

REPORT OF INTERIM ACTIONS

Office of the Secretary and Chief of Staff
July 16, 2009

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

INFORMATION ITEM

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) *Administrative Stipends for Certain Individuals in the Medical Center at the San Francisco Campus*

That the following items be approved in the connection with the administrative stipends for the following individuals in the Medical Center at the San Francisco campus:

- a. Sheila Antrum as Chief Nursing and Patient Care Services Officer
 - i. Per policy, an administrative stipend of \$37,500 (15 percent) to increase her current base salary of \$250,000 to an annual salary of \$287,500. Continued classification as SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700). This appointment is at 100 percent time.
 - ii. The stipend amount will be increased as the base salary is increased, so the stipend will equal 15 percent of the base salary, at 100 percent time.
 - iii. Per policy, continued eligibility to participate in the Clinical Enterprise Management Recognition Program (CEMRP) at the Tier II level with a maximum potential incentive of up to 25 percent (\$62,500) of base salary.
 - iv. Retroactively effective February 1, 2009 through December 31, 2009, upon approval of the Regents, including a transition period of up to three months following the permanent assignment of the

Pharmacy and Perioperative Services oversight, whichever occurs first to facilitate the smooth transition of responsibilities.

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, five 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 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.

- b. Kenneth M. Jones as Interim Chief Operating Officer
- i. Per policy, an administrative stipend of \$30,563 (6.5 percent) to increase his current base salary of \$470,200 to an annual salary of \$500,763. This appointment is at 100 percent time.
 - ii. The stipend amount will be increased as the base salary is increased, so the stipend will equal 6.5 percent of the base salary, at 100 percent time.
 - iii. Per policy, continued eligibility to participate in the Clinical Enterprise Management Recognition Program (CEMRP) at the Tier II level with a maximum potential incentive of up to 25 percent (\$117,550) of base salary.
 - iv. Retroactively effective February 1, 2009 through December 31, 2009, upon approval of the Regents, including a transition period of up to three months following the permanent assignment of the Chief Operating Officer duties, whichever occurs first, to facilitate the smooth transition of responsibilities.

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, five 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 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.

c. Susan Moore as Interim Chief Financial Officer

- i. Per policy, an administrative stipend of \$58,625 (25 percent) to increase her current base salary of \$234,500 to an annual salary of \$293,125. Continued classification as SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). This appointment is at 100 percent time.
- ii. The stipend amount will be increased as the base salary is increased, so the stipend will equal 25 percent of the base salary, at a 100 percent appointment.
- iii. Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Program (CEMRP) at the Tier II level with a maximum potential incentive of up to 25 percent (\$58,625) of base salary.
- iv. Retroactively effective February 1, 2009 through December 31, 2009, upon approval of the Regents, including a transition period of up to three months following the permanent assignment of the Chief Financial Officer duties, whichever occurs first, to facilitate the smooth transition of responsibilities.

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 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.

(2) ***Appointment of and Total Compensation for Ralph V. Clayman as Acting Dean – School of Medicine, Irvine Campus***

That the following items be approved in connection with the appointment of Ralph V. Clayman as Acting Dean – School of Medicine, Irvine campus:

- a. Per policy, an administrative stipend of \$120,000 (47.8 percent) to increase his current base salary of \$250,800 to \$370,800 (SLCG Grade 112: Minimum \$298,900, Midpoint \$385,300, Maximum \$471,500).
- b. Per policy, continuation of Health Sciences Compensation salary of \$119,200 for a total annual compensation of \$490,000. This reflects a 32.4 percent increase in the total annual compensation.
- c. This appointment is at 100 percent time and is effective March 1, 2009 through February 28, 2010, or until the appointment of a permanent new Dean – School of Medicine, whichever occurs first.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

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.

(3) ***Reimbursement for Gerald S. Levey, Vice Chancellor – Medical Sciences and Dean – David Geffen School of Medicine, Los Angeles Campus, for Expenses Related to Audit Finds and Internal Reviews***

That the following item be approved:

Reimbursement in the amount of \$665.56 to Dr. Gerald Levey, who was provided with an incorrect Form W-2 as identified in an audit conducted by the Internal Revenue Service (IRS), for the cost of applicable tax preparation fees and IRS interest charges associated with such reimbursements as evidenced by receipts or other documentation.

(4) ***Appointment and Administrative Stipend for Max Reynolds as Deputy General Counsel – Health Law and Medical Center Services***

That the following items be approved in connection with the interim appointment of Max Reynolds as Deputy Counsel, Office of the President:

- a. Per policy, an administrative stipend of \$44,795 (21.8 percent of current base salary) per year, effective March 4, 2009 and continuing for up to 12 months for a total annual salary of \$250,000. Position classified as SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).

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 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.

(5) ***Cash Allowance for Certain Employees Furnished with a University-Provided Cellular Phone***

That for each Senior Management Group (SMG) member or other employee whose salary exceeds the Indexed Compensation Level, which requires Regental approval, that:

Such employees receive a monthly cash allowance reimbursing them for the tax on the imputed income added to their taxable earnings for the value of a University-provided cellular phone or a cell phone-enabled personal digital assistant (PDA) and service plan. Since the cash allowance itself is taxable, it would be increased in accordance with the Internal Revenue Service (IRS) formula for grossing up such payments in order to reimburse the employee for applicable payroll taxes related to the payment.

In addition to SMG members, employees eligible to receive a cell phone or PDA include faculty, staff, and collective bargaining unit employees. These employees would also receive a cash allowance reimbursing them for the taxes associated with their University-provided cell phone or PDA.

(6) ***Appointment and Compensation for Alessandro Duranti as Dean – Division of Social Sciences, College of Letters and Science, Los Angeles Campus***

That the following items be approved in connection with the appointment and

compensation of Alessandro Duranti as Dean – Division of Social Sciences, College of Letters and Science, Los Angeles campus:

- a. An appointment salary of \$275,000, SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- b. Per policy, ineligible for any further merit or equity increase until October 2010.
- c. This appointment is at 100 percent time and is effective July 1, 2009.
- d. Per policy, participation in the University of California Mortgage Origination Program up to a maximum loan amount (currently \$1.33 million). Participation will comply with all University/campus program parameters.

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 participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
- Per policy, accrual of sabbatical credits as a member of tenured 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. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

(7) ***Appointment and Compensation for Virginia A. McFerran as Chief Information Officer – UCLA Medical Enterprise, Los Angeles Campus***

That the following items be approved in connection with the appointment and compensation of Virginia A. McFerran as Chief Information Officer – UCLA Medical Enterprise, Los Angeles campus:

- a. Per policy, an appointment salary of \$344,000, SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500).
 - i. Per policy, ineligible for any further merit or equity increase until October 2010.
- b. Participation in the Clinical Enterprise Management Recognition Plan (CEMRP) with a maximum potential incentive of 25 percent, with

eligibility to begin with performance in fiscal year 2009-10.

- c. Appointment at 100 percent time, effective June 1, 2009.
- d. Per policy, eligibility to receive temporary housing assistance for a period of up to three (3) months not to exceed \$12,000.
- e. Per policy, participation in the University of California Mortgage Origination Program up to a maximum loan amount (currently \$1.33 million). Participation will comply with all University/campus program parameters.

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, eligibility for participation in the Senior Management Supplemental Benefit Program of five percent as contribution to retirement plan.
- Per policy, reimbursement up to 100 percent of reasonable and actual moving expenses.

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.

(8) ***Appointment Extension for J. Keith Gilless as Dean – College of Natural Resources, Berkeley Campus***

That the following items be approved in connection with the appointment extension for J. Keith Gilless as Dean – College of Natural Resources, Berkeley campus:

- a. Extension of the appointment end date up to June 30, 2013, or until the appointment of a permanent Dean, whichever occurs first.
- b. Continued appointment salary of \$172,300 at SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- c. This appointment is at 100 percent time and effective July 1, 2009.

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

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.

(9) ***Appointment of and Total Compensation for Carla Hesse as Dean – Division of Social Sciences, College of Letters and Science, Berkeley Campus***

That the following items be approved in connection with the appointment of Carla Hesse as Dean – Division of Social Sciences, College of Letters and Science, Berkeley campus:

- a. Appointment salary of \$221,900. This represents a 15 percent increase in Ms. Hesse's adjusted faculty salary of \$192,944 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). She will not be eligible for annual merit/equity consideration until October 2010.
- b. This appointment is at 100 percent time and effective August 1, 2009.

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

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.

(10) ***Interim Re-slotting and Appointment Salary for George R. Mangun as Dean – Division of Social Sciences, Davis Campus***

That the following items be approved in connection with the interim re-slotting and appointment of George R. Mangun as Dean – Division of Social Sciences, Davis campus:

- a. Approval of re-slotting of the position from SLCG Grade 107 to SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- b. Per policy, an appointment salary of \$278,500.
- c. This appointment is at 100 percent time and effective May 1, 2009.

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

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.

(11) ***Interim Re-slotting for Andrew J. Policano as Dean – Paul Merage School of Business, Irvine Campus***

That the following items be approved in connection with the interim re-slotting of the position held by Andrew J. Policano as Dean – Paul Merage School of Business, Irvine campus:

- a. Interim re-slotting of the position as recommended by Mercer Human Resource Consulting, currently at SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700) to SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500).
- b. The position is at 100 percent time and the re-slotting is effective May 1, 2009.

- c. There is no salary increase associated with the re-slotting request.

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, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
- Per policy, continued participation in the Mortgage Origination Program.

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.

(12) *Interim Re-slotting for Franklin D. Gilliam, Jr. as Dean – School of Public Affairs, Los Angeles Campus*

That the following items be approved in connection with the interim re-slotting of the position held by Franklin D. Gilliam, Jr. as Dean – School of Public Affairs, Los Angeles campus:

- a. Interim re-slotting of the position as recommended by Mercer Human Resource Consulting, currently at SLCG 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000) to SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- b. This position is at 100 percent time and the re-slotting is effective May 1, 2009.

Additional items of compensation include:

- Per policy, continuation of \$250,000 appointment salary as approved by the Regents in July 2008.
- 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, accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

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.

(13) ***Appointment of and Stipend for Peter Gourevitch as Acting Dean – Graduate School of International Relations and Pacific Studies, San Diego Campus***

That the following items be approved in connection with the appointment of and compensation for Peter Gourevitch as Acting Dean – Graduate School of International Relations and Pacific Studies, San Diego campus:

- a. As an exception to policy, a 3.2 percent annual administrative stipend of \$7,200 for an annualized base salary of \$223,783 at SLCG Grade 105, (Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400).
- b. If an adjustment to the professorial base salary is made prior to the termination of this acting role, the 3.2 percent stipend will be recalculated against the new professorial base salary.
- c. The appointment is at 100 percent time and is effective August 1, 2009 through January 31, 2010.

Additional compensation and related items include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of tenured 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. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

(14) ***Appointment of and Compensation for Don E. Wayne as Provost – Revelle College, San Diego Campus***

That the following items be approved in connection with the appointment of and compensation for Don E. Wayne as Provost – Revelle College, San Diego campus:

- a. Appointment salary of \$123,000, SLCG Grade 103 (Minimum \$110,800, Midpoint \$139,000, Maximum \$167,100).
- b. The appointment is at 100 percent time and effective July 1, 2009.

Additional compensation and related items 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, accrual of sabbatical credits as a member of tenured 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. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

(15) ***Interim Re-slotting for the Chief Financial Officer Position – Medical Center, San Diego Campus***

That the following interim re-slotting of the position of Chief Financial Officer, Medical Center, San Diego campus be approved:

- a. Interim re-slotting of the position from SLCG Grade 108 to SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500) as recommended by Mercer Human Resource Consulting.
- b. Effective May 1, 2009.

This recommendation will be released to the public as required in accordance with the standard procedures of the Board of Regents.

(16) ***Interim Slotting for Chief Quality Officer – Medical Center, San Francisco Campus***

That the following items be approved in connection with the slotting of the Chief Quality Officer position at the Medical Center, San Francisco campus:

- a. Interim slotting of a new Senior Management Group position of Chief Quality Officer at SLCG Grade 111 (Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100), as recommended by Mercer Human Resource Consulting.
- b. This position is at 100 percent time and is currently vacant.
- c. Effective May 1, 2009.

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

This recommendation will be released to the public as required in accordance with the standard procedures of the Board of Regents.

(17) ***Change in Senior Management Group Title and Interim Re-slotting for Vice Chancellor – Chief Information Officer, San Francisco Campus***

That the following items be approved in connection with the interim re-slotting of the Vice Chancellor – Chief Information Officer, San Francisco campus:

- a. Change in Senior Management Group position title from Associate Vice Chancellor – Chief Information Officer to Vice Chancellor – Chief Information Officer.
- b. Interim re-slotting for position of Vice Chancellor – Chief Information Officer at SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700), as recommended by Mercer Human Resource Consulting. This position is at 100 percent time.
- c. Effective May 1, 2009.

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

This recommendation will be released to the public as required in accordance with the standard procedures of the Board of Regents.

(18) ***Interim Slotting for Vice Chancellor – Research, San Francisco Campus***

That the following items be approved in connection with the interim slotting of the Vice Chancellor – Research position at the San Francisco campus:

- a. Interim slotting of the new Senior Management Group position of Vice Chancellor – Research at SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500), as recommended by Mercer Human Resource Consulting.
- b. This position is at 100 percent time and is currently vacant.
- c. Effective May 1, 2009.

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

This recommendation will be released to the public as required in accordance with the standard procedures of the Board of Regents.

(19) ***Stipend Extension for Certain Individuals at the San Francisco Campus***

That the following administrative stipend extensions for the following individuals at the San Francisco campus be approved:

- a. As an exception to policy, extension of the appointment duration for Randy Lopez as Acting Vice Chancellor – Finance and Administration, effective July 1, 2009 through June 30, 2010, or until a permanent organizational structure is implemented, whichever occurs first and including up to a three-month overlap in service for transition of duties. This constitutes an exception to policy which allows for acting appointments of up to 12 months. In addition:
 - i. Per policy, extension of the administrative stipend of \$41,625 (15 percent) to increase his current base salary of \$277,500 to an annual salary of \$319,125.
 - ii. The stipend amount will be increased as the base salary is increased, so the stipend will equal 15 percent of the base salary, at a 100-percent-time appointment.
 - iii. Per policy, continued eligibility for participation in the Finance and Administrative Services Incentive Plan (FAS) with a maximum potential incentive of up to ten percent of base salary (\$27,750).

This item is contingent on Regental actions related to SMG eligibility for bonus and incentive payments.

- iv. 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).
 - v. Per policy, continued five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- b. As an exception to policy, extension of the appointment duration for Eric Vermillion as Associate Vice Chancellor – Finance, effective June 1, 2009 through May 31, 2010, or until a permanent organizational structure is implemented, whichever occurs first and including up to a three-month overlap in service for transition of duties. This constitutes an exception to policy which allows for acting appointments of up to 12 months. In addition:
- i. Per policy, extension of the administrative stipend of \$20,813 (7.5 percent) to increase his current base salary of \$277,500 to an annual salary of \$298,313.
 - ii. The stipend amount will be increased as the base salary is increased, so the stipend will equal 15 percent of the base salary, at a 100-percent-time appointment.
 - iii. Per policy, continued eligibility for participation in the Finance and Administrative Services Incentive Plan (FAS) with a maximum potential incentive of up to ten percent of base salary (\$27,750). This item is contingent on Regental actions related to SMG eligibility for bonus and incentive payments.

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).
 - iv. Per policy, continued five 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 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.

(20) ***Promotional Appointment of and Compensation for Jeffrey A. Blair as Deputy General Counsel – Litigation, Labor and Employment, Office of the General Counsel, Office of the President***

That the following items be approved in connection with the promotional appointment of and compensation for Jeffrey A. Blair as Deputy General Counsel – Litigation, Labor and Employment, Office of the General Counsel, Office of the President:

- a. Appointment of Jeffrey A. Blair as Deputy General Counsel – Litigation, Labor and Employment, effective May 1, 2009.
- b. Base salary of \$250,000 per annum (SLCG Grade 108: Minimum 192,300, Midpoint \$244,900, Maximum \$297,400). This represents a 9.6 percent increase over current total salary.
- c. Per policy, eligibility to participate in the University's Mortgage Origination Program.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, a five percent monthly contribution to the Senior Management Per policy, and 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 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.

(21) ***Promotional Appointment of and Compensation for David M. Birnbaum as Deputy General Counsel – Educational Affairs and Campus Services, Office of the General Counsel, Office of the President***

That the following items be approved in connection with the promotional appointment of and compensation for David M. Birnbaum as Deputy General Counsel – Educational Affairs and Campus Services, Office of the General Counsel, Office of the President:

- a. Appointment of David M. Birnbaum as Deputy General Counsel – Educational Affairs and Campus Services, effective May 1, 2009.

- b. Appointment salary of \$250,000 per annum (SLCG Grade 108: Minimum 192,300, Midpoint \$244,900, Maximum \$297,400). This represents an 11.1 percent increase over current total salary.
- c. Per policy, eligibility to participate in the University's Mortgage Origination Program.

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, a five 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 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.

(22) ***Administrative Stipend and Extension of Interim Appointment for John R. Sandbrook as Interim Chief of Staff, Office of the President***

That the following items be approved in connection with the extension of the interim appointment of John R. Sandbrook as Chief of Staff, Office of the President:

- a. In accordance with the original appointment request approved at the May 2008 Regents meeting, the President recommends approval to extend Mr. Sandbrook's interim appointment, currently scheduled to end May 31, 2009, for an additional period not to exceed seven months, or not later than December 31, 2009. The appointment salary would remain unchanged at \$200,000 per annum. This appointment is at 100 percent time. A search to fill the position on a permanent basis will begin with an anticipated appointment date of no later than the end of the calendar year. A reasonable transition will be accommodated, but not to exceed December 31, 2009.
- b. Effective June 1, 2009, continue Regent-approved reimbursements for temporary housing (up to \$3,500 per month) and weekly roundtrip coach airfare (estimated at approximately \$1,200 per month) and reimbursement of ground transportation/rental car. These reimbursements to Mr. Sandbrook for the first year were nontaxable, but IRS regulations

require these to be treated as taxable income once the duration exceeds one year.

- c. Effective June 1, 2009, and continuing through Mr. Sandbrook's interim appointment, provide a stipend in the amount of \$2,000 (12 percent) per month. The stipend, which is within policy, will be subject to normal taxes and withholding. This stipend is for the temporary additional duties that Mr. Sandbrook assumed in relation to the search processes and transitions for two chancellors and other senior management personnel as part of President Yudof's transition.

Additional items of compensation include:

- Standard 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 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.

- (23) ***Reimbursement to Diane Griffiths, Secretary and Chief of Staff to the Regents, for Expenses Related to the University's Administrative Error in Withholding Appropriate Taxes***

That the following item be approved:

- a. Reimbursement in the amount of \$125 to Diane Griffiths, who was provided with an incorrect Form W-2, for the costs associated with tax advice resulting from this error as evidenced by receipts or other documentation.

- (24) ***Interim Re-Slotting, Appointment, and Compensation for Teri Schwartz as Dean – School of Theater, Film, and Television, Los Angeles Campus***

That the following items be approved in connection with the appointment of Teri Schwartz as Dean – School of Theater, Film and Television, Los Angeles campus:

- a. Approval of interim re-slotting of the position from SLCG Grade 107 to SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700) as recommended by Mercer Human Resource Consulting.
- b. An appointment salary of \$325,000. Per policy, ineligible for any further merit or equity increase until October 2010.
- c. This appointment is at 100 percent time and is effective July 1, 2009.

- d. Per policy, participation in the University of California Mortgage Origination Program up to a maximum loan amount (currently \$1.33 million). Participation will comply with all University/campus program parameters.

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

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.

(25) ***Appointment of and Total Compensation for Peter A. Hayashida as Vice Chancellor – University Advancement, Riverside Campus***

That the following items be approved in connection with the appointment and compensation of Peter A. Hayashida as Vice Chancellor – University Advancement, Riverside campus:

- a. Appointment of Peter A. Hayashida as Vice Chancellor – University Advancement, Riverside campus, at 100 percent time, effective July 1, 2009.
- b. Base salary of \$265,000 at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). This represents a 37.8 percent increase to Mr. Hayashida's current base salary of \$192,300 at MSP VI (Minimum \$97,400, Midpoint \$136,400, Maximum \$175,300).
- c. Per policy, an annualized automobile allowance in the amount of \$8,916.
- d. Per policy, eligibility to participate in the University's Mortgage Origination Program.
- e. Per policy, 100 percent reimbursement of actual and reasonable relocation expenses, to be completed within one year of assuming the position of Vice Chancellor – University Advancement.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, a five 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 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.

(26) ***Appointment Extension for Keith E. Alley, Executive Vice Chancellor and Provost, Merced Campus***

Keith E. Alley has been asked by the Chancellor to continue to serve as Executive Vice Chancellor and Provost for an additional period of up to three years. Mr. Alley was appointed to this post in June 2006 when the former Chancellor and the former Executive Vice Chancellor resigned their posts within a two-month period. It was the intent that a search for a successor to Mr. Alley would be undertaken following the appointment of a successor Chancellor. A national search effort was launched last fall to identify a new Executive Vice Chancellor and Provost; however, the search was deemed unsuccessful upon the withdrawal of the leading candidate. Mr. Alley is an effective and seasoned academic administrator who brings an extensive knowledge of the campus to the post of Executive Vice Chancellor and Provost.

That the following items be approved in connection with the Appointment Extension for Keith E. Alley, Executive Vice Chancellor and Provost, Merced campus:

- a. Continued appointment salary of \$240,500 (SLCG Grade 108: Minimum \$192,300 Midpoint \$244,900 Maximum \$297,400), at 100 percent time.
- b. This appointment is effective July 1, 2009 through June 30, 2012, or until the effective date of the appointment of a permanent Executive Vice Chancellor and Provost, whichever occurs first, including up to a three-month overlap in service.

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, an automobile allowance in the form of a monthly cash allowance of \$743 (\$8,916 per annum).
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
- Per policy, accrual of sabbatical credits as a member of tenured 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. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

(27) ***Appointment and Administrative Stipend for Larry A. Coldren as Acting Dean, College of Engineering, Santa Barbara Campus***

After a decade of extraordinary accomplishments and contributions as Dean of the College of Engineering, Professor Matthew Tirrell will be taking a new position at UC Berkeley. Following consultation with the Academic Senate and administrative and faculty colleagues, UC Santa Barbara is appointing Professor Larry Coldren as Acting Dean, College of Engineering, effective July 1, 2009. The search for the next Dean of Engineering is already well underway, and the successful conclusion of this search is anticipated within a year's time.

That the following items be approved in connection with the appointment of Larry A. Coldren as Acting Dean, College of Engineering, Santa Barbara campus:

- a. Per policy, administrative stipend of 9.6 percent to increase his base salary to a total annual salary of \$270,900.
- b. Appointment is 100 percent time, effective July 1, 2009 through June 30, 2010, or until the appointment of a permanent Dean – College of Engineering, whichever occurs first.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, continued accrual of sabbatical credits as a member of tenured faculty.
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.

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.

(28) ***Appointment Compensation Amendment for Pierre Wiltzius as the Susan and Bruce Worster Dean of Science, Division of Mathematical, Life, and Physical Sciences, College of Letters and Science, Santa Barbara Campus***

After a national search, the Santa Barbara campus recently recruited and hired Professor Pierre Wiltzius as the Worster Dean of Science, Division of Mathematical, Life and Physical Sciences, College of Letters and Science, Santa Barbara campus. He was appointed to this position effective October 1, 2008. At the request of the Santa Barbara campus, the Regent's Appointment Item for Professor Wiltzius stipulated reimbursement of 100 percent of actual and reasonable moving expenses, up to \$10,000. The campus now finds that \$10,000 is inadequate to provide 100 percent reimbursement of actual expenses for moving Professor Wiltzius, his family, and his household goods from Champaign, Illinois to Santa Barbara. Professor Wiltzius has obtained several competitive bids, the lowest of which is approximately \$17,000. The campus wishes to reimburse Professor Wiltzius for the full cost of his relocation, and is seeking approval to pay 100 percent of all actual and reasonable moving expenses.

That the following items approved in connection with the appointment salary for Pierre Wiltzius as the Susan and Bruce Worster Dean of Science, Division of Mathematical, Life and Physical Sciences, College of Letters and Science, Santa Barbara campus, be amended:

- a. Per policy, reimbursement of 100 percent of actual and reasonable moving expenses.

Additional items of compensation already approved in July 2008 include:

- Per policy, appointment salary of \$255,000 (SLCG Grade 107: Minimum \$167,600 Midpoint \$212,700 Maximum \$257,800) at 100 percent time.
- Per policy, standard pension and health and welfare benefits.
- Per policy, \$63,750 (25 percent) lump sum relocation allowance, subject to a repayment requirement in the event that Professor Wiltzius resigns within the first four years of employment.
- Per policy, reimbursement of 100 percent of the actual moving expenses up to \$10,000.
- Per policy, one house-hunting trip not to exceed four days, for Professor Wiltzius and his spouse. Coach air fare, meals and lodging will be reimbursed up to \$2,500.
- Per policy, participation in the Mortgage Origination Program Loan (MOP).

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.

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

(1) ***Approval of Costs Associated with the Relocation of Automobiles for Mark G. Yudof as President of the University of California***

That the following item be approved in connection with costs associated with the relocation of personal effects:

Authorization to pay the balance of costs amounting to \$3,548.92 relating to the shipment of two vehicles from Austin, Texas to Oakland, California.

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

(1) ***Appointment of Regents to Standing Committees***

That, effective for the year commencing July 1, 2009:

- c. Regent Kieffer be appointed to the Committees on Investments, Long Range Planning, and Oversight of the Department of Energy Laboratories.
- d. Regent Zettel be appointed to the Committees on Compliance and Audit, Grounds and Buildings, and Health Services.
- e. Regent Zettel shall serve as the alternate Regents' representative to the California Postsecondary Education Commission.

- D. The Chairman of the Board, the Chair of the Committee on Grounds and Buildings, and the President of the University approved the following recommendations:

(1) ***Amendment of the Budget for Capital Improvements and the Capital Improvement Program and Approval of External Financing, 3200 Regatta Renovation, Berkeley Campus***

Pursuant to Standing Order 100.4(q)

- a. That the Budget for Capital Improvements and the Capital Improvement Program include the following project:

Berkeley: 3200 Regatta Renovation – preliminary plans, working drawings, and construction – \$16,900,000, to be funded

from external financing (\$15,100,000) and campus funds – campus real estate revenues (\$1,800,000).

Pursuant to Standing Order 100.4(nn)

- b. That the President be authorized to obtain external financing not to exceed \$15,000,000 to finance the 3200 Regatta Renovation project. The President requires that:
 - i. Interest only, based on the amount drawn down, shall be paid on the outstanding balance during the construction period;
 - ii. As long as the debt is outstanding, the Berkeley campus will receive as rent from building tenants amounts sufficient to pay the debt service and meet the related requirements of the authorized financing;
 - iii. The general credit of the Regents shall not be pledged.
 - c. That the Officers of The Regents be authorized to execute all documents necessary in connection with the above.
- E. The Chair of the Committee on Grounds and Buildings and the President of the University approved the following recommendations:

(1) ***Certification of Environmental Impact Report and Approval of Design, National Oceanic and Atmospheric Administration La Jolla Laboratory Replacement Project, San Diego Campus***

Upon review and consideration of the environmental consequences of the proposed project:

- a. Certification of the Environmental Impact Report.
- b. Adoption of the Findings and Mitigation Monitoring Program.
- c. Approval of the design of the National Oceanic and Atmospheric Administration La Jolla Laboratory Replacement Project, San Diego campus.

Formatted: Bullets and Numbering

(2) ***Adoption of Mitigated Negative Declaration and Approval of Design, Porter College Phase 2 – House A Seismic, Capital Renewal and Expansion Project, Santa Cruz Campus***

Upon review and consideration of the environmental consequences of the proposed project:

- a. Adoption of the Initial Study and Mitigated Negative Declaration.
- b. Adoption of the Findings and Mitigation Monitoring Program.
- c. Approval of the design of the Porter College Phase 2 – House A Seismic, Capital Renewal and Expansion Project, Santa Cruz campus.

← - - - Formatted: Bullets and Numbering

F. The Vice Chair of the Committee on Grounds and Buildings, the Chair of the Committee on Finance, and the President of the University approved the following recommendation:

- (1) ***Authorization to Submit Applications for Facility Grant Funding Under the American Recovery and Reinvestment Act of 2009***

That the President be authorized to solicit Facility Grant Funding under the *American Recovery and Reinvestment Act of 2009*. Approval of the individual capital projects that are the subject of the award, including financial feasibility for which the grant funding would be applied, would follow the standard University approval practices.

Diane M. Griffiths