

## REPORT OF INTERIM ACTIONS

Office of the Secretary and Chief of Staff  
July 15, 2010

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 Chairman of the Board, the Chair of the Committee on Grounds and Buildings, and the President of the University approved the following recommendation:

***Approval of the Budget for Capital Improvements and the Capital Improvement Program, Central Research Services Facility, San Diego Campus***

Pursuant to Standing Order 100.4(q):

- (1) The President, subject to concurrence of the Chair of the Board and the Chairman of the Committee on Grounds and Buildings, amended the 2009-10 Budget for Capital Improvements and the Capital Improvement Program to add:

San Diego: Central Research Services Facility – budget for preliminary plans, working drawings, construction, and equipment – \$14,981,000 to be funded from grant funds (\$14,286,000) and campus funds (\$695,000).

- (2) The above amendment to the 2009-2010 Budget for Capital Improvements and the Capital Improvement Program is for a proposed project scope that includes the construction of a new central research services building of approximately 9,830 assignable square feet (ASF), and renovation of approximately 3,100 ASF of existing space in the Cellular and Molecular Medicine West building.

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

- (1) ***Interim Re-slotting and Retention Increase for Brian Schottlaender, University Librarian, San Diego Campus***

Background to Recommendation

Brian Schottlaender, University Librarian (UL), at the San Diego campus, was recently chosen to receive the American Library Association's 2010 Melvil

Dewey Medal Award for his many accomplishments during a long and distinguished career in major research libraries. The award noted his excellence as a principal investigator in major research projects, as a leader in the profession and as a prolific presenter and author. He was also recently appointed to the Executive Committee of Hathi Trust, a major collaboration of the nation's largest academic libraries, to create a vast digital repository. At the San Diego campus, he manages an operating budget of over \$33 million and is responsible for seven libraries with a total of 428,206 assigned square footage. The library collections' estimated value based on Risk Management's Unit Values for Insurance is \$657,531,906. In addition, Mr. Schottlaender manages the UCSD campus web site, requiring him to play a greater role in Internet-related activities than at most campuses.

As a highly respected librarian whose capabilities are well known nationally, Mr. Schottlaender had been actively recruited and was a finalist for the University Librarian position at Yale University. The campus believed it was vital to retain Mr. Schottlaender and therefore made this urgent request to provide a salary increase as an incentive to remain in his current position.

There was strong support at Yale for his candidacy where the salary potentially could be \$300,000 or greater, based on Mr. Schottlaender's expertise and the salary of the previous incumbent. The former incumbent at Yale was also provided an interest-free home loan and free health care, and it is the campus' understanding that Mr. Schottlaender would be offered the same. Allowing the recruitment of Mr. Schottlaender to proceed at Yale was not in the best interest of the San Diego campus. His interview at Yale was scheduled in May.

Mr. Schottlaender's performance as UL continues to be outstanding, as confirmed by a very positive five-year review of his performance in 2009. Retaining him was believed to be critical to the long-range goals of the UCSD Libraries. The consensus on the San Diego campus is that Mr. Schottlaender is a remarkable individual with the special talents and qualities needed to ensure that the UCSD library system ranks among the world's best libraries in the twenty-first century. His commitment to communication, diversity and fundraising is essential to the success of UCSD's library system.

Based on an assessment of competitive market data and comparisons to other similar positions internally, the campus requested interim re-slotting from Senior Leadership Compensation Group (SLCG) Grade 106 to 108 and a 15 percent salary increase of \$31,200 for a new base salary of \$239,200. Mr. Schottlaender agreed not to proceed with the Yale recruitment pending the outcome of this request. The requested salary of \$239,200 – which would be reduced by nine percent to \$217,672 during participation in the salary reduction and furlough plan – was the minimum acceptable salary to retain him at UCSD.

Based on market data and internal UC comparisons, the San Diego campus requested that the UCSD librarian position be slotted at SLCG Grade 108 on an interim basis, pending the establishment of the new position evaluation system. UCSD's Library size (volumes added, expenditures, and staff numbers) and ranking warrant the re-slotting to SLCG Grade 108.

The requested salary of \$239,200 is 2.3 percent below the midpoint of the proposed SLCG Grade 108 range (\$244,900); 10.5 percent below the market median (\$267,150) as taken from College and University Professional Association (CUPA) Administrative Compensation Survey; 0.4 percent below the average salary of others assigned to SLCG Grade 108 at the San Diego campus; and 22.5 percent above the average salary of other UC University Librarians. This position is funded 100 percent from UC General Funds provided by the State.

#### Recommendation

The following items were approved in connection with the retention increase and interim re-slotting for Brian Schottlaender, University Librarian, at the San Diego campus:

- a. Per policy, a retention salary increase of \$31,200 for a new annual base salary of \$239,200. This represents a 15 percent increase over Mr. Schottlaender's current base salary of \$208,000.
- b. Per policy, this position is subject to the Regents' approved furlough/salary reduction plan effective September 1, 2009 through August 31, 2010, with a nine percent salary reduction.
- c. Interim re-slotting of the position to SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- d. The above actions to be effective June 1, 2010.

#### Recommended Compensation

**Effective Date:** June 1, 2010

**Base Salary:** \$239,200

**Grade Level:** SLCG Grade 108:

Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400

**Median Market Data:** \$267,150

**Funding Source:** UC General Funds

**Percentage Difference from Market:** 10.5 below

#### Prior Compensation

**Base Salary:** \$208,000

**Grade Level:** SLCG Grade 106

**Funding Source:** UC General Funds

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior manager life insurance, and executive salary continuation for disability).
- Per policy, five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, continued participation in 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 or 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: UCSD Chancellor Fox**  
**Reviewed by: President Yudof**  
**Compensation Committee Chair Varner**  
**Office of the President, Human Resources**

(2) *Retention Increase for Cathy A. Sandeen as Dean – Continuing Education and University Extension, Los Angeles Campus*

Background to Recommendation

Through publications, major presentations and grants, Cathy A. Sandeen, Dean for Continuing Education and University Extension, is a highly visible, professional leader within the area of continuing education. In the past year, the campus leadership has added duties of a significant nature to Dean Sandeen's responsibilities. These include oversight of the Regional Advisory Board and Campus Advisory Board of UCLA TV and leadership and coordination for UCLA's Downtown Los Angeles Satellite Office, which includes the Campus Downtown Council, the Downtown Leadership Roundtable, and the Osher Lifelong Learning Institute at UCLA. In addition to providing service to diverse clients, UCLA Extension expanded its reach through these actions, providing more than 60 additional classes in downtown Los Angeles in August, 2008.

Effective January 1, 2009, the reporting relationship of the Continuing Education of the Bar (CEB) was moved from the UC Office of the President to the Dean for Continuing Education and University Extension, Los Angeles campus, significantly increasing Dean Sandeen's responsibilities and increasing the overall operating budget by over one-third; no additional remuneration was provided for these new responsibilities at the time.

Dean Sandeen was among the finalists under consideration for a college presidency on the East Coast, and her retention at UCLA was a key strategic objective.

A salary increase of 15 percent (\$27,800) was proposed. This salary increase brought Dean Sandeen's salary from \$185,600 to \$213,400, effective June 1, 2010. In addition to supporting the objective of retaining Dean Sandeen's fine leadership, this request also reflected significant additions to her responsibilities over the past two years for which she has received no remuneration, and leadership expectations commensurate with one of the nation's top providers of continuing education.

Last year, the Graziadio School of Business at Pepperdine University estimated that the UCLA Extension contributes \$250 million annually to the local economy, not including intangibles such as the creation of a stronger, more educated workforce. With an enrollment of nearly 90,000 students and an annual operating budget of approximately \$70 million, UCLA's Continuing Education and University Extension program is the largest of the UC programs and one of the nation's largest and most comprehensive providers of continuing education.

The requested base salary of \$213,400 is 9.32 percent above the SLCG Grade 106 midpoint (\$195,200); 6.7 percent above the average base salary of UCLA SLCG Grade 106 comparators; and approximately 19.47 percent above the aged median market base salary (\$178,629) of Deans for Continuing Education as taken from the College and University Professional Association (CUPA) Administrative Compensation Survey. In addition to reflecting that UCLA's Extension program is one of the nation's largest and most comprehensive providers of adult education, the base salary increase proposed reflects that the scope of Dean Sandeen's position is significantly larger than typical Deans, Continuing Education. For example, prior to assuming responsibility for the University of California's Continuing Education of the Bar (CEB), UCLA's University Extension had an annual budget of \$43 million and approximately 290 staff FTE. Assumption of responsibilities in January 2009 for CEB added 190 FTE (34 percent) and an additional \$24 million (44 percent) operating budget to Dean Sandeen's purview at that time; currently the Dean is responsible overall for a \$69 million operating budget and 435 FTE. Within the UC system, the UCLA operating budget and number of FTE managed are more than twice the size of comparator positions and reflect the breadth of program offerings. The UCLA University Extension program had an enrollment of over 75,000 in 2008-09.

#### Recommendation

The following items were approved in connection with the salary increase for Cathy A. Sandeen, Dean – Continuing Education and University Extension, Los Angeles campus:

- a. Per policy, salary adjustment of 15 percent to \$213,400, SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100). This represents a 15.0 percent increase over Ms. Sandeen's current base salary of \$185,600.
- b. Per policy, this position is subject to the Regents' approved furlough/salary reduction plan effective September 1, 2009 through August 31, 2010, with a 10 percent base salary reduction.
- c. The above actions to be effective June 1, 2010.

**Recommended Compensation****Effective Date:** June 1, 2010**Base Salary:** \$213,400**Total Cash Compensation:** \$213,400**Grade Level:** SLCG Grade 106:

Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100

**Median Market Data:** \$178,629**Percentage Difference from Market:** 19.47%**Funding Source:** University Extension operating funds**Prior Compensation****Base Salary:** \$185,600**Grade Level:** SLCG Grade 106**Funding Source:** University Extension operating funds

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior manager life insurance, and executive salary continuation for disability).
- Per policy, five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- Per policy, continued participation in 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.

**Submitted By:** UCLA Chancellor Block  
**Reviewed by:** President Yudof  
Compensation Committee Chair Varner  
Office of the President, Human Resources