

NOTICE OF MEETING

SPECIAL COMMITTEE ON COMPENSATION

Date: **July 19, 2006**
Time: **3:35 p.m.**
Location: **UCSF-Mission Bay Community Center**
1675 Owens Street, San Francisco

Agenda - Closed Session

Action Approval of the Minutes of the Meeting of May 18, 2006

1CX Action - Consent Agenda

NEW HIRES, PROMOTIONS, AND APPOINTMENTS

Campuses

- A. Appointment Salary for Vice Provost – Academic Affairs, Santa Cruz Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Campus requests approval for an appointment salary 23.1 percent above the candidate's current salary but 13.5 percent below the position midpoint. Salary represents an increase of 19.8 percent over previous incumbent's salary.
- B. Appointment Salary for Vice Chancellor – University Relations, Davis Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Candidate is being appointed following a national search. Appointment salary is at the minimum of the salary range and lags other internal UC comparators by 2.5 percent and by 9 percent compared to other campus employees in the same salary range. Salary represents an increase of 9 percent over the salary of the previous incumbent.
- C. Establishment of Position and Appointment Salary for Assistant Vice Chancellor and Co-Chief Information Officer, San Francisco Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
This new position assumes the traditional responsibilities of the Academic and Staff Chief Information Officer, including for overall strategy. The increase recommendation establishes a salary that is 8.6 percent over current base salary but 2.6 percent below the midpoint of the position range.

Committee Membership: Regents Hopkinson, Lozano, Moores, Pattiz, Wachter, Schilling, Coombs, Schwarzenegger, Parsky, and Dynes; Advisory member Oakley

- D. Appointment Salary for Vice Provost – Intellectual Property and Industry Relations, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
By augmenting base salary with the opportunity to earn Health Science Compensation Plan salary, total compensation for this appointment would represent a 5.7 percent increase over the current total annual salary.
- E. Appointment Salary for Dean – College of Biological Sciences, Davis Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Recommended compensation represents a 2.6 percent decrease in total current salary and is 17.4 percent below the salary of the previous incumbent.
- F. Appointment Salary for Dean – Graduate Studies, San Diego Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The campus requests an appointment salary 17.8 percent above current salary but that lags position midpoint by 10.8 percent.
- G. Appointment Salary for Associate Vice Chancellor – Development, San Diego Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Candidate was selected following a national search. New salary is 11.2 percent over current annual base salary and aligns with similar positions in the UC system.
- H. Appointment Salary for Assistant Vice Chancellor and Chief Information Officer, Merced Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
This is a new chancellor's cabinet-level position, established to lead development and implementation of all campus information technology and telecommunications. It represents a 6.7 percent increase over current salary but lags the midpoint for salary range by 21.4 percent.
- I. Appointment Salary for Vice Chancellor – Academic Personnel, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Following a nationwide search, the campus recommends an appointment salary at a rate 15 percent higher than the predecessor. It represents a 20 percent increase over current compensation but lags the midpoint of the salary range by nearly 2 percent.
- ~~J. Appointment Salary for Dean – Division of Humanities, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]~~

- ~~Following a nationwide search, the campus recommends an appointment salary 10.9 percent over candidate's current annual salary but 15.8 percent below the midpoint for the salary grade.~~
- K. Promotional Increase and Change in Title for Vice Chancellor – Finance, Budget, and Capital Programs, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]
~~Recommended increase is in recognition of assuming significant additional responsibilities and positions the incumbent's salary slightly below the midpoint.~~
- L. Appointment Salary for Dean—College of Humanities, Arts, and Social Sciences, Riverside Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]
~~Candidate was selected following a national search. Proposed appointment salary is at the minimum of the salary range and lags the midpoint by 21.4 percent.~~
- M. ~~Appointment Salary for Chief Patient Care Services Officer, San Diego Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]~~
~~Recommended appointment compensation of base salary plus the opportunity to earn additional bonus income in the Clinical Enterprise Management Recognition Program, provided for in existing policy, would represent a 20.5 percent increase of the former incumbent's salary but would lag the candidate's prior salary plus bonus opportunity at former institution by 25.2 percent.~~
- N. Appointment Salary for Vice Chancellor—Research, San Diego Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]
~~Recommended appointment salary represents the minimum needed to recruit the candidate to UC to lead one of the most prominent and fastest-growing research programs in the nation. Proposed salary would lag the salary midpoint by 7.6 percent and represent a 22.3 percent increase over the previous incumbent's salary.~~
- Ø. ~~Appointment Salary for Executive Vice Chancellor and Provost, Merced Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]~~
~~The campus requests this appointment salary for an internal candidate to provide the necessary stability in leadership and enable a new chancellor (currently under recruitment) to assess the team at UC Merced and recruit a new Executive Vice Chancellor and Provost, should that be the decision. Proposed salary represents a 23 percent increase above candidate's current salary but is just below the range midpoint and lags former incumbent's salary by 4 percent.~~

Office of the President

- P. Promotional Increase for Associate Vice President – University Affairs, Office of the President [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The President requests a 16.9 percent increase to compensate for additional duties and promotion granted in 2004 for which no additional compensation was provided at the time. New proposed salary lags the position midpoint by 6.3 percent.

National Laboratories

- Q. Appointment Salary for Division Director – Faculty of the Advanced Light Source, Lawrence Berkeley National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The laboratory requests a 15 percent stipend above the Division Director's faculty salary as an appointment salary for this position.
- R. Promotional Increase for Department Head for Hazards Control, Safety, and Environmental Protection Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The laboratory requests a 8 percent promotional increase as candidate takes on additional duties in this new role. New proposed salary lags comparator salaries at the laboratory by 6 percent and is 7.5 percent below the former incumbent's salary.
- S. Promotional Increase for Deputy Associate Director for Science and Technology, Chemistry and Materials Science Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The laboratory requests a 6.4 percent promotional increase to take on new responsibilities, including for managing the discretionary science and technology budgets.
- T. Appointment Salary for Department Head for the Environmental Protection Department, Safety and Environmental Protection Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The laboratory requests an appointment salary 12.8 percent above current salary but 6 percent below the salary of the former incumbent.
- U. Promotional Increase for Principal Deputy Associate Director, Nonproliferation, Homeland and International Security Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The laboratory requests a 17.1 percent promotional increase that is only slightly below the salary of the former incumbent.

- V Appointment Salary for Principal Deputy Associate Director, Computation Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]
The laboratory requests an appointment salary slightly below the salary of the former incumbent.
- W. Promotional Increase for Program Leader, Photon Science and Applications Program, National Ignition Facility Programs Directorate, Lawrence Livermore National Laboratory Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]
The laboratory requests a 10 percent promotional increase as candidate takes on additional responsibilities. Proposed salary is 6.7 percent above the former incumbent's salary.
- X. ~~Promotional Increase~~ Stipend for Laboratory Services Manager, Laboratory Services Directorate, Lawrence Livermore National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]
The laboratory requests a 10 percent ~~promotional increase~~ stipend to compensate for candidate's new role as laboratory services manager. New proposed salary would lag internal comparator salaries by 6.3 percent.

RETENTIONS

Campuses

- ~~Y. Retention Increase for Vice Provost – Academic Affairs and Faculty Welfare, Berkeley Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]
The incumbent is under consideration for a faculty salary merit increase which, when adjusted to a 11.5 summer ninths formula, will result in an adjusted based salary more than \$20,000 above the current administrative salary. To retain the incumbent in the Vice Provost administrative position, the campus requests a 9.4 percent retention increase, effective retroactively to October 1, 2005. The proposed salary will lag the position midpoint by 14.2 percent.~~
- Z. Retention Increase for Director, San Diego Super-Computer Center, San Diego Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]]
The campus requests a 18 percent retention increase. While the position is unique within the UC system, among comparable internal and external positions, the proposed new salary would still lag by 11.7 percent (internal) and by 9.4 percent (external).

- AA. Retention/Equity Increase for Dean – School of Dentistry, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Campus requests 23.7 percent increase to align incumbent's pay with UC peers and to the marketplace.

STIPENDS

Campuses

- BB. Stipend Extension for Interim Vice Provost – Undergraduate Studies, Davis Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Interim Vice Provost has agreed to continue in an interim capacity until the regular incumbent's return from sabbatical on March 31, 2007. The campus requests continuation of a 27 percent administrative stipend, which puts total salary at a level that lags the midpoint for the position by 11 percent.
- CC. Stipend Extension for Acting Vice Chancellor – External Relations, San Diego Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The campus requests continuation of the 15 percent stipend approved in June 2005 as the search for a permanent Vice Chancellor continues.
- DD. Stipend Extension for Chief Financial Officer, Irvine Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
To improve operational oversight of divisional contract and grant management, the campus has expanded the responsibilities of the Chief Financial Officer. It requests the extension of a 10 percent stipend to compensate for continued performance of these responsibilities.
- EE. Stipend Extension for ~~Interim~~ Acting Dean – A. Gary Anderson Graduate School of Management, Riverside Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
As the search for a permanent dean continues, the campus requests an extension of the 14.2 percent stipend previously approved by The Regents last January.
- FF. Stipend ~~Extension~~ for Interim Dean – Undergraduate Division, College of Letters and Science, Berkeley Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
With the departure of the current dean, the campus requests a 15 percent stipend while a search is conducted for a permanent

replacement. It represents a 3.4 percent savings over the current incumbent's compensation.

- GG. Stipend for Executive Dean – College of Letters and Science, Santa Barbara Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
A college reorganization has resulted in the elimination of the Provost position and the creation of a new model involving administration by a Council of Deans, to be convened by an Executive Dean position that will also carry other responsibilities. This position will rotate every three years. The campus therefore requests that this first Executive Dean receive a stipend of 15.3 percent, which is 5.5 percent below the midpoint for the position.
- HH. Stipend for Interim Vice Chancellor – Health Sciences and Interim Dean – School of Medicine, San Diego Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
While the campus conducts a national search for a new Vice Chancellor and Dean, it requests a 32 percent increase to compensate the Interim Vice Chancellor. Total proposed compensation will trail former incumbent's salary by 6.5 percent to 21.5 percent, depending on the amount received by the Interim as part of the Clinical Enterprise Management Recognition Plan.
- II. Stipend for Interim Director of the Arthur Ashe Student Health and Wellness Center, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The campus is conducting an evaluation of the overall organization. During this interim period, the campus requests a 3 percent stipend to compensate the interim director for taking on additional responsibilities while continuing to perform regular duties.
- JJ. Stipend Extension for Associate Chancellor and Chief of Staff, Berkeley Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The campus requests continuation of a 14.8 percent stipend, approved July 1, 2004, as the incumbent continues to manage Intercollegiate Athletics until May 31, 2007, or until transition of those responsibilities to the new Vice Chancellor – Administration is complete.
- KK. Stipend for Director of Administration, Department of Medicine, San Francisco Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
During the search for a new department chair, the campus has divided responsibilities among three departmental leaders. The Director of Administration will assume one-third of those responsibilities, for which the campus is requesting a 10 percent stipend.

- LL. Stipend for Interim Vice Chancellor – External Affairs, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
With the recruitment of the incumbent to a similar position at a private university, the campus intends to fill the position on an interim basis until a new Chancellor is named to conduct a nationwide search. Stipend represents a 15 percent increase over the Interim Vice Chancellor's current salary, but is 9.8 percent less than the previous incumbent's salary.

National Laboratories

- MM. Stipend for Acting IT Division Director, Lawrence Berkeley National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The laboratory requests a 15 percent stipend while a national search is conducted for a permanent division director.

OTHER ACTIONS

Campuses

- NN. Compensation Contract for Head Basketball Coach, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The contract is amended to increase both base salary and supplemental compensation to provide equity with other basketball coaches at major institutions.
- OO. Compensation Contract for Head Football Coach, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
To provide equity with other football coaches, the contract is amended to increase the total cash potential, including the performance bonus, while maintaining base salary at the current level.
- ~~PP. Merit Increase for Academic Administrator VII, Office of Research, Laboratory Animal Resource Center, San Francisco Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
This merit increase is in line with the policy pertaining to Academic Administrators.~~
- QQ. Adjustment for University Librarian, San Diego Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
For the last two years, incumbent has been provided a stipend to compensate for significant additional responsibilities. The increase makes permanent the stipend amount to reflect that the additional duties are now a permanent part of his job.

- RR. Additional Compensation of One Summer Month for Dean – College of Engineering, Davis Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Campus requests additional compensation of 9 percent, equivalent to one month, for continuing research work. Incumbent will forfeit appropriate vacation, per policy.
- SS. Additional Compensation of One Summer Month for Dean – Henry Samueli School of Engineering and Applied Science, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Pay equivalent of one month for continuing research work. Incumbent will forfeit appropriate vacation, per policy.

Medical Centers

- TT. ~~Salary Adjustment for Medical Director – Neuropsychiatric Institute and Hospital, Los Angeles Campus~~
Increase to Base Salary for Associate Director of the UCLA Semel Institute for Neuroscience and Human Behavior, Chief Executive Officer for the Resnick Neuropsychiatric Hospital, and Executive Vice Chair of the Department of Psychiatry and Biobehavioral Sciences, Los Angeles Campus [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
Increase of 1.3 percent will eliminate a stipend, folding that into base, in recognition that the additional responsibilities that prompted the stipend have become permanent.

Office of the President

- UU. Salary Adjustment for Assistant Vice President – Federal Government Relations, Office of the President [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The President requests a 15 percent increase to compensate the incumbent for ongoing responsibilities overseeing and coordinating governmental relations involving the national laboratories. Previously, the incumbent was receiving a temporary 10 percent stipend in recognition of these duties, which this action would recognize on a permanent basis. The stipend was terminated in January 2006. New proposed salary would lead the midpoint of the salary range by 15.5 percent.

National Laboratories

- VV. Equity Increase for Director, Institutional Assurance, Lawrence Berkeley National Laboratory [Closed Session Statute Citation: Personnel matters [Education Code §920932(b)(7)]
The laboratory requests a 3.5 percent equity increase for the incumbent. New proposed salary would lag internal comparator salaries by 3.7 percent.

- 2CX Action Correction to Compensation for Professor of Public Policy and Mechanical and Aerospace Engineering, Los Angeles Campus [Closed Session Statute Citation: Personnel matters[Education Code §92032(b)(7)]
- 3CX Discussion Collective Bargaining Matters [Closed Session Statute Citation: Collective bargaining matters [Government Code §3596(d)]