

**REPORT OF INTERIM and CONCURRENCE ACTIONS**  
**Office of the Secretary and Chief of Staff**  
**July 18, 2012**

**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 or concurrence 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 concurrence recommendation:

***Amendment of the Budget for Capital Improvements and the Capital Improvement Program for the Chao Comprehensive Digestive Disease Center Expansion, Irvine Campus***

Pursuant to authority granted to the President under Standing Order 100.4(q)(1), the 2011-12 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

Irvine: Chao Comprehensive Digestive Disease Center Expansion - preliminary plans, working drawings, construction, and equipment - \$17,500,000, to be funded from hospital reserves (\$14,735,000) and from gifts (\$2,765,000).

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

- (1) ***Appointment of and Total Compensation for Kyle D. Hoffman as Vice Chancellor – Development and Alumni Relations, Merced Campus***

**Background to Recommendation**

Action under interim authority was requested for the appointment of and total compensation for Kyle D. Hoffman as Vice Chancellor – Development and Alumni Relations, Merced campus, effective on or about May 21, 2012. The proposed annual salary is \$218,700.

This request for action under interim authority was needed to provide for a smooth leadership transition following the imminent departure of the Interim Vice Chancellor who will assume a new position within the University as Executive Director of the Sierra Nevada Research Institute, a critical unit of the campus. In addition, it was important to provide the Riverside campus with as much time as possible to make interim arrangements to address Mr. Hoffman's departure.

Following an extensive nationwide search, Mr. Hoffman was selected for this key position, which is currently filled 50 percent time by David Hosley on an interim basis.

Mr. Hoffman will provide strategic direction of the Development and Alumni Relations functions and develop infrastructure to support a comprehensive program to engage diverse constituencies in the life of the University and strengthen a culture of philanthropy. He will also serve as Vice President of the University of California, Merced Foundation.

Funding for this position will come partially or fully from State funds.

Recommendation

The following items were approved in connection with the appointment of and total compensation for Kyle D. Hoffman as Vice Chancellor – Development and Alumni Relations, Merced campus:

- a. Appointment of Kyle D. Hoffman as Vice Chancellor – Development and Alumni Relations, Merced campus.
- b. Per policy, an appointment annual base salary of \$218,700 at SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- c. Per policy, an administrative fund for official business and other purposes permitted by University policy.
- d. Per policy, a temporary housing cash allowance to offset limited housing-related expenses in the Merced area for up to 90 days in an amount not to exceed \$11,070, subject to the limitations under policy.
- e. Reimbursement of reasonable travel expenses for all business-related visits to the Merced campus from May 4, 2012, to the effective start date of May 21, 2012, subject to the limits under policy at a rate of \$64 per day for meals and incidental expenses plus lodging at actual cost.
- f. Per policy, annual automobile allowance of \$8,916.
- g. Per policy, a relocation allowance of \$10,000 (approximately 4.6 percent of base salary) paid as a lump sum to aid Mr. Hoffman's relocation from Moreno Valley, California, subject to repayment if he resigns prior to five years of service, with a repayment schedule that diminishes by 20 percent for each year of service in this post.
- h. 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).

- i. Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- j. Per policy, eligible to participate in the UC Home Loan Program, in accordance with all applicable policies.
- k. Per policy, two house hunting trips each for the candidate and his spouse, subject to the limitations under policy.
- l. This appointment is at 100 percent time and effective upon approval with a starting date no later than May 21, 2012.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** Upon approval

**Title:** Vice Chancellor – Development and Alumni Relations

**Base Salary:** \$218,700

**\* Target Cash Compensation:** \$218,700

**Grade Level:** SLCG Grade 107

(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

**Funding Source:** partially or fully State-funded position

**Budget &/or Prior Incumbent Data:**

**Title:** Vice Chancellor – Development and Alumni Relations

**Base salary:** \$201,000

**\*Target Cash Compensation:** \$201,000

**Grade Level:** SLCG Grade107

(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

**Funding source:** partially or fully State-funded position

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

**COMPETITIVE ANALYSIS**

Percentiles	Base Salary Market Percentiles				
	<u>25<sup>th</sup></u>	<u>50<sup>th</sup></u>	<u>Mean</u>	<u>75<sup>th</sup></u>	<u>90<sup>th</sup></u>
Market Data	\$248.8	\$316.9	\$321.8	412.3	472.4
% Difference From Market	-12.1%	-31.0%	-32.0%	-47.0%	-53.7%

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all other 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: UC Merced Chancellor Leland**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Ruiz**  
**Office of the President, Human Resources**

(2) *Appointment of and Compensation for Michael J. Pazzani as Vice Chancellor – Research, Riverside Campus*

Background to Recommendation

Action under interim authority was requested to approve the appointment of and total compensation for Michael J. Pazzani as Vice Chancellor – Research, Riverside campus, effective July 1, 2012 or soon thereafter. The proposed annual base salary is \$289,000.

The campus also requested approval for a grade change for the position of Vice Chancellor – Research from SLCG Grade 107 to SLCG Grade 109, effective July 1, 2012, to account for the campus' increased institutional emphasis on research and its role in economic development, and duties associated with the development of the new School of Medicine. The salary commanded by the finalist, Mr. Michael J. Pazzani, and the reported salaries of most of the candidates who emerged through the national search process exceed the current salary range maximum for SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). The re-grading was requested to align the position to an appropriate salary range, reflective of the competitive market for candidates qualified to assume this role.

The request for action under interim authority was needed as the timing of the final decision and offer to Mr. Pazzani was made too late in the process for inclusion in the May Regents meeting. The campus hoped to have Mr. Pazzani begin his appointment on July 1, 2012, which is prior to the July Regents meeting.

Mr. Pazzani will have a tenured faculty appointment in the Department of Computer Science. This position is paid 100 percent from State General Funds.

Recommendation

The following items were approved in connection with the appointment of and compensation for Michael J. Pazzani as Vice Chancellor – Research, Riverside

campus:

- a. Appointment of Michael J. Pazzani as Vice Chancellor – Research, Riverside campus.
- b. Re-grading of the position from SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000) to SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700), effective July 1, 2012.
- c. Per policy, an annual base salary of \$289,000.
- d. Per policy, a relocation allowance equal to 25 percent of the annual base salary (\$72,250) to be paid over a two-year period, to offset unreimbursed costs associated with Mr. Pazzani's relocation from New Jersey. If separation from the University occurs prior to the two-year period, Mr. Pazzani will forfeit future payments of the relocation allowance.
- e. Per policy, two house-hunting trips each for Mr. Pazzani and his spouse or domestic partner, subject to the limitations under policy and limited to a combined total of \$4,000 in expenses.
- f. Per policy, a cash allowance in lieu of reimbursement of temporary living expenses in the Riverside area for up to 90 days not to exceed \$12,000, subject to limitations under policy.
- g. Per policy, 100 percent reimbursement of actual and reasonable moving expenses related to moving household goods and personal effects from the former primary residence to the new primary residence, subject to the limitations under policy.
- h. Per policy, standard pension and health and welfare benefits and standard senior managements benefits (including senior management life insurance and executive salary continuation for disability).
- i. Per policy, accrual of sabbatical credits as a member of tenured faculty.
- j. Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to tenured faculty appointment.
- k. Per policy, eligibility to participate in the UC Home Loan Program, in accordance with all applicable policies.
- l. This appointment is at 100 percent time, and the actions associated with the appointment are effective upon approval with an anticipated start date of

July 1, 2012.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** July 1, 2012, or soon thereafter

**Base Salary:** \$289,000

**Target Cash Compensation:\*** \$289,000

**Grade Level:** SLCG Grade 109

(Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700)

**Funding:** partially or fully State-funded

**Budget &/or Prior Incumbent Data**

**Title:** Vice Chancellor – Research

**Annual Base Salary:** \$240,000

**Target Cash Compensation:\*** \$240,000

**Grade Level:** SLCG Grade 107

(Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000)

**Funding:** partially or fully State-funded

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

**COMPETITIVE ANALYSIS**

Percentiles	TARGET BASE SALARY MARKET PERCENTILES				
	25 <sup>th</sup>	50 <sup>th</sup>	Mean	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$258.0	\$315.4	\$327.2	\$384.4	\$422.4
% Difference from Market (based on \$289,000 base salary)	12.0%	-8.4%	-11.7%	-24.8%	-31.6%

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all other 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:** UC Riverside Chancellor White

**Reviewed by:** President Yudof

**Committee on Compensation Chair Ruiz**

**Office of the President, Human Resources**

(3) *Term Appointment of and Compensation for B. Joseph Guglielmo as Interim Dean – School of Pharmacy, San Francisco Campus*

Background to Recommendation

Action under interim authority was requested to appoint B. Joseph Guglielmo as Interim Dean – School of Pharmacy, San Francisco campus, effective July 1, 2012 through June 30, 2013, or until a new appointment is made, whichever occurs first. Mr. Guglielmo is currently a professor of clinical pharmacy and Chair in the UCSF Department of Clinical Pharmacy under the University's academic personnel program. The current incumbent, Ms. Mary Anne Koda-Kimble, who holds the Dean Senior Management Group appointment, will retire on June 28, 2012.

This request for action under interim authority was needed as the campus first became aware of this interim appointment request on March 20, 2012. It took several weeks to work out details, develop the item and secure all approvals. By the time the item was submitted on April 20, 2012, it was three weeks after the May Regents submission deadline of March 28, 2012. As the timing was too late for the May Regents meeting and the July Regents meeting would be too late to announce the interim dean appointment prior to Dean Koda-Kimble's departure, the item is submitted as an interim item.

In addition, the campus requested approval of an administrative stipend of 20 percent (\$53,055) of Mr. Guglielmo's academic annual base salary of \$265,274, effective July 1, 2012 and continuing through this interim appointment and a transition period of up to two months thereafter, provided the total stipend period does not exceed 12 months. Mr. Guglielmo's total cash compensation for the duration of the interim appointment and the two-month transition period will be \$318,329.

As Chair of the Department of Clinical Pharmacy, Mr. Guglielmo receives an academic stipend, per academic policy, for serving in the Chair role and, effective July 1, 2012, the academic stipend will be \$30,000 annually. However, while Mr. Guglielmo will continue to retain the most complex responsibilities of the Chair role and provide close guidance to the individual who will be designated as Interim Chair – Clinical Pharmacy while Mr. Guglielmo serves as the Interim Dean – School of Pharmacy, the academic stipend will end effective with the commencement of the Interim Dean stipend. Mr. Guglielmo will continue to perform aspects of the Chair role without an associated academic stipend throughout the period of acting as Interim Dean to ensure continued smooth leadership of the Department of Clinical Pharmacy.

Funding for the administrative stipend of \$53,055 will come exclusively from State funds. Funding for Mr. Guglielmo's annual base salary is a combination of State and non-State funds.

Recommendation

The following items were approved in connection with the term appointment of and compensation for B. Joseph Guglielmo as Interim Dean – School of Pharmacy, San Francisco campus:

- a. Per policy, term appointment of B. Joseph Guglielmo as Interim Dean – School of Pharmacy, San Francisco campus, at 100 percent time.
- b. Per policy, an administrative stipend of 20 percent (\$53,055) of base salary for the duration of the appointment and a transition period of up to two months thereafter, provided that the total stipend period does not exceed 12 months. The administrative stipend will be calculated using Mr. Guglielmo’s current academic base salary of \$265,274, for a resultant annual salary of \$318,329. The Dean position is in the Senior Management Group program and is slotted at SLCG Grade 109 (Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700).
- c. Per policy, continuation of standard pension and health and welfare benefits.
- d. Per policy, because his base appointment will continue to be covered by the University’s academic personnel policies, Mr. Guglielmo is ineligible for Senior Management Group benefits.
- e. Per policy, this term appointment would be effective from July 1, 2012 through June 30, 2013, or until the position is filled, whichever occurs first.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** July 1, 2012

**Base Salary:** \$265,274

**Administrative Stipend:** \$53,055 (20 percent of base salary)

**Target Cash Compensation:\*** \$318,329

**Grade Level:** SLCG Grade 109

(Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700)

**Funding:** partially or fully State-funded (annual base salary – State and non-State funds; administrative stipend – State funds)

**Budget &/or Prior Incumbent Data**

**Base Salary:** \$290,000

**Health Sciences Compensation Plan:** \$60,000

**Target Cash Compensation:\*** \$350,000

**Grade Level:** SLCG Grade 109



(Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700)

**Funding:** partially or fully State-funded

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

**COMPETITIVE ANALYSIS**

<b>TARGET BASE SALARY MARKET PERCENTILES</b>					
<b>Percentiles</b>	<b>25<sup>th</sup></b>	<b>50<sup>th</sup></b>	<b>Mean</b>	<b>75<sup>th</sup></b>	<b>90<sup>th</sup></b>
Market Data	\$223.6	\$232.6	\$243.7	\$272.2	\$295.5
% Difference from Market (based on \$318.3 annual salary)	42.4%	36.8%	30.6%	16.9%	7.7%

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:** UCSF Chancellor Desmond-Hellmann  
**Reviewed by:** President Yudof  
 Committee on Compensation Chair Ruiz  
 Office of the President, Human Resources

(4) ***Appointment of and Compensation for Minh Huebner as Acting Chief Financial Officer, Lawrence Berkeley National Laboratory***

Background to Recommendation

Action under interim authority was requested for the appointment of and compensation for Minh Huebner as Acting Chief Financial Officer (CFO), Lawrence Berkeley National Laboratory, effective on or about July 1, 2012. The Laboratory also requested approval of a stipend of 15 percent (\$30,361) of Ms. Huebner’s annual base salary of \$202,404. The proposed stipend recognizes the additional duties of the acting appointment. The stipend plus the current base salary brings Ms. Huebner’s total cash compensation to \$232,765.

This request for action under interim authority was needed due to the imminent departure of the current CFO, Jeffrey Fernandez, who will retire in June 2012. A nationwide search is underway for his replacement; however, due to the complexity of the search, it was anticipated that there would be a gap between the

time Mr. Fernandez leaves and the selection of a successor. To ensure that the Laboratory has adequate financial management support during this transition, the Laboratory requested that Ms. Huebner be appointed Acting CFO upon Mr. Fernandez's departure.

As the current Deputy CFO, Ms. Huebner has in-depth knowledge of the Office of the CFO organization and serves as a key stakeholder and participant in several current process improvement initiatives such as the Financial Systems Modernization project.

Funding for this position will come from Department of Energy (DOE) funds.

Recommendation

The following items were approved in connection with the appointment of and compensation for Minh Huebner as Acting Chief Financial Officer, Lawrence Berkeley National Laboratory:

- a. Appointment of Minh Huebner as Acting Chief Financial Officer, Lawrence Berkeley National Laboratory.
- b. Per policy, continuation of her current annual base salary of \$202,404 in addition to an administrative stipend of 15 percent of base salary (\$30,361 annualized) for total compensation of \$232,765. Ms. Huebner's current salary grade of FD4 (Minimum-\$150,120; Midpoint- \$210,726; Maximum-\$253,332) will remain unchanged during this temporary period. The position of Chief Financial Officer is slotted at Salary Grade N14 (Minimum \$168,096, Midpoint \$252,132, Maximum \$336,168).
- c. This stipend will be in effect for up to 12 months from the date of the acting appointment, or until the Chief Financial Officer is hired, whichever occurs first.
- d. Per Laboratory policy, the stipend will be recalculated if the base salary is increased so that the stipend will continue to equal the approved percentage (15 percent) of the annualized base salary.
- e. Per policy, standard pension and health and welfare benefits.
- f. This appointment is at 100 percent time and effective July 1, 2012 or upon the retirement of Mr. Fernandez, if that occurs sooner.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** July 1, 2012 (or upon the position vacancy, if that occurs sooner)

**Title:** Acting Chief Financial Officer

**Base Salary:** \$202,404

**Administrative Stipend:** \$30,361

**\* Target Cash Compensation:** \$232,765

**Grade Level:** Salary Grade N14

(Minimum \$168,096, Midpoint \$252,132, Maximum \$336,168).

**Funding Source:** DOE Funds

**Prior Incumbent Data:**

**Title:** Chief Financial Officer

**Base salary:** \$287,748

**\*Target Cash Compensation:** \$287,748

**Grade Level:** Salary Grade N14

(Minimum \$168,096, Midpoint \$252,132, Maximum \$336,168).

**Funding source:** DOE Funds

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

**COMPETITIVE ANALYSIS**

Percentiles	Base Salary Market Percentiles				
	25 <sup>th</sup>	50 <sup>th</sup>	Mean	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$264.3	\$404.9	\$381.6	461.6	540.7
% Difference From Market	-11.9%	-42.5%	-39.0%	-43.1%	-56.9%

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all other 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:** Laboratory Director Alvisatos  
**Reviewed By:** President Yudof  
Compensation Committee Chair Ruiz  
Office of the President, Human Resources

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

- (1) *Recall from Retirement, Appointment of and Compensation for Susan V. Bryant as Acting Executive Vice Chancellor and Provost, Irvine Campus*

Background to Recommendation

Action under interim authority was requested for the approval of the recall from retirement, appointment of and compensation for Susan V. Bryant, Professor Emeritus – Developmental and Cell Biology, as Acting Executive Vice Chancellor and Provost, Irvine campus.

Ms. Bryant is a rehired retiree, currently holding a part-time position at 43 percent time in the second year of a three-year recall as a faculty member. She will suspend her retirement benefits to assume this appointment at 100 percent time effective July 9, 2012 and continuing through June 30, 2013 or until the appointment of an Executive Vice Chancellor and Provost, whichever occurs first.

The campus requested approval of an annualized base salary of \$301,500. This represents a zero percent increase over the previous incumbent.

This request for action under interim authority was in response to an immediate need to fill the position which will be vacant due to prior incumbent's vacation beginning July 9, 2012 prior to his departure, effective August 1, 2012. Recruitment efforts to fill this position are currently under way. The UC Irvine administration expects a prolonged process for hiring a replacement, as this position is of critical strategic importance to the campus.

Ms. Bryant served in leadership positions at UC Irvine from 1973 to 2010. Most recently, Ms. Bryant served as Vice Chancellor – Research (2006 – 2010) and as Dean – School of Biological Sciences (2000 – 2006). As Vice Chancellor – Research, Ms. Bryant was directly responsible for the leadership and direction of all research activities on campus. Ms. Bryant is also a prominent researcher in the field of stem cell research. It is in the best interest of the Irvine campus to recall Ms. Bryant from retirement to maintain stable leadership during this transitional period.

Recommendation

The following items were approved in connection with the appointment of and compensation for Susan V. Bryant as Acting Executive Vice Chancellor and Provost, Irvine campus:

- a. Term appointment of Susan V. Bryant as Acting Executive Vice Chancellor and Provost, Irvine campus, at 100 percent time.
- b. Per policy, an annualized base salary of \$301,500. The position is slotted

in SLCG Grade 111 (Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100).

- c. Per policy, this full-time appointment is contingent upon Ms. Bryant's completion of the UC Retirement Plan Retired Employee Election Form to suspend income and any other health and welfare benefits she receives as a retiree. She will then re-enter the retirement system and enroll as an employee. She will re-retire the day after separation from UC employment. Therefore, the policy restrictions pertaining to appointment percentage or duration of reemployment for rehired retirees will not apply to Ms. Bryant's appointment.
- d. Per policy, continuation of standard pension and health and welfare benefits.
- e. Provided that the contingency identified in paragraph 3 above is met, this term appointment will be effective July 9, 2012 and continue through June 30, 2013 or until the appointment of an Executive Vice Chancellor and Provost, whichever occurs first.

### **COMPARATIVE ANALYSIS**

#### **Recommended Compensation**

**Effective Date:** July 9, 2012

**Base Salary:** \$301,500

**Target Cash Compensation:\*** \$301,500

**Grade Level:** SLCG Grade 111

(Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100)

**Funding:** partially or fully State-funded

#### **Budget &/or Prior Incumbent Data**

**Title:** Executive Vice Chancellor and Provost

**Base Salary:** \$301,500

**Target Cash Compensation:\*** \$301,500

**Grade Level:** SLCG Grade 111

(Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100)

**Funding:** partially or fully State-funded

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

COMPETITIVE ANALYSIS

TARGET BASE SALARY MARKET PERCENTILES					
Percentiles	25th	50th	Mean	75th	90th
Market Data	\$270.9	\$395.0	\$362.6	\$442.5	\$512.0
% Difference from Market	11.3%	-23.7%	-16.9%	-31.9%	-41.1%

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:** UC Irvine Chancellor Drake  
**Reviewed by:** President Yudof  
 Committee on Compensation Chair Ruiz  
 Office of the President, Human Resources

- (2) *Appointment of and Compensation for Charles J. Rowley as Acting Vice Chancellor – Finance and Business Operations, Riverside Campus*

Background to Recommendation

Action under interim authority was requested for the appointment of and compensation for Charles J. Rowley as Acting Vice Chancellor – Finance and Business Operations, Riverside campus. This request was in response to an immediate need to fill this key leadership position at UC Riverside upon the retirement of Gretchen Bolar, the current Vice Chancellor – Finance and Business Operations. This appointment will allow Mr. Rowley to exercise full leadership authority, responsibility, and accountability during his service in this role while a national search is being conducted for a permanent replacement.

This appointment is at 100 percent time and was effective July 1, 2012 through March 31, 2013, or until the appointment of a Vice Chancellor – Finance and Business Operations, whichever occurs first. Mr. Rowley currently serves as the Associate Vice Chancellor, Computing and Communications, as well as the campus Chief Information Officer. He has held this position for the past decade.

The campus also requested approval of an administrative stipend of 9.8 percent (\$21,100) of Mr. Rowley’s annual base salary of \$216,000. Mr. Rowley’s total cash compensation for the duration of the interim period will be \$237,100. This represents a zero percent increase over the previous incumbent’s base salary.

This request was needed as the timing of the final decision and offer to Mr. Rowley was made after the May Regents meeting. The campus hoped to have Mr. Rowley begin his appointment on July 1, 2012.

The position is paid 100 percent from State General Funds.

Recommendation

The following items were approved in connection with the of the appointment of and compensation for Charles J. Rowley as Acting Vice Chancellor – Finance and Business Operations, Riverside campus:

- a. Interim appointment of Charles J. Rowley as Acting Vice Chancellor – Finance and Business Operations, Riverside campus, at 100 percent time.
- b. Per policy, an administrative stipend of 9.8 percent (\$21,100) of Mr. Rowley’s annual base salary of \$216,000. Mr. Rowley’s total cash compensation for the duration of the interim period will be \$237,100. The position is slotted in SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- c. Per policy, continuation of standard pension and health and welfare benefits.
- d. Per policy, this interim appointment will be effective from July 1, 2012 through March 31, 2013, or until the appointment of a Vice Chancellor – Finance and Business Operations, whichever occurs first.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** July 1, 2012

**Annual Base Salary:** \$216,000

**Administrative Stipend:** \$21,100

**Target Cash Compensation:\*** \$237,100

**Grade Level:** SLCG Grade 108

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

**Funding:** partially or fully State-funded

**Budget &/or Prior Incumbent Data**

**Title:** Vice Chancellor, Finance and Business Operations

**Annual Base Salary:** \$237,100

**Target Cash Compensation:\*** \$237,100

**Grade Level:** SLCG Grade 108

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

**Funding:** partially or fully State-funded

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

**COMPETITIVE ANALYSIS**

<b>TARGET BASE SALARY MARKET PERCENTILES</b>					
<b>Percentiles</b>	<b>25<sup>th</sup></b>	<b>50<sup>th</sup></b>	<b>Mean</b>	<b>75<sup>th</sup></b>	<b>90<sup>th</sup></b>
<b>Market Data</b>	\$202.0	\$259.1	\$274.2	\$329.5	\$373.2
<b>% Difference from Market</b>	17.4%	-8.5%	-13.5%	-28.0%	-36.5%

The compensation described above shall constitute the University’s total commitment until modified by the Regents and shall supersede all other 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: UC Riverside Chancellor White**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Ruiz**  
**Office of the President, Human Resources**

(3) ***Appointment of and Compensation for Samuel J. Traina as Acting Provost and Executive Vice Chancellor, Merced Campus***

Background to Recommendation

Action under interim authority was requested for the appointment of and compensation for Samuel J. Traina as Acting Provost and Executive Vice Chancellor, Merced campus, effective July 1, 2012 through December 31, 2012, or until a new appointment is made, whichever occurs first. The current incumbent, Keith E. Alley, retired on June 30, 2012.

This request for action under interim authority was made due to the need to appoint an Acting Provost and Executive Vice Chancellor to serve beginning on July 1, 2012, when Mr. Alley left the post. Meanwhile, a national search for candidates is under way.

Related to this appointment, the campus requested an annual stipend of \$38,000 (18.8 percent stipend of base salary) for Mr. Traina while he serves as Acting Provost and Executive Vice Chancellor. This stipend will increase Mr. Traina’s current cash compensation from \$202,000 to \$240,000 and represents a \$500 decrease in annual base salary over the previous incumbent. The proposed 18.8 percent stipend compensates for the increased, campus-wide scope of Mr. Traina’s temporary responsibilities.



Mr. Traina is currently the Vice Chancellor - Research and Dean of the Graduate Division, Merced campus. Mr. Traina will continue to fulfill these duties.

Funding for the administrative stipend of \$38,000 and Mr. Traina's current annual salary will come partially or fully from State funds.

Recommendation

The following items were approved in connection with the interim appointment of and compensation for Samuel J. Traina as Acting Provost and Executive Vice Chancellor, Merced campus:

- a. Interim appointment of Samuel J. Traina as Acting Provost and Executive Vice Chancellor, Merced campus, at 100 percent time.
- b. Per policy, an administrative stipend of 18.8 percent (\$38,000) of base salary for the six-month duration of the appointment. The administrative stipend will be calculated using Mr. Traina's current base salary of \$202,000, for a total annual salary of \$240,000. The Provost and Executive Vice Chancellor position is part of the Senior Management Group program and is slotted at SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- c. Per policy, continuation of standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- d. Per policy, continued participation in the UC Mortgage Origination Program, in accordance with all applicable policies.
- e. Per policy, accrual of sabbatical credits as a member of the tenured faculty.
- f. Per policy, this interim appointment will be effective July 1, 2012, through December 31, 2012, or until the position is filled, whichever occurs first.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** July 1, 2012

**Title:** Provost and Executive Vice Chancellor

**Base Salary:** \$202,000

**Administrative Stipend:** \$38,000 (18.8 percent of base salary)

**Target Cash Compensation:\*** \$240,000

**Grade Level:** SLCG Grade 108

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

**Funding:** partially or fully State-funded (annual base salary and administrative stipend)

**Budget &/or Prior Incumbent Data**

**Title:** Provost and Executive Vice Chancellor

**Base Salary:** \$240,500

**Target Cash Compensation:\*** \$240,500

**Grade Level:** SLCG Grade 108

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

**Funding:** partially or fully State-funded

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

**COMPETITIVE ANALYSIS**

<b>TARGET BASE SALARY MARKET PERCENTILES</b>					
<b>Percentiles</b>	<b>25<sup>th</sup></b>	<b>50<sup>th</sup></b>	<b>Mean</b>	<b>75<sup>th</sup></b>	<b>90<sup>th</sup></b>
<b>Market Data</b>	\$285,669	\$366,619	\$388,143	\$486,386	\$541,477
<b>% Difference from Market</b>	-15.9%	-34.5%	-38.2%	-50.7%	-55.7%

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:** UC Merced Chancellor Leland  
**Reviewed by:** President Yudof  
**Committee on Compensation Chair Ruiz**  
**Office of the President, Human Resources**

(4) ***Approval of Alternate Housing Arrangements, San Diego Campus***

**Background to Recommendation**

Regents Policy 7708 on *University-Provided Housing* governs the provision of suitable housing to enable the President and each Chancellor to perform the administrative, ceremonial, and social duties of the position and requires each such Officer to occupy the housing as a condition of employment for the convenience of the University. The policy includes a provision authorizing the President to recommend that the Regents approve alternate housing if the University-provided

housing is not suitable for supporting the Chancellor's required range of duties or is not habitable as a personal residence as a result of disrepair or other like reason until the University-provided housing is repaired or otherwise improved to suitable standards. While the policy allows consideration of providing a temporary housing allowance instead of an alternative housing arrangement, the President does not recommend providing an allowance as it would be neither appropriate nor cost-effective in this situation, given the length of time before University House will be available.

The San Diego campus Chancellor's residence, University House, is unavailable due to deficiencies with the property that have rendered the residence unsuitable for occupancy. The campus has proceeded with remediation efforts; however, completion has been delayed due to unanticipated scope changes and litigation.

Interim housing arrangements will be needed for the incoming Chancellor until University House is ready for occupancy, which is expected by the end of October 2013. However, because delays in the renovations to University House may occur, approval was requested to approve a rental arrangement for alternative housing until University House is ready for occupancy, provided that this occurs prior to January 31, 2014.

The campus has identified a 4,300-square-foot house 1.5 miles from the campus to be rented for the incoming Chancellor as an interim residence at a rent of \$7,950 per month. The interim residence has the lowest lease rate per square foot of the 12 rental properties considered.

Interim action was required in order to proceed with leasing arrangements for the home that has been identified as a suitable interim residence for the incoming Chancellor, who begins his appointment on August 1, 2012.

The lease needed to be executed prior to the next scheduled Regents meeting on July 17-19, 2012, in order to have the home ready for occupancy in time for the Chancellor-Designate's arrival.

Consistent with policy, if the proposed arrangement was approved, the President, after consultation with the Office of the General Counsel, has the authority to determine and approve the terms and conditions of the lease for the incoming Chancellor's residence and to execute the lease.

The source of funds for the lease payments is Searles Funds.

#### Recommendation

The following items were approved in connection with Regents Policy 7708 on *University-Provided Housing*:

- a. An interim alternate housing arrangement for Pradeep Khosla as Chancellor, San Diego campus.
- b. The President be delegated the authority to approve and execute the lease for the identified interim Chancellor residence, at a rent of \$7,950 per month through January 31, 2014.

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: Executive Vice President Brostrom**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Ruiz**  
**Office of the President, Human Resources**

(5) *Appointment of and Compensation for Glenn Kubiak as Associate Laboratory Director for Operations/ Chief Operating Officer, Lawrence Berkeley National Laboratory*

Background to Recommendation

Action under interim authority was requested for the appointment of and compensation for Glenn Kubiak as Associate Laboratory Director (ALD) for Operations/Chief Operating Officer, Lawrence Berkeley National Laboratory, effective July 9, 2012.

The Laboratory requested approval of an annual base salary of \$310,008. The proposed base salary is 9.4 percent below the 50th percentile of the market and represents a \$19,620 (six percent) savings over the previous incumbent. As Chief Operating Officer, Mr. Kubiak will be assuming significantly greater managerial responsibilities over his current role at Sandia National Laboratories.

This request for action under interim authority was needed due to the imminent departure of the current ALD for Operations/Chief Operating Officer, James Krupnick, who will be retiring in June 2012, and the need to ensure a smooth transition and essential leadership in this key senior management role.

Since Mr. Krupnick announced his plans to retire, the Laboratory has conducted an active nationwide search for his replacement. Glenn Kubiak emerged as the top candidate based on his operations senior management and Department of Energy (DOE) experience, coupled with his extensive technical senior management expertise. The Laboratory would like Mr. Kubiak to begin his appointment on July 9, 2012, which is prior to the July Regents meeting.

Funding for this position will come from Department of Energy funds.

Recommendation

The following items were approved in connection with the interim appointment of and compensation for Glenn Kubiak as Associate Laboratory Director for Operations/Chief Operating Officer, Lawrence Berkeley National Laboratory:

- a. Appointment of Glenn Kubiak as Associate Laboratory Director for Operations/Chief Operating Officer, Lawrence Berkeley National Laboratory.
- b. Per policy, an annual base salary of \$310,008. The position of Associate Laboratory Director for Operations/Chief Operating Officer is slotted at Salary Grade N17 (Minimum \$272,280, Midpoint \$349,812, Maximum \$427,344).
- c. Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- d. 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).
- e. This appointment is at 100 percent time and effective July 9, 2012.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** July 9, 2012

**Title:** Associate Laboratory Director for Operations/Chief Operating Officer

**Base Salary:** \$310,008

**Target Cash Compensation:\*** \$310,008

**Grade Level:** Salary Grade N17

(Minimum \$272,280, Midpoint \$349,812, Maximum \$427,344)

**Funding:** non-State-funded

**Budget &/or Prior Incumbent Data:**

**Title:** Associate Laboratory Director for Operations/Chief Operating Officer

**Base Salary:** \$329,628

**Target Cash Compensation:\*** \$329,628

**Grade Level:** Salary Grade N17

(Minimum \$272,280, Midpoint \$349,812, Maximum \$427,344)

**Funding:** non-State-funded

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

**COMPETITIVE ANALYSIS**

Percentiles	<b>TARGET BASE SALARY MARKET PERCENTILES</b>				
	25 <sup>th</sup>	50 <sup>th</sup>	Mean	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$298.8	\$342.2	\$465.7	\$580.7	\$855.0
% Difference From Market	3.8%	-9.4%	-33.4%	-46.6%	-63.7%

The compensation described above shall constitute the University’s total commitment until modified by the Regents and shall supersede all other 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:           Laboratory Director Alivisatos**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Ruiz**  
**Office of the President, Human Resources**

- D. The Chair of the Committee on Compensation, the Chair of the Committee on Finance and the Executive Vice President – Business Operations approved the following recommendation:

***Extension of Lease Terms for the President’s Residence***

After consultation with the General Counsel, the execution of an amendment to the lease agreement for the President’s residence (“Lease”), which provides as follows:

1. Extend the Lease for one year through July 31, 2013;
2. Rent at \$12,500 per month for the extended term of the Lease;
3. Landlord shall be responsible for all repairs to the premises; and
4. Except as amended hereby, the Lease shall continue unmodified and in full force and effect.