

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

June 19, 2012

A special meeting of the Regents of the University of California was held on the above date by teleconference at the following locations: 1111 Franklin Street, Lobby 1, Oakland; Morgan Center, Los Angeles campus; 4127 Hinderaker Hall, Riverside campus; UC Center, 550 East Shaw Avenue, Suite 100, Fresno; 33 West Delaware Place, Chicago, Illinois.

Present: Regents De La Peña, Hallett, Island, Kieffer, Mireles, Pattiz, Pelliccioni, Reiss, Ruiz, Schilling, Varner, Wachter, and Yudof

In attendance: Regents-designate Mendelson and Rubenstein, Faculty Representative Anderson, Secretary and Chief of Staff Kelman, Associate Secretary Shaw, General Counsel Robinson, Provost Pitts, Executive Vice President Brostrom, Vice Presidents Duckett and Sakaki, and Recording Secretary Johns

The meeting convened at 12:45 p.m. with Vice Chair Varner presiding.

1. **READING OF NOTICE OF MEETING**

For the record, it was confirmed that notice had been given in compliance with the Bylaws and Standing Orders for a special meeting of the Regents, for this date and time, for the purpose of considering the appointment of and compensation for Aimée Dorr as Provost and Executive Vice President – Academic Affairs, University of California, Office of the President.

2. **REPORT OF THE COMMITTEE ON COMPENSATION**

The Committee presented the following from its meeting of June 19, 2012:

Appointment of and Compensation for Aimée Dorr as Provost and Executive Vice President – Academic Affairs, University of California, Office of the President

The Committee recommended approval of the following items in connection with the appointment of and compensation for Aimée Dorr as Provost and Executive Vice President – Academic Affairs, University of California, Office of the President:

- A. Appointment of Aimée Dorr as Provost and Executive Vice President – Academic Affairs, University of California, Office of the President, effective July 1, 2012. Ms. Dorr will also hold an academic appointment, at zero percent time, on the Los Angeles campus.
- B. Per policy, an annual salary of \$350,000, funded by State and other sources. This represents a zero percent increase over the previous incumbent's salary.

- C. Per policy, the University will pay 100 percent of the reasonable and actual expenses related to moving Ms. Dorr's household goods and personal effects to her new residence in the Bay Area, subject to the limits under policy. The University will also pay reasonable and actual costs associated with moving her personal library and other related equipment and materials, subject to the limitations under policy.
- D. Per policy, eligibility to participate in the University's Home Loan Program in order to purchase a primary residence in accordance with all applicable policies.
- E. Per policy, an administrative fund will be established for official entertainment and other purposes permitted by University policy. Adjustments may occur annually as allowed by policy.
- F. If Ms. Dorr maintains an active research program during her appointment as provost, an annual allocation of funding will be established for this research during her term as provost.
- G. Per policy, two house-hunting trips each for Ms. Dorr and her husband, subject to the limitations under policy.
- H. Per policy, Ms. Dorr will retain a tenured academic appointment to the faculty at zero percent time and will continue to accrue sabbatical credits as a member of the faculty under the University's sabbatical policy. After stepping down as provost and upon returning to UCLA, her step and academic salary will be determined by the academic process at the campus.
- I. Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- J. Pursuant to Regents' Standing Order 103.6 regarding the employment of UC executives who have attained their applicable retirement age, the appointment of Ms. Dorr will be subject to annual approval by the President.

COMPARATIVE ANALYSIS

Recommended Compensation

Effective Date: July 1, 2012

Base Salary: \$350,000

Target Cash Compensation:* \$350,000

Grade Level: SLCG Grade 113

(Minimum \$333,900, Midpoint \$431,500, Maximum \$529,100)

Funding Source: partially or fully State-funded position

Budget &/or Prior Incumbent Data**Base Salary:** \$350,000**Target Cash Compensation:*** \$350,000**Grade Level:** SLCG Grade 113

(Minimum \$333,900, Midpoint \$431,500, Maximum \$529,100)

Funding Source: partially or fully State-funded position

*Target Cash Compensation consists of base salary and, if applicable, incentive and/or stipend.

COMPETITIVE ANALYSIS

TARGET BASE SALARY MARKET PERCENTILES				
Percentiles	25th	50th	75th	90th
Market Data	\$342.8	\$439.9	\$583.6	\$649.8
% Difference from Market	2.1%	-20.4%	-40.0%	-46.1%

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. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Submitted by: President Yudof
Reviewed by: Committee on Compensation Chair Ruiz
 Office of the President, Human Resources

Upon motion of Regent Ruiz, duly seconded, the recommendation of the Committee on Compensation was approved, Regents De La Peña, Hallett, Island, Kieffer, Mireles, Pattiz, Pelliccioni, Reiss, Ruiz, Schilling, Varner, Wachter, and Yudof (13) voting "aye."¹

Vice Chair Varner congratulated Ms. Dorr on her appointment.

The meeting adjourned at 12:50 p.m.

Attest:

Secretary and Chief of Staff

¹ Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code §11123(b)(1)(D)] for all meetings held by teleconference.