$33,950 for his continuing role as Senior Development Associate – Institutional Advancement at the Office of the President, combine to provide an annualized salary of \$233,950.

- b. This appointment is 80 percent time and effective October 27, 2008 through October 26, 2009, pending approval of the Regents, or until the appointment of the permanent Vice Chancellor – University Advancement, whichever occurs first.
- c. As an exception to policy, an automobile allowance in the amount of \$8,916. This amount will not be prorated. Per policy, a permanently appointed incumbent of this position would be granted an auto allowance. Current policy review is contemplating providing this benefit for those appointed to acting roles. Mr. Aldrich is performing the full scope and breadth of the duties that require significant travel for the purpose of meeting with prospective donors which supports the need for this exception. He is expected to make the same progress toward the financial goals as would the permanent appointee during this same time frame.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

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. The final action will be released to the public upon approval by the Regents.

(7) ***Merit Increases for Certain Senior Management Personnel at Lawrence Berkeley National Laboratory***

Approval of the following merit increases for certain Senior Management Group employees at Lawrence Berkeley National Laboratory:

- a. Approval of the salary rates for certain Officers of the University and Officers of the Regents, pursuant to Bylaws 12.8(t)(1), and Standing Order 100.3(b); and for other employees with cash compensation above \$205,000, as required by Bylaw 12.8(t)(3) and 12.8(t)(4), and Standing

Order 101.2(a)(2), effective October 1, 2008, as reflected on the Attachment.

(8) ***Reappointment and Stipend for David Marshall as Executive Dean, College of Letters and Science and Dean – Division of Humanities and Fine Arts, College of Letters and Science, Santa Barbara Campus***

Approval of the following items in connection with the reappointment of David Marshall as Executive Dean, College of Letters and Sciences, Santa Barbara Campus:

- a. Per policy, an administrative stipend of \$40,000 (18.4 percent) as Executive Dean, College of Letters and Science, increasing the current base salary of \$217,900 to a total compensation of \$257,900 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). This stipend amount is consistent with the new SMG policy that dictates that appointment salaries will be within the salary range.
- b. Effective October 1, 2008 and for a period of up to three years.

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 receive the Senior Management Supplemental Benefit.
- 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. All compensation (as defined in the Regents' 1993 Principles of Review of Executive Compensation) in this recommendation will be released to the public upon approval by the Regents.

(9) ***Appointment for Jeffrey A. Bluestone as Acting Vice Chancellor of Research, San Francisco Campus***

Approval of the appointment of Jeffrey A. Bluestone as Acting Vice Chancellor of Research, San Francisco campus and the following items in connection with the appointment salary:

- a. Appointment as Acting Vice Chancellor – Research. This appointment is without salary and will be subsumed within his existing 100 percent academic appointment.
- b. Continued academic appointment as Director – UCSF Diabetes Center and The Immune Tolerance Network/AW and Mary Clausen Distinguished Professor of Medicine, Pathology, Microbiology and Immunology, step 8. This is a 100 percent appointment.
- c. Continued academic base salary of \$197,600 and continued Health Sciences Compensation Plan salary of \$156,000.
- d. Effective July 1, 2008, through June 30, 2009, or upon completion of a three month transition period after the interim duties are transferred to the new Vice Chancellor of Research, whichever comes first.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits; and,
- 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. All compensation (as defined in the Regents' 1993 Principles of Review of Executive Compensation) in this recommendation will be released to the public upon approval by the Regents.

(10) ***Title Change for Michael J. Bocchicchio as Associate Vice President – Facilities Administration, Office of the President***

Approval of the following title change for the position held by Michael J. Bocchicchio, Office of the President:

- a. From "Assistant Vice President – Facilities Administration" to "Associate Vice President – Facilities Administration."
- b. Effective immediately upon approval.

The matter described above shall constitute the University's total commitment regarding position title until modified by the Regents and shall supersede all previous oral or written commitments. The final action will be released to the public upon approval by the Regents.

(11) ***Stipend Extension for Reynaldo F. Macias as Acting Dean – Division of Social Sciences, College of Letters and Science, Los Angeles Campus***

Approval of the following items in connection with a stipend extension for Reynaldo F. Macias as Acting Dean – Division of Social Sciences, College of Letters and Science, Los Angeles Campus:

- a. As an exception to the duration policy on administrative stipends, a second extension of the existing 15 percent administrative stipend (\$31,600), beyond the one-year duration provided in policy. The stipend plus the adjusted salary of \$210,600, result in an annual salary of \$242,200 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- b. This appointment is at 100 percent time and is effective from January 1, 2009 through September 30, 2009, or until a permanent appointment is made, whichever occurs first.
- c. If an adjustment to the annualized base salary is made prior to the termination of this acting role, the 15 percent stipend will be recalculated on the new annualized base salary.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- 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. The final action will be released to the public upon approval by the Regents.

(12) ***Salary Adjustment for Christopher Waterman as Dean – School of the Arts and Architecture, Los Angeles Campus***

Approval of the following items in connection with a salary adjustment for Christopher Waterman as Dean – School of the Arts and Architecture, Los Angeles campus:

- a. An equity increase of \$37,800 (18.24 percent) increasing his base salary from \$207,200 to \$245,000. (SLCG Grade 108: Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400).
- b. This salary adjustment will preclude Mr. Waterman from further merit or equity increase consideration during fiscal year 2008-09.
- c. Effective December 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, business travel accident insurance, and 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. The final action will be released to the public upon approval by the Regents.

(13) ***Title Change for Richard J. Liekweg to Associate Vice Chancellor and Chief Executive Officer, UCSD Medical Center, San Diego Campus.***

Approval of the following title change for the position held by Richard Liekweg, San Diego campus:

- a. From "Chief Executive Officer, UC San Diego Medical Center" to "Associate Vice Chancellor and Chief Executive Officer, UCSD Medical Center."
- b. Effective upon approval.

The matter described above shall constitute the University's total commitment regarding position title until modified by the Regents and shall supersede all previous oral or written commitments. The final action will be released to the public upon approval by the Regents.

(14) ***Appointment and Salary for Scott L. Waugh as Executive Vice Chancellor and Provost, Los Angeles Campus***

Approval of the following items in connection with the appointment salary for Scott L. Waugh as Executive Vice Chancellor and Provost, Los Angeles campus:

- a. As an exception to policy, appointment salary of \$366,000. (SLCG Grade 112: Minimum \$298,900, Midpoint \$385,300, Maximum \$471,500). This salary represents an 81 percent increase from his current base salary of \$202,100. This is an exception to policy which allows for up to a 25 percent increase in one fiscal year. The overall increase in total cash compensation (base salary plus existing stipend) is 24.9 percent.
- b. This appointment is at 100 percent time and is effective December 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, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program consistent with Mr. Waugh's senior management appointment prior to July 1, 1996.
- Per policy, an automobile allowance of \$743 per month (\$8,916 per annum).
- 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. The final action will be released to the public upon approval by the Regents.

(15) ***Temporary Appointment Compensation for Phyllis A. Guze as Acting Vice Chancellor – Medical Sciences and Dean – School of Medicine, Riverside Campus***

Approval of the following items connection with the temporary appointment compensation for Phyllis Guze as Acting Vice Chancellor – Medical Sciences and Dean – School of Medicine:

- a. Per policy, temporary appointment compensation of \$306,933 for her 60.0 percent role as Acting Vice Chancellor – Medical Sciences and Dean – School of Medicine. This temporary appointment compensation in addition to her 40.0 percent prorated compensation of \$96,000 for her role as Professor of Clinical Medicine, Los Angeles campus, results in total annual compensation of \$402,933. This represents an 11.9 percent increase over her previous total compensation of \$360,000 as 40.0 percent Professor of Clinical Medicine, Los Angeles campus and 60.0 percent Executive Director – Health Sciences, Riverside campus.
- b. This administrative appointment of 60.0 percent time is to be effective October 1, 2008 through September 30, 2009 or until the appointment of the permanent Vice Chancellor and Dean, whichever occurs first.
- c. Per policy, continued participation in the Health Sciences Compensation Plan (HSCP) for a total annual salary, inclusive of base salary and HSCP, of \$402,933.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, eligible to accrue sabbatical credits due to dual academic appointment.

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. The final action will be released to the public upon approval by the Regents.

- B. The Chair of the Committee on Grounds and Buildings and the President approved the following recommendation:

***Decertification of the Final Environmental Impact Report and Rescission of the Regents' Approval of Design, Helios Energy Research Facility, Berkeley Campus***

The decertification of the Final Environmental Impact Report for and rescission of the design approval of the Helios Energy Research Facility.

- C. The Chairman of the Board and the Chair of the Committee on Finance approved the following recommendation:

***Authorization for Minor Capital Expenditure, President's Residence***

In accordance with the March 2006 action requiring Regental approval of capital expenditures for the President's Residence in excess of \$25,000, authorization of the expenditure of up to \$50,000 in non-State funds to install systems to provide additional security at the rental residence of President and Mrs. Yudof.

- D. The Chairman of the Board and the Chair of the Committee on Governance approved the following recommendation:

***Appointment of Regent to Standing Committee***

Approval of the appointment of Regent Makarechian to the Committee on Investments, effective immediately.

Diane M. Griffiths