

COMMITTEE ON COMPENSATION
January 16, 2008

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

APPROVAL OF INDIVIDUAL SALARY ITEMS DISCUSSED IN CLOSED SESSION

The Committee recommends the following:

Individual Salary Actions

(1) *Appointment Salary for Sandra H. Kim as Executive Director–External Finance, Office of the President*

Approval of the following items in connection with the appointment of Sandra H. Kim as Executive Director–External Finance, Office of the President:

- a. Appointment salary of \$225,000 as Executive Director-External Finance, Office of the President, slotted at SLCG 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). This is a 100 percent time appointment.
- b. Effective January 17, 2008, with employment start date to be after that date.
- c. Incentive bonus up to 10 percent of base salary determined relative to accomplishments of annual goals and objectives, which will be discussed and agreed upon each year.

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.

- Per policy, eligibility to participate in the Mortgage Origination Loan Program (MOP), available to be exercised within a period not to exceed 24 months from date of employment.

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.

(2) ***Appointment Salary for Katherine A. Yelick as National Energy Research Scientific Computing Center Division Director–Faculty, Lawrence Berkeley National Laboratory***

Approval of the following items in connection with the appointment for Katherine A. Yelick as National Energy Research Scientific Computing Center Division Director–Faculty, Lawrence Berkeley National Laboratory (LBNL):

- a. As an exception to policy, an increase in the amount of 42.8 percent (\$66,540) of her January 1, 2008, annualized base salary of \$155,466 for a total annual salary of \$222,006 (LBNL Grade N16: Minimum, \$170,387, Midpoint, \$262,017, Maximum, \$353,647).
- b. If an adjustment to the academic base salary is made during the term of this ongoing appointment, the 42.8 percent increase will be recalculated against the new academic base salary to provide a new annualized base salary.
- c. This appointment, effective January 1, 2008, is at 80 percent time throughout the year for Lawrence Berkeley National Laboratory and 20 percent time UC Berkeley, pending Regents approval. After the first year, this appointment will be at 50 percent time during the academic year (simultaneous 50 percent faculty appointment at UCB during the academic year) and at 100 percent time during the three summer months.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits.
- Per policy, while her academic appointment is at 50 percent or more Ms. Yelick will accrue sabbatical credits as a faculty member. During the course of 2008 while her academic appointment is less than 50 percent, she will not accrue sabbatical credits.

The source of funds for payment of these LBNL related compensation items is Department of Energy, as provided under the University's contract with it.

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.

(3) ***Stipend Extension for Harry Le Grande as Acting Vice Chancellor–Student Affairs, Berkeley Campus***

Approval of the following items in connection with the extension of the stipend for Harry Le Grande as Acting Vice Chancellor–Student Affairs, Berkeley campus:

- a. As an exception to policy, administrative stipend of 22.7 percent (\$36,344), to increase his base salary of \$160,105, for an annual salary of \$196,449 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). Policy provides for an administrative stipend up to 15 percent for 12 months.
- b. If an adjustment to the base salary is made prior to the termination of this acting role, the administrative stipend will be recalculated based on the new base salary such that it remains at 22.7 percent of the new base salary.
- c. As an exception to policy, the stipend extension will be effective January 1, 2008 and continue through December 31, 2008 or until a new Vice Chancellor assumes the position, whichever occurs first. This change extends the acting appointment beyond the one year allowed by policy, for a total duration of two years. This extension will allow him to serve until the search is concluded.

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.

(4) ***Stipend Extension for Christina Maslach as Acting Dean–Undergraduate Division, Berkeley Campus***

Approval of the following items in connection with the extension of the stipend for Christina Maslach as Acting Dean–Undergraduate Division, Berkeley campus:

- a. Per policy, administrative stipend of 15.0 percent (\$27,000), to increase her base salary of \$180,300 for an annual salary of \$207,300 (SLCG Grade 106: Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
- b. If an adjustment to the base salary is made prior to the termination of this acting role, the stipend will be recalculated based on the new base salary such that it remains at 15 percent of the new annual base salary.
- c. As an exception to policy this acting appointment will be effective January 1, 2008 and continue through June 30, 2008 or until a new Dean assumes the position, whichever occurs first (pending approval by the Regents). This change extends the acting appointment, with stipend, beyond the one year allowed by policy, for a total duration of two years. This extension will allow her to serve until the search is concluded.

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

(5) ***Stipend Extension for Diana Wu as Acting Dean–University Extension, Berkeley Campus***

Approval of the following items in connection with the extension of the stipend for Diana Wu as Acting Dean–University Extension, Berkeley campus:

- a. Per policy, administrative stipend of 15 percent (\$19,700) to increase her annual base salary of \$131,600 for an annual salary of \$151,300 (SLCG Grade 105: Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400).
- b. If an adjustment to the base salary is made prior to the termination of this acting role, the administrative stipend will be recalculated based on the new base salary such that it remains at 15 percent of the new annual base salary.
- c. As an exception to policy, this acting appointment will be effective February 1, 2008 and will continue until December 31, 2008 or until a permanent Dean assumes the position, pending approval by The Regents. 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.

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) ***Stipend Extension for Donald A. Cooksey as Acting Dean—College of Natural and Agricultural Sciences, Riverside Campus***

Approval of the following items in connection with the stipend extension for Donald A. Cooksey as Acting Dean—College of Natural and Agricultural Sciences, Riverside campus:

- a. As an exception to policy, an administrative stipend of 41 percent (\$45,800), to increase his annual (12-month) professorial base salary of \$111,800, for a total annual salary of \$157,600 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). Policy provides for an administrative stipend up to 15 percent for 12 months.
- b. If an adjustment to the base salary is made prior to the termination of this acting role, the 41 percent stipend will be recalculated against the new annualized academic base salary.
- c. As an exception to policy, this appointment will be effective March 12, 2008 and will continue through March 11, 2009, or until the appointment

of a permanent Dean—College of Natural and Agricultural Sciences, whichever occurs first, pending approval by the Regents. This change extends the acting appointment beyond the one year allowed by policy, for a total duration of up to two years. This extension allows Mr. Cooksey to serve until the search is concluded.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits.
- Per policy, eligible for sabbatical credits.

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.

(7) ***Stipend for A. Paul Alivisatos as Acting Deputy Laboratory Director, Lawrence Berkeley National Laboratory***

Approval of the following items in connection with the stipend for A. Paul Alivisatos as Acting Deputy Laboratory Director, Lawrence Berkeley National Laboratory (LBNL):

- a. Per policy, a stipend of 10 percent (\$29,379) in addition to his current base salary of \$293,794 for an annual salary of \$323,173 (LBNL Grade N17: Minimum \$260,400, Midpoint: \$334,596, Maximum: \$408,696).
- b. If an adjustment to the academic base salary is made during the term of this ongoing appointment, the 10 percent increase will be recalculated against the new academic base salary to provide a new annualized base salary.
- c. Effective December 1, 2007 through November 30, 2008, or until a new Deputy Laboratory Director is appointed, whichever occurs first upon approval of the Regents.

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, not eligible for participation in the Senior Management Supplemental Benefit Program due to dual faculty appointment.

The source of funds for payment of this compensation item is Department of Energy (DOE) funds as provided under the University's contract with the DOE. Separate approval by DOE of this item is not required.

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.

(8) ***Retention Increase for Thomas J. Mitchell as Vice Chancellor–University Advancement, Irvine Campus***

Approval of the following items in connection with a retention increase for Thomas J. Mitchell as Vice Chancellor–University Advancement, Irvine campus:

- a. Per policy, retention increase of \$24,400 (9.7 percent) to increase his annual base salary from \$250,600 to \$275,000. (Salary Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400)
- b. This increase is effective December 1, 2007.

Additional items of compensation continue to 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, continued participation in the Senior Management Supplemental Benefit Program at the rate of 5 percent.
- Per policy, annual automobile allowance of \$8,916.
- As an exception to policy, as part of a previous retention package in 2003, participating in Mortgage Origination Program (MOP) with a reduced interest rate differential reducing the standard MOP rate to 3 percent. The campus is providing Mr. Mitchell with a 5 percent differential fixed for a period of twelve years (beginning August 27, 2003).
- Per policy, Country Club Membership with a value of approximately \$7,620.

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.

(9) ***Salary Adjustments for Senior Managers with a Dual Professorial Appointment, San Diego Campus***

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:

- a. 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.
- b. 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.
- c. 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.
- d. 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.
- e. 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.

(10) ***Retention Increase for Robert Sullivan as Dean–Rady School of Management, San Diego Campus***

Approval of the following items in connection with the retention of Robert Sullivan as Dean–Rady School of Management, San Diego Campus:

- a. Retention increase of \$56,300 (19.7 percent) to increase his total annual salary from \$286,500 to \$342,800 (rounded to the nearest one hundred dollars).
- b. Effective January 1, 2008.

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 faculty member.

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.

(11) ***Supplemental Home Loan Program Eligibility for Felicia McGinty as Vice Chancellor–Student Affairs, Santa Cruz Campus***

Approval of the following item in connection with the appointment of Felicia McGinty as Vice Chancellor–Student Affairs, Santa Cruz campus, 100 percent time:

- Per policy, participation in the Supplemental Home Loan Program.

This request is in response to an immediate need for Ms. McGinty to secure financing for a home loan purchase.

The compensation described above is an amendment to compensation approved by the Regents in August 2007. This amendment, in addition to the previously approved item shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

(12) ***Incentive Pay for John E. Plotts as Assistant Vice President–Financial Management, Office of the President***

Approval of the following items in connection with the performance bonus pay for John E. Plotts as Assistant Vice President–Financial Management, Office of the President:

- a. A performance incentive payment of \$23,611 (10 percent). This payment, in addition to the base salary of \$236,108 brings the total cash compensation to \$259,719.
- b. Effective upon approval by the Regents.
- c. Continued eligibility to participate in this performance incentive program with annual awards not to exceed 10 percent of base salary. Actual award amount to be determined by assessment of performance and contribution measured against predetermined goals and objectives.

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.

(13) ***Incentive Pay for Daniel C. Sampson as Assistant Vice President–Financial Controls and Accountability, Office of the President***

Approval of the following items in connection with the performance incentive payment for Daniel C. Sampson as Assistant Vice President–Financial Controls and Accountability, Office of the President:

- a. As approved by the Regents in an appointment action in November 2006, a performance incentive payment of \$21,320 (10 percent).
- b. Payment will be processed effective upon approval by the Regents.
- c. Continued eligibility to participate in this performance incentive program with annual awards not to exceed 10 percent of base salary determined by assessment of performance and contribution based on predetermined goals and objectives.

Additional items of compensation currently provided include:

- Annual base salary of \$213,200.
- 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.

(14) ***Change in Title, Interim Re-Slotting of Position, and Salary Adjustment for Debora Obley as Associate Vice President–Budget Operations, Office of the President***

Approval of the following items in connection with the change in title, interim re-slotting, and salary adjustment for Debora Obley as Associate Vice President–Budget Operations, Office of the President:

- a. Change in title and interim re-slotting of the position from Assistant Vice President–Budget Development and External Relations, at SLCG 104, to Associate Vice President–Budget Operations, at SLCG 106: (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
- b. Salary adjustment of \$33,036 (20 percent) to bring annual base salary to \$198,300.
- c. Effective February 1, 2008.

Additional items of compensation include:

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

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.

(15) ***Corrections to Additional Compensation for Participants of Bonus and/or Incentive Plans for Fiscal Year 2006-07***

Approval of the following corrected incentive award amounts proposed by the San Francisco campus for three senior managers in the Senior Leadership Compensation Group. The corrected award payments reflect \$8,050 over already approved award payments.

The incentive compensation described below, which shall supersede all previous oral or written commitments, shall constitute the University’s total commitment regarding incentive awards for the individuals identified, until modified by the Regents.

Last Name	First Name	Title	Annual Base Salary as of 06/30/07	Incentive %	Incentive Award Amount
Caffey	Marie P	Dir, Psychiatry and LPPI Administration	\$189,900	12.2%	\$23,168
Hooven	Martha	Dir, Admin Medicine	\$212,800	14.8%	\$31,494
Rein	David	Dir, Faculty Medical Group	\$169,600	14.6%	\$24,762

(16) ***Corrections to Merit and Equity Increases for Certain Officers of the University, Officers of The Regents, and Other Senior Managers of the University, Medical Centers, and for the Director and Certain Senior Management Personnel at Lawrence Berkeley National Laboratory***

Approval of corrected salary rates be approved, as shown in the [Attachment](#), effective October 1, 2007, for certain Officers of the University and Officers of The Regents, pursuant to Bylaw 12.8(f)(1) and Standing Order 100.3(b); and for other employees with cash compensation above \$205,000, as required by Bylaws 12.8(f)(3) and 12.8(f)(4), and Standing Order 101.2(a)(2).

This item reflects only compensation related to merit and equity adjustments recommended for approval.

(17) ***Extension of Temporary Housing Subsidy and Commuting Expenses for Joyce Justus as Interim Vice Provost for Educational Relations***

Exceptional approval of the following items in connection with the housing subsidy and commuting expense extension for Joyce Justus under her temporary recall appointment as Vice Provost for Educational Relations:

- a. Continuation of the housing subsidy for the cost of living in Oakland weekdays, estimated to be \$64,000 for the period May 1, 2007 through June 30, 2008.
- b. Continuation of reimbursement for commuting costs to travel from San Diego to Oakland, estimated to be \$30,000 for the period May 1, 2007 through June 30, 2008. Both of these amounts are adjusted upwards for tax purposes.

Additional items of compensation include:

- Annual base salary of \$167,500.
- Ms. Justus will not receive any other standard or senior management benefits other than retirement income and retiree medical 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.