

**REPORT OF INTERIM and CONCURRENCE ACTIONS**  
**Office of the Secretary and Chief of Staff**  
**September 18, 2013**

**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 Finance, the Chair of the Committee on Compensation and the President of the University approved the following recommendation:

***Approval for Participation in the Mortgage Origination Program with a Proposed Loan Amount in Excess of the Indexed Loan Amount for Marc Suchard, Professor, Los Angeles Campus***

Authorization for a Mortgage Origination Program loan in the amount of up to \$1.5 million to Marc Suchard as Professor, Los Angeles campus.

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

***Approval of Lease Terms for President's Residence and Authorization to Pay Expenses for Mandatory Alterations to the New Residence, Office of the President***

- (1) Authorize the Secretary and Chief of Staff to the Regents, after consultation with General Counsel, to enter into a lease agreement for the President's temporary residence, to include substantially the following provisions:
  - a. Two-year lease commencing September 1, 2013 and continuing through August 31, 2015
  - b. Rent at \$9,950 a month for the term of the lease with annual rent adjustments as allowed by the Oakland Rent Adjustment Program
  - c. A refundable security deposit of \$10,000
- (2) Authorize the Executive Vice President – Business Operations to pay reasonable and actual costs associated with, per policy, renovation and repair of the property, including costs for Americans with Disabilities Act (ADA) and security alterations, not to exceed \$50,000 total, comprised of the following items:

- a. Per policy, alterations to guest bathroom to provide full ADA access for guests to the President's residence
  - b. Security enhancements and other legitimate and necessary property modifications, in consultation with and the approval of Chair of the Committee on Compensation, to allow Berkeley campus police oversight of the Presidential residence
- (3) Authorize, because of limited availability of suitable alternatives, an exception to the University of California Seismic Safety Policy Section III-I (Standards for Lease, License, Acquisition by Purchase or other Title Transfer), based on the following considerations: the space will be occupied for less than two years, and the University does not currently occupy any other space in the building.
- C. The Chair of the Committee on Compensation and the President of the University approved the following recommendations:

- (1) ***Retroactive Approval of the Appointment of and Compensation for Michele Cucullu as Director – Private Equity Investments, Office of the Chief Investment Officer, Office of the President***

Background to Recommendation

Action under interim authority was requested to approve the retroactive appointment of and compensation for Michele Cucullu as Director – Private Equity Investments, Office of the Chief Investment Officer, Office of the President, effective June 11, 2012, with an annual base salary of \$213,456. The retroactive effective date constitutes an exception to policy that requires the Regents' approval.

Retroactive approval of the appointment and compensation was necessary due to an administrative oversight regarding the required approval authority. In 2012, the Office of the Chief Investment Officer (CIO) was transitioning human resources (HR) functions to the newly-formed, local HR unit in the Office of the President. The CIO's office should have sought the President's approval for Ms. Cucullu's appointment since her total potential cash compensation exceeded the Indexed Compensation Level. Because the President's approval was not obtained at the time Ms. Cucullu was appointed, retroactive approval by the Regents was required. HR has worked with the CIO's office to provide training and education on approval requirements.

Ms. Cucullu was promoted from Investment Officer – Private Equity Investments to Director – Private Equity Investments during an open recruitment to replace Thomas Lurquin, the former Director – Private Equity Investments, who left the University in May 2012. Following a nationwide recruitment, the Office of the Chief Investment Officer identified Ms. Cucullu as the top candidate to fill the

position of Director – Private Equity Investments, Office of the Chief Investment Officer.

As Investment Officer – Private Equity Investments, Ms. Cucullu's base salary was \$185,671, and her Office of the Chief Investment Officer Annual Incentive Plan target award was 35 percent of base salary (\$64,985) with a maximum potential award of 70 percent of base salary (\$129,970). As Director – Private Equity Investments, Ms. Cucullu is eligible to participate in the AIP with a target award of 45 percent of base salary (\$96,055) and a maximum potential award amount of 90 percent of base salary (\$192,110). The recommended AIP target award of 45 percent of base salary and maximum potential award of 90 percent of base salary are consistent with the terms and conditions of the incentive plan and are tied to the level of the position, not the individual. Ms. Cucullu's actual award will depend on performance against pre-established objectives. The awards are paid over a three-year period, with one half paid in the first year and the remainder equally deferred over the next two years. Ms. Cucullu's salary and AIP opportunities are the same as the former incumbent's opportunities. In September 2012, an AIP award of \$139,850.80 was approved for Ms. Cucullu for fiscal year 2012.

This position is funded entirely by non-State funds.

Recommendation

The following items were approved in connection with the retroactive appointment of and compensation for Michele Cucullu as Director – Private Equity Investments, Office of the Chief Investment Officer, Office of the President:

- a. Per policy, appointment of Michele Cucullu as Director – Private Equity Investments, Office of the Chief Investment Officer, Office of the President.
- b. Per policy, this appointment is at 100 percent time.
- c. Per policy, an annual base salary of \$213,456 at Management and Senior Professional (MSP) Grade 49 (Minimum \$204,400, Midpoint \$232,400, Maximum \$329,600).
- d. Per policy, continued eligibility to participate in the Office of the Chief Investment Officer Annual Incentive Plan with a new target award of 45 percent of base salary (\$96,055) and a maximum potential award of 90 percent of base salary (\$192,110). Ms. Cucullu's previous target award was 35 percent of base salary (\$64,985) and her maximum potential award amount was 70 percent of base salary (\$129,970). Ms. Cucullu's actual award will depend on performance against pre-established objectives. The awards are paid over a three-year period, with one half paid in the first year and the remainder equally deferred over the next two years.

- e. Per policy, standard pension and health and welfare benefits.
- f. As an exception to policy, this action is effective retroactively to June 11, 2012.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** June 11, 2012

**Base Salary:** \$213,456

**Annual Incentive Plan (AIP) award (at target rate of 45 percent of base salary):** \$96,055

**Target Cash Compensation\*:** \$309,511

**Grade Level:** MSP Grade 49 (non-MRZ) (Minimum \$204,400, Midpoint \$232,400, Maximum \$329,600)

**Funding:** non-State-funded

**Budget &/or Prior Incumbent Data**

**Title:** Director, Private Equity Investments

**Base Salary:** \$213,456

**Annual Incentive Plan (AIP) award (at target rate of 45 percent of base salary):** \$96,055

**Target Cash Compensation\*:** \$309,511

**Grade Level:** MSP Grade 49 (non-MRZ) (Minimum \$204,400, Midpoint \$232,400, Maximum \$329,600)

**Funding:** non-State-funded

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

**COMPETITIVE ANALYSIS**

Percentiles	BASE SALARY MARKET PERCENTILES					TARGET CASH MARKET PERCENTILES				
	25th	50th	60 <sup>th</sup>	75 <sup>th</sup>	90th	25th	50th	60 <sup>th</sup>	75th	90th
Market Data	\$204.4K	\$232.4K	N/A	\$283.2K	\$329.6 K	\$350.6K	\$448.2K	N/A	\$573.3K	\$800.2K
% Difference from Market	4.4%	-8.2%	--	-24.6%	-35.2%	-11.7%	-30.9%	--	-46.0%	-61.3%

**Survey Source:** Mercer – Office of the Treasurer Compensation Assessment, June 2012.

The compensation described above shall constitute the University's total commitment until modified by the Regents or the President, as applicable under Regents policy, 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: Chief Investment Officer, Vice President – Investments,  
and Acting Treasurer Berggren**

**Reviewed by: President Yudof  
Committee on Compensation Chair Kieffer  
Office of the President, Human Resources**

- (2) *Administrative Stipend for J. Renee Navarro as Vice Chancellor – Diversity and Outreach for Temporarily Assuming the Duties of the Vice Provost – Academic Affairs, San Francisco Campus*

Background to Recommendation

Action under interim authority was requested for an administrative stipend for J. Renee Navarro, Vice Chancellor – Diversity and Outreach, for temporarily assuming the duties of the Vice Provost – Academic Affairs, San Francisco campus. This request is being made because the current Vice Provost – Academic Affairs, Sally J. Marshall, retired from the University on June 27, 2013. Dr. Navarro will exercise full leadership authority, responsibility, and accountability on an interim basis while a national search is conducted for the new Vice Provost – Academic Affairs.

Dr. Navarro will continue to retain full responsibility for her primary appointment as Vice Chancellor – Diversity and Outreach, which is classified in the Senior Management Group (SMG).

The campus requested approval of an annual administrative stipend of ten percent (\$27,000) of Dr. Navarro's current annual base salary of \$270,000 in connection with this assignment, increasing her annual total salary to \$297,000, in recognition of the increased scope of her responsibilities during this period. The administrative stipend will be effective July 1, 2013 through June 30, 2014, or until the appointment of a new Vice Provost – Academic Affairs, whichever occurs first, and for a three-month transition period after the appointment of a new Vice Provost – Academic Affairs, provided that the transition is completed prior to June 30, 2014.

When compared with the salary of the former incumbent in the position of Vice Provost – Academic Affairs (\$269,000), a stipend of \$27,000 represents a cost-efficient and appropriate approach to ensure the continuity of comprehensive academic affairs management and administration. The sum of Dr. Navarro's annual base salary and the administrative stipend would be just 10.4 percent more than the

former incumbent's annual base salary.

Because the contribution to the Senior Management Supplemental Benefit Program made on behalf of Dr. Navarro will be based on the sum of her annual base salary and the administrative stipend, the five percent contribution would increase from \$13,500 to \$14,850.

This action required Regental approval because Dr. Navarro's current annual base salary of \$270,000 falls above the 75<sup>th</sup> percentile of the Market Reference Zone (MRZ) for the Vice Chancellor – Diversity and Outreach.

Action under interim authority was needed to promptly address the vacancy recently created by the retirement of Vice Provost Marshall. The timing of the final decision and offer to Dr. Navarro was made after the May 2013 Regents meeting and, effective July 1, 2013, Dr. Navarro assumed the additional responsibilities of the Vice Provost – Academic Affairs to ensure leadership and continuity of comprehensive academic affairs management and administration. Because of the timing of the appointment, in advance of the July Regents meeting, interim authority was requested.

The compensation associated with Dr. Navarro's position as Vice Chancellor – Diversity and Outreach and the stipend for temporarily assuming the duties of the Vice Provost – Academic Affairs position will be paid 100 percent from non-State funds.

#### Recommendation

The following items were approved in connection with the administrative stipend for J. Renee Navarro as Vice Chancellor – Diversity and Outreach for temporarily assuming the duties of the Vice Provost – Academic Affairs, San Francisco campus:

- a. Per policy, continued appointment of J. Renee Navarro as Vice Chancellor – Diversity and Outreach.
- b. Per policy, continued appointment at 100 percent time.
- c. Per policy, an administrative stipend of 10 percent (\$27,000) of Dr. Navarro's current annual base salary of \$270,000, for an annual base salary plus stipend of \$297,000, in recognition of the increased scope of her responsibilities as a result of temporarily assuming the duties of the Vice Provost – Academic Affairs.
- d. Per policy, continuation of a five percent monthly contribution to the Senior Management Supplemental Benefit program, with the contribution calculation based on the sum of Dr. Navarro's annual base salary and the administrative

stipend.

- e. Per policy, continuation of standard pension and health and welfare benefit and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- f. Per policy, the administrative stipend will be effective from July 1, 2013 through June 30, 2014, or until the appointment of a Vice Provost – Academic Affairs, whichever occurs first, and for a three-month transition period after the appointment of a new Vice Provost – Academic Affairs, provided that the transition is completed prior to June 30, 2014.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** July 1, 2013  
**Annual Base Salary:** \$270,000  
**Administrative Stipend:** \$27,000  
**Target Cash Compensation:\*** \$297,000  
**Funding:** non-State-funded

**Budget &/or Prior Incumbent Data**

**Title:** Vice Provost – Academic Affairs  
**Annual Base Salary:** \$269,000  
**Target Cash Compensation:\*** \$269,000  
**Funding:** partially or fully State-funded

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

**COMPETITIVE ANALYSIS**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					MARKET COMPOSITE FOR TARGET CASH COMPENSATION					
	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>	Percentiles	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$174K	\$200K	\$226K	\$266K	\$320K	Market Data	\$191K	\$236K	\$267K	\$314K	\$485K
% Difference	55.2%	35.0%	19.5%	1.5%	-15.6%	% Difference	55.5%	25.8%	11.2%	-5.4%	-38.8%

**Survey Source:** Mercer Benchmark Database Survey, Towers Watson Executive Compensation Survey, and Watson Wyatt Top Management Survey

The compensation described above shall constitute the University’s total commitment until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, 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 San Francisco Chancellor Desmond-Hellmann**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Kieffer**  
**Office of the President, Human Resources**

- (3) *Change in Personnel Program to Achieve Systemwide Consistency for John Featherstone, Dean – School of Dentistry, David Vlahov, Dean – School of Nursing, and Joseph Guglielmo, Dean – School of Pharmacy, San Francisco Campus*

Background to Recommendation

Action under interim authority was requested to approve changing the personnel program classification for the three Dean positions that are currently classified in the Senior Management Group (SMG) at the San Francisco campus: John Featherstone as Dean – School of Dentistry, David Vlahov as Dean – School of Nursing, and B. Joseph Guglielmo as Dean – School of Pharmacy

At their November 2009 meeting, the Regents approved the transfer of full-time academic Dean positions from the SMG to the Academic Personnel Program. The action was based on a recommendation by the independent Task Force on UC Compensation, Accountability, and Transparency in October 2009 that the Regents should consider delegating approval for total compensation of Deans to the chancellor of the respective campus. In the executive summary of the November 2009 action, *Deans' Salary Structure Proposal: Transfer of Deans from the Senior Management Group Program to Academic Titles*, it was noted that "Chancellors must be empowered with the tools necessary to recruit the University's academic leaders." Certain Deans were not transferred by virtue of the November 2009 action – Deans with the concurrent title of Vice Chancellor, Deans who report solely to the Chancellor, Extension Deans, and Student Affairs Deans.

The three Dean positions at the San Francisco campus were not removed at the time because of their direct reporting relationship to the Chancellor. As the only graduate professional campus in the system, the San Francisco campus has been unfairly and disproportionately affected. Deans of the Schools of Dentistry, Nursing, and Pharmacy at the other health science campuses do not report directly to the chancellor of the respective campus and thus are governed under the Academic Personnel Program. In an effort to achieve systemwide consistency with their internal peers who are classified within the Academic Personnel Program and governed by Academic Personnel policies, the San Francisco campus is proposing



that the three Dean positions be moved from SMG to the Academic Personnel Program, effective July 1, 2013.

The three Dean positions will continue to report to the Chancellor.

The removal of the Dean positions from SMG to Academic Personnel constitutes an exception to Academic Personnel Policy, Section 240 (APM 240-14) because the positions report directly to the Chancellor.

Upon transfer to the Academic Personnel Program, all SMG benefits will cease for the employees in these three positions, and their benefits will be consistent with the Academic Personnel Program benefits.

Funding for these positions will come from a combination of State and non-State funds. No State or UC general funds will be used for the Health Sciences Compensation Plan (HSCP) "Y" component of pay.

Action under interim authority was necessary to ensure the faculty administrator appointments and resulting HSCP participation coincide with the effective date of the positions transferring from SMG.

Recommendation

The following items were approved in connection with the change in personnel program to achieve systemwide consistency for John Featherstone, Dean – School of Dentistry, David Vlahov, Dean – School of Nursing, and B. Joseph Guglielmo, Dean – School of Pharmacy, San Francisco campus:

- a. Change in personnel program for John Featherstone as Dean – School of Dentistry, David Vlahov as Dean – School of Nursing, and B. Joseph Guglielmo as Dean – School of Pharmacy, and their successors, from the Senior Management Group to the Academic Personnel Program. This change constitutes an exception to Academic Personnel Policy, Section 240 (APM - 240-14) because the three Dean positions report directly to the Chancellor. This action includes moving the three positions out of the current Market Reference Zone structure to an appropriate salary band in the Academic Personnel Deans' Salary Structure.
- b. Continued eligibility for all three Deans to participate in the Health Sciences Compensation Plan (HSCP), consistent with their peers, and in accordance with Academic Personnel Policy, Section 670 (APM - 670). The details of their eligibility in the HSCP are established by Academic Personnel.
- c. Termination, concurrent with this action, of all standard senior management benefits (including senior management life insurance and executive salary

continuation for disability) and participation in the Senior Management Supplemental Benefit Program.

- d. All employment, compensation, benefits and other human resources-related actions will be governed by Academic Personnel Program policies.
- e. This action is effective July 1, 2013.

**Recommended Compensation (to be approved by the Chancellor) - John Featherstone, Dean – School of Dentistry**

**Effective Date:** July 1, 2013

**Base Salary:** \$300,000

**Health Sciences Compensation Plan:** \$78,550 paid from non-State funds as the HSCP “Y” component

**Health Sciences Incentive Opportunity:** Eligible per APM - 670

**Target Cash Compensation:\*** \$378,550

**Personnel Program:** Academic (ACAD)

**Salary Band:** Deans Salary Structure Band III

**Faculty Title:** Professor, Step 9

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

**Budget &/or Prior Incumbent Data**

**Base Salary:** \$300,000

**Health Sciences Compensation Plan:** \$50,000 paid from non-State funds as the HSCP “Y” component

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

**Personnel Program:** Senior Management Group (SMG)

**Market Reference Zone (MRZ) Title:** Dean – Dentistry

**MRZ Ranges:** 25th%: \$288,000, 50th%: \$341,000, 60th%: \$346,000, 75th%: \$353,000, 90th%: \$377,000

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

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

**Recommended Compensation (to be approved by the Chancellor) – David Vlahov, Dean – School of Nursing**

**Effective Date:** July 1, 2013

**Base Salary:** \$300,000

**Health Sciences Compensation Plan:** \$78,550 paid from non-State funds as the HSCP “Y” component

**Health Sciences Incentive Opportunity:** Eligible per APM - 670

**Target Cash Compensation:\*** \$378,550

**Personnel Program:** Academic (ACAD)

**Salary Band:** Deans Salary Structure Band III

**Faculty Title:** Professor, Step 7  
**Funding Source:** partially or fully State-funded

**Budget &/or Prior Incumbent Data**

**Base Salary:** \$290,000  
**Health Sciences Compensation Plan:** \$60,000 paid from non-State funds as the HSCP “Y” component  
**Target Cash Compensation:\*** \$350,000  
**Personnel Program:** Senior Management Group (SMG)  
**Market Reference Zone (MRZ) Title:** Dean – Nursing  
**MRZ Ranges:** 25th%: \$245,000, 50th%: \$306,000, 60th%: \$318,000, 75th%: \$337,000, 90th%: \$347,000  
**Funding Source:** partially or fully State-funded

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

**Recommended Compensation (to be approved by the Chancellor) – B. Joseph Guglielmo, Dean – School of Pharmacy**

**Effective Date:** July 1, 2013  
**Base Salary:** \$300,000  
**Health Sciences Compensation Plan:** \$78,550 paid from non-State funds as the HSCP “Y” component  
**Health Sciences Incentive Opportunity:** Eligible per APM - 670  
**Target Cash Compensation:\*** \$378,550  
**Personnel Program:** Academic (ACAD)  
**Salary Band:** Deans Salary Structure Band III  
**Faculty Title:** Professor of Clinical X, Step 9  
**Funding Source:** partially or fully State-funded

**Budget &/or Prior Incumbent Data**

**Base Salary:** \$271,000  
**Health Sciences Compensation Plan:** \$94,000 paid from non-State funds as the HSCP “Y” component  
**Target Cash Compensation:\*** \$365,000  
**Senior Management Supplemental Benefit:** \$13,550 (five percent annual rate)  
**Total Cash Compensation:** \$378,550  
**Personnel Program:** Senior Management Group (SMG)  
**Market Reference Zone (MRZ) Title:** Dean – Pharmacy  
**MRZ Ranges:** 25th%: \$216,000, 50th%: \$271,000, 60th%: \$272,000, 75th%: \$273,000, 90th%: \$289,000  
**Funding Source:** partially or fully State-funded

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

The compensation described above shall constitute the University's total commitment until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, 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 San Francisco Chancellor Desmond-Hellmann**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Kieffer**  
**Office of the President, Academic Personnel**  
**Office of the President, Human Resources**

(4) ***Contract Compensation for John Savage as Head Coach – Baseball, Intercollegiate Athletics, Los Angeles Campus***

Background to Recommendation

Action under interim authority was requested to approve the contract compensation for John Savage as Head Coach – Baseball, Intercollegiate Athletics, Los Angeles campus, effective July 1, 2013 through June 30, 2025.

With a history of success and UCLA's recent title of 2012-13 College World Series Champions, Coach Savage has been approached by other institutions with competitive offers. This increase in compensation was requested to acknowledge his record of success and to secure his continued commitment beyond the term of his existing contract, which currently ends on June 30, 2017. Action under interim authority was necessary because these negotiations must be concluded as soon as possible to retain Coach Savage; therefore, this action needed to be completed before the regularly scheduled Regents meeting.

The following compensation elements are all paid from non-State funds. The campus proposed an annual guaranteed compensation of \$600,000, which would consist of an annual base salary of \$300,000 and a talent fee of \$300,000. The proposed annual guaranteed compensation reflects a greater than 30 percent increase over the previous contract's annual guaranteed compensation of \$270,000, which consists entirely of base salary. This increase exceeds the delegated authority under the *Amendment of Regents' Delegation of Authority for Recruiting and Negotiation Parameters for Certain Athletic Positions and Coaches, Systemwide* (September 2008 Parameters) and therefore requires approval by the Regents; Coach Savage's total potential cash compensation exceeds \$291,000. In addition, the campus proposes an increase to the maximum incentive potential from \$100,000 to \$150,000. This also exceeds the authority delegated under the September 2008 Parameters because the increase is greater than 15 percent and more than \$30,000; it therefore requires Regental approval. The campus also proposed an increase in

potential camp earnings from a maximum of \$91,000 to a maximum of \$200,000. Because this increase is greater than 30 percent, it exceeds the authority delegated under the September 2008 Parameters and therefore required Regental approval.

Lastly, the campus proposed to increase the deferred compensation by increasing the amount of the annual retention bonuses from \$40,000 to \$75,000. These retention bonuses, which are contingent upon Coach Savage remaining in the position of Head Coach – Baseball at the end of each contract year, will total \$900,000 for the contract duration. This exceeds the authority delegated under the September 2008 Parameters because the total deferred compensation will exceed the first year's annual guaranteed compensation of \$600,000.

All other compensation elements remain within the September 2008 Parameters and therefore did not require Regental approval.

The compensation provided under this contract will be funded exclusively from athletic department revenues and private fundraising. No State or general campus funds will be used.

Recommendation

The following items were approved in connection with the contract compensation for John Savage as Head Coach – Baseball, Intercollegiate Athletics, Los Angeles campus:

- a. As an exception to the *Amendment of Regents' Delegation of Authority for Recruiting and Negotiation Parameters for Certain Athletic Positions and Coaches, Systemwide* (September 2008 Parameters), annual guaranteed compensation of \$600,000, comprised of \$300,000 in base salary and \$300,000 in talent fee. This constitutes an exception because the increase in annual guaranteed compensation is more than 30 percent over the current contract's annual guaranteed compensation of \$270,000, which consists entirely of base salary.
- b. As an exception to the September 2008 Parameters, an annual maximum incentive potential of \$150,000. This constitutes an exception because the increase is more than 15 percent above the current contract's maximum incentive potential of \$100,000.
- c. As an exception to the September 2008 Parameters, an annual maximum of \$200,000 may be earned for services performed in conjunction with camps under a revenue-sharing arrangement, the terms of which may be determined at the sole discretion of the Athletics Director. This constitutes an exception because the increase is more than 30 percent over the \$91,000

maximum that may be earned in conjunction with camps under the current contract.

- d. As an exception to the September 2008 Parameters, deferred compensation of \$900,000 during the term of the contract, payable in the form of annual retention bonuses of \$75,000 that are contingent upon Coach Savage continuing to hold the position of Head Coach – Baseball at the end of each contract year. This constitutes an exception because the total amount of deferred compensation exceeds the first year's annual guaranteed compensation of \$600,000.
- e. The new contract will be effective July 1, 2013 through June 30, 2025.

**Recommended Compensation**

**Effective Date:** July 1, 2013 – June 30, 2025

**Annual Base Salary:** \$300,000

**Talent Fee:** \$300,000

**Guaranteed Compensation:** \$600,000

**Maximum Potential Bonus/Incentives:** \$150,000

**Camps:** \$200,000

**Annual Deferred Compensation (Contingent Retention Bonus):** \$75,000

**Signing Bonus:** \$100,000

**Total Potential Cash Compensation:** \$1,125,000

**Funding:** non-State-funded

**Current Incumbent Data**

**Title:** Head Coach – Baseball

**Annual Base Salary:** \$270,000

**Talent Fee:** \$0

**Guaranteed Cash Compensation:** \$270,000

**Maximum Potential Bonus/Incentives:** \$100,000

**Camps:** \$91,000

**Annual Deferred Compensation (Contingent Retention Bonus):** \$40,000

**Total Potential Cash Compensation:** \$501,000

**Funding:** non-State-funded

The compensation described above shall constitute the University's total commitment for the elements of compensation addressed above until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, 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

**Committee on Compensation Chair Kieffer  
Office of the President, Human Resources**

- (5) *Appointment of and Compensation for Wayne D. Smutz as Dean – Continuing Education and UCLA Extension, Los Angeles Campus*

Background to Recommendation

Action under interim authority was requested for the appointment of and compensation for Wayne D. Smutz as Dean – Continuing Education and UCLA Extension, effective on or about October 15, 2013.

Following a comprehensive national search, Mr. Smutz was identified as the top candidate to succeed Cathy Sandeen, the former Dean of Continuing Education and UCLA Extension. Mr. Smutz is currently the Executive Director, World Campus, and Associate Vice President for Academic Outreach at Pennsylvania State University. The World Campus is Penn State's online delivery platform for over 90 undergraduate and graduate degrees and certificates. Currently it has nearly 55,000 course enrollments and serves over 12,000 World Campus students in addition to 6,000 resident students. Mr. Smutz is responsible for a budget of \$110 million and a staff of 300 distributed across multiple units (Program Management, Learning Design, Marketing, Advising & Learning Success, Student Services, Financial Services, Faculty Development, the Penn State Video Learning Network, and Continuing Education at University Park).

The campus also requested approval of an annual base salary of \$300,000 for Mr. Smutz based on his significant experience and recognized leadership in the field of distance learning and online education. The proposed base salary exceeds the 75th percentile of the Market Reference Zone for this position and thus required Regental approval.

The role of Dean – Continuing Education and University Extension at UCLA is a key priority and has strategic significance for the campus. As the chief executive officer for University Extension, Mr. Smutz will provide strategic vision and operational leadership for the school, which employs approximately 2,500 instructors and 400 staff and has a self-supporting annual operating budget of more than \$75 million. At UCLA, Mr. Smutz will play a significant role in achieving campus priorities, including creation of new programs with an expanded focus on distance learning, financial stability, and partnership with campus departments in supporting the overall financial health of the campus.

This position will be paid from non-State funds.

Action under interim authority was requested to ensure effective leadership and planning for the transition of the organization to a new Dean. The position had

been vacant since the beginning of January 2013, and there was an immediate need to complete the hiring action at the earliest opportunity so that the campus can bring Mr. Smutz on board at the beginning of the new academic year and notify current candidates regarding the selection decision.

Recommendation

The following items were approved in connection with the appointment of and compensation for Wayne D. Smutz as Dean – Continuing Education and UCLA Extension, Los Angeles campus:

- a. Per policy, appointment of Wayne D. Smutz as Dean – Continuing Education and UCLA Extension, Los Angeles campus at 100 percent time.
- b. Per policy, an annual base salary of \$300,000.
- c. Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- d. Per policy, a relocation allowance of 25 percent of Mr. Smutz’s proposed base salary (\$75,000) to be paid in annual installments over four years as follows: \$30,000 (40 percent) in year one, \$22,500 (30 percent) in year two, \$15,000 (20 percent) in year three, and \$7,500 (ten percent) in year four. If Mr. Smutz separates from the University prior to four years of employment, any unpaid installments will be forfeited at the time of separation. The relocation allowance is intended to offset a portion of the substantial costs Mr. Smutz will incur in relocating to the Los Angeles area.
- e. Per policy, two house-hunting trips for Mr. Smutz and his spouse to secure housing in the Los Angeles area not to exceed a total of \$4,000 in actual and reasonable expenses for coach airfare, meals, and lodging, subject to the limitations under policy.
- f. Per policy, a temporary housing allowance of \$3,500 per month up to a period of 60 days for a total not to exceed \$7,000 to offset limited housing-related expenses, subject to the limitations under policy.
- g. Per policy, 100 percent reimbursement of actual and reasonable expenses associated with 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, eligibility to participate in the UC Home Loan Program, in accordance with all applicable policies.



- i. Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability after five years of Senior Management Group service).
- j. This appointment is effective on or about October 15, 2013.

**Recommended Compensation**

**Effective Date:** on or about October 15, 2013

**Base Salary:** \$300,000

**Target Cash Compensation:\*** \$300,000

**Market Reference Zone:** (25th%: \$164,000, 50th%: \$201,000, 60th%: \$215,000, 75th%: \$237,000, 90th%: \$267,000)

**Funding:** non-State-funded

**Budget and/or Prior Incumbent Data**

**Title:** Dean – Continuing Education and UCLA Extension

**Base Salary:** \$213,400

**Target Cash Compensation:\*** \$213,400

**Market Reference Zone:** (25th%: \$164,000, 50th%: \$201,000, 60th%: \$215,000, 75th%: \$237,000, 90th%: \$267,000)

**Funding:** non-State-funded

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

**COMPETITIVE ANALYSIS**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					Percentiles	MARKET COMPOSITE FOR TARGET CASH COMPENSATION (Data not available for this position.)				
	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>		25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$164K	\$201K	\$215K	\$237K	\$267K	Market Data	N/A	N/A	N/A	N/A	N/A
% Difference from Market	82.9%	49.3%	39.5%	26.6%	12.4%	% Difference from Market	N/A	N/A	N/A	N/A	N/A

**Survey Source:** College and University Professional Association (CUPA) survey. CUPA reports base salary only.

The compensation described above shall constitute the University’s total commitment until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, 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: UCLA Chancellor Block**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Kieffer**  
**Office of the President, Human Resources**

- (6) *Appointment of and Compensation for Margaret Leinen as Vice Chancellor – Marine Sciences, Dean of the School of Marine Sciences, and Director of the Scripps Institution of Oceanography, San Diego Campus*

Background to Recommendation

Action under interim authority was requested by the San Diego campus for the appointment of and compensation for Margaret Leinen as Vice Chancellor – Marine Sciences, Dean of the School of Marine Sciences, and Director of the Scripps Institution of Oceanography (SIO), with an annual base salary of \$310,000, effective October 1, 2013. This exceeds the 75th percentile of the Market Reference Zone for this position.

This request was in response to the fact that the former incumbent, Anthony Haymet, stepped down from this role on January 1, 2013. Mr. Haymet continues to serve as a Distinguished Professor in the Integrative Oceanography Division at UC San Diego.

Following a comprehensive international search, Margaret Leinen was identified as the top candidate for this position. Ms. Leinen is currently the Associate Provost of Marine and Environmental Initiatives and Executive Director of the Harbor Branch Oceanographic Institute, a unit of Florida Atlantic University. She is an accomplished executive with more than 20 years of experience, including international and national leadership roles with a variety of organizations involved in ocean science and global climate and environmental issues; professional society presidencies; environmental organization board membership; academic administration; and federal research administration.

Ms. Leinen was recently elected president-elect of the American Geophysical Union, an organization with more than 61,000 members in nearly 150 countries. She has served as president of the Oceanography Society and Chair of the Atmospheric and Hydrospheric Sciences Section of the American Association for the Advancement of Science. Her experience at the National Science Foundation (NSF) included oversight of seven NSF units and a budget of \$700 million, as well as leadership of government-wide planning for climate research. At the NSF, she identified and secured \$1 billion in funding for initiatives that responded to new research infrastructure needs.

The Vice Chancellor – Marine Sciences, Dean of the School of Marine Sciences, and Director of the Scripps Institution of Oceanography (SIO) position is in the

Senior Management Group, Level Two. The position reports directly to the Chancellor and serves as a member of the Chancellor's Cabinet. The position oversees approximately 2,200 staff and faculty and annual expenditures in excess of \$178 million. Duties include oversight of an academic fleet of four research vessels and a floating instrument platform, and a large aquarium that hosts more than 436,000 visitors annually.

This position will be funded with State funds.

Action under interim authority was requested so that the selection can be announced at the earliest opportunity, permitting Ms. Leinen to play an active role in a smooth transition to Scripps, and to allow her to provide adequate notice to her current employer as well as arrange for her relocation from Florida to San Diego. It was critical that the new Vice Chancellor be appointed near the start of the academic year and to assume leadership of Scripps as it finalizes the strategic planning process currently under way.

Recommendation

The following items were approved in connection with the appointment of and compensation for Margaret Leinen as Vice Chancellor – Marine Sciences, Dean of the School of Marine Sciences, and Director of the Scripps Institution of Oceanography (SIO), San Diego campus:

- a. Appointment of Margaret Leinen as Vice Chancellor – Marine Sciences, Dean of the School of Marine Sciences, and Director of the Scripps Institution of Oceanography (SIO), UC San Diego, at 100 percent time.
- b. Per policy, an annual base salary of \$310,000.
- c. Per policy, a relocation allowance of 25 percent of her proposed base salary (\$77,500) to be paid in four equal annual installments of \$19,375 beginning November 1, 2013. If Ms. Leinen separates from the University, any unpaid installments will be forfeited at the time of separation.
- d. Per policy, a temporary housing allowance not to exceed \$3,000 per month up to a period of 90 days for a total not to exceed \$9,000 to offset limited housing-related expenses, subject to the limitations under policy.
- e. Per policy, 100 percent reimbursement of actual and reasonable expenses associated with moving her household goods and personal effects from her former primary residence to her new primary residence, subject to the limitations under policy.
- f. Per policy, reimbursement of actual and reasonable expenses associated

with two house-hunting trips for Ms. Leinen and her spouse or partner to secure housing in the San Diego area, subject to the limitations under policy.

- g. Per policy, reimbursement of actual and reasonable costs of transportation associated with Ms. Leinen taking up to two return trips home to her former residence to facilitate her relocation, subject to the limitations under policy.
- h. Per policy, eligibility to participate in the UC Home Loan Program, in accordance with applicable policies.
- i. Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability after five years of Senior Management Group service).
- j. Per policy, accrual of sabbatical credits as a member of tenured faculty.
- k. This appointment will be effective October 1, 2013.

**Recommended Compensation**

**Effective Date:** October 1, 2013

**Base Salary:** \$310,000

**Target Cash Compensation:\*** \$310,000

**Market Reference Zone:** (25th%: \$155,000, 50th%: \$252,000, 60th%: \$267,000, 75th%: \$290,000, 90th%: \$307,000)

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

**Budget and/or Prior Incumbent Data**

**Title:** Vice Chancellor – Marine Sciences, Dean of the School of Marine Sciences, and Director of the Scripps Institution of Oceanography (SIO)

**Base Salary:** \$295,000

**Target Cash Compensation:\*** \$295,000

**Market Reference Zone:** (25th%: \$155,000, 50th%: \$252,000, 60th%: \$267,000, 75th%: \$290,000, 90th%: \$307,000)

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

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

**COMPETITIVE ANALYSIS**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					Percentiles	MARKET COMPOSITE FOR TARGET CASH COMPENSATION (Data not available for this position.)				
	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>		25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$155K	\$252K	\$267K	\$290K	\$307K	Market Data	N/A	N/A	N/A	N/A	N/A

% Difference from Market	100.0%	23.0%	16.1%	6.9%	1.0%	% Difference from Market	N/A	N/A	N/A	N/A	N/A
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**Survey Source:** College and University Professional Association (CUPA) survey. CUPA reports base salary only.

The compensation described above shall constitute the University’s total commitment until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, 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 San Diego Chancellor Khosla  
**Reviewed by:** President Yudof  
 Committee on Compensation Chair Kieffer  
 Office of the President, Human Resources

(7) *Appointment of and Compensation for Thomas Andriola as Chief Information Officer and Vice President – Information Technology Services, Office of the President*

Background to Recommendation

Action under interim authority was requested to approve the appointment of and compensation for Thomas Andriola as Chief Information Officer and Vice President – Information Technology Services, Office of the President, effective September 16, 2013, with an annual base salary of \$335,000.

A comprehensive national recruitment search was launched in January 2013 to fill the position of Chief Information Officer (CIO) and Vice President – Information Technology Services (VP-ITS), and Mr. Andriola was identified as the top candidate. The CIO and VP-ITS reports to the Executive Vice President – Business Operations, Office of the President, and is an integral part of the Office of the President’s senior leadership team.

Mr. Andriola is currently the Vice President, Healthcare Information Technology, Growth Markets, for Royal Philips Electronics, San Francisco and Shanghai, China. He is an accomplished executive with 18 years of experience in information technology and business management positions with MarchFirst, Inc., Sapient Corporation, and PricewaterhouseCoopers LLP. His successful experience developing large-scale shared services programs and his demonstrated skill in working collaboratively and building consensus within complex, decentralized organizations align with the critical requirements of the CIO and VP-ITS position.

This position was previously held by David Ernst, who retired effective December 31, 2012. Since Mr. Ernst's retirement, this position has been filled by two Co-Chief Information Officers.

The proposed salary is 40.8 percent above the salary of the former incumbent, David Ernst, whose salary was four percent below the 25th percentile of the Market Reference Zone (MRZ). Mr. Andriola's previous base salary was \$300,000 per year plus a 40 percent bonus opportunity, which increased his total cash compensation to \$420,000. The proposed annual base salary is appropriate given the scope of Mr. Andriola's duties, the importance of the CIO and VP-ITS function and current market competition, as well as the expertise and experience that Mr. Andriola brings to the position.

The market demand for CIOs has been driving up compensation. Recently, a new CIO was hired at UC Berkeley at a salary slightly less than that proposed for Mr. Andriola. Current total compensation for four of the five CIOs at the UC medical centers is significantly higher than the offer extended to Mr. Andriola. In addition, recently collected compensation data on CIO positions at other comparable universities (i.e., Princeton University, University of Virginia, Ohio State University) indicated that the average base salary was \$319,600. Many of these positions included other compensation components in addition to base salary that are not available to Mr. Andriola.

Action under interim authority is necessary because of the timing of the final decision and offer to Mr. Andriola, and because Mr. Andriola's proposed start date is prior to the September meeting.

This position will be partially or fully State-funded.

#### Recommendation

The following items were approved in connection with the appointment of and compensation for Thomas Andriola as Chief Information Officer and Vice President – Information Technology Services, Office of the President:

- a. Appointment of Thomas Andriola as Chief Information Officer and Vice President – Information Technology Services, Office of the President.
- b. Per policy, an annual base salary of \$335,000.
- c. 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 after five years of Senior Management Group service).

- d. Per policy, a five percent monthly contribution to the Senior Management Supplemental Benefit Program.
- e. Per policy, eligible to participate in the UC Home Loan Program, subject to all applicable program requirements.
- f. This appointment will be at 100 percent time and effective September 16, 2013.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** September 15, 2013

**Title:** Chief Information Officer and Vice President – Information Technology Services

**Base Salary:** \$335,000

**Target Cash Compensation:\*** \$335,000

**Market Reference Zone:** 25th percentile - \$248,000, 50th percentile - \$299,000, 60th percentile - \$325,000, 75th percentile - \$363,000, 90th percentile - \$394,000

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

**Budget &/or Prior Incumbent Data**

**Title:** Chief Information Officer and Associate Vice President – Information Technology Services

**Base Salary:** \$238,000

**Target Cash Compensation:\*** \$238,000

**Market Reference Zone:** 25th percentile - \$248,000, 50th percentile - \$299,000, 60th percentile - \$325,000, 75th percentile - \$363,000, 90th percentile - \$394,000

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

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

**COMPETITIVE ANALYSIS FOR CHIEF INFORMATION OFFICER AND VICE  
PRESIDENT – INFORMATION TECHNOLOGY SERVICES**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					Percentiles	MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>		25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$248K	\$299K	\$325K	\$363K	\$394K	Market Data	\$286K	\$368K	\$410K	\$474K	\$679K
% Difference from Market	35.1%	12.0%	3.1%	-7.7%	-15.0%	% Difference from Market	17.1%	-9.0%	-18.3%	-29.3%	-50.7%

**Survey Source:** Radford Executive Benchmark Survey, Towers Watson Top Management Survey, Towers Watson General Industry Executive Compensation Survey, Mercer Benchmark Database Survey, and College and University Professional Association (CUPA) Survey. CUPA reports base salary only.

The compensation described above shall constitute the University's total commitment until modified by the Regents or the President, as applicable under Regents policy, 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:            Executive Vice President – Business Operations  
Brostrom**

**Reviewed by:            President Yudof  
Committee on Compensation Chair Kieffer  
Office of the President, Human Resources**

(8) *Appointment of and Compensation for Adela de la Torre as Vice Chancellor – Student Affairs, Davis Campus*

Background to Recommendation

Action under interim authority was requested to approve the appointment of and compensation for Adela de la Torre as Vice Chancellor – Student Affairs, Davis campus, with an annual base salary of \$243,078, effective August 1, 2013.

Following a comprehensive national search, Adela de la Torre was identified as the top candidate for the position of Vice Chancellor – Student Affairs. She is an accomplished leader, having served in academic leadership roles at the California State University system, the University of Arizona, and UC Davis. Ms. de la Torre has worked diligently to improve access, communication, and equity for underserved communities and groups.

This position was previously held by Fred E. Wood, who left the University on July 2, 2012. Ms. de la Torre, Professor and Director of Department of Chicano/a Studies at UC Davis, served as the Interim Vice Chancellor – Student Affairs from August 1, 2012 to July 31, 2013.

In this interim capacity, she received a base salary of \$235,998, which represented a ten percent increase to her annualized faculty salary. Her base salary was higher than the previous incumbent's salary as Vice Chancellor and also higher than that of other UC Vice Chancellors – Student Affairs. Effective July 1, 2013, Ms. de la Torre received the three percent salary increase consistent with the Policy-Covered (Non-Represented) Staff Salary Plan for fiscal year 2013-14. This brought her annual salary as Interim Vice Chancellor – Student Affairs to \$243,078.



Her proposed base salary as the career Vice Chancellor – Student Affairs is identical to this amount. Though it is 15.8 percent more than the previous incumbent’s base salary of \$210,000, it should be noted that Mr. Wood did not receive any additional salary increases since his initial appointment salary of \$210,000 in 2007. Ms. de la Torre has experience working closely with student activists during campus protests and is effective at listening and helping to minimize tension within groups. These have proven to be key attributes for the UC Davis Vice Chancellor – Student Affairs.

This position is partially or fully State-funded.

Action under interim authority was requested to allow Ms. de la Torre to continue her leadership as Vice Chancellor – Student Affairs as she finalizes the strategic planning process currently under way for the start of the academic year.

Recommendation

The following items were approved in connection with the appointment of and compensation for Adela de la Torre as Vice Chancellor – Student Affairs, Davis campus:

- a. Per policy, appointment of Adela de la Torre as Vice Chancellor – Student Affairs at 100 percent time.
- b. Per policy, an annual base salary of \$243,078, which includes the three percent across-the-board salary increase.
- c. 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 after five years of Senior Management Group service).
- d. Per policy, eligible for accrual of sabbatical credits as a member of tenured faculty.
- e. Per policy, eligible to participate in the UC Home Loan Program, subject to all applicable program requirements.
- f. If Ms. de la Torre maintains an active research program during her appointment as Vice Chancellor – Student Affairs, an allocation of campus funding will be established for this research during the term as Vice Chancellor – Student Affairs.
- g. This action will be effective August 1, 2013.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** August 1, 2013

**Title:** Vice Chancellor – Student Affairs

**Base Salary:** \$243,078

**Target Cash Compensation:\*** \$243,078

**Market Reference Zone:** 25th percentile - \$199,000; 50th percentile - \$231,000; 60th percentile - \$236,000; 75th percentile - \$244,000; 90th percentile - \$270,000

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

**Budget &/or Prior Incumbent Data**

**Title:** Vice Chancellor – Student Affairs

**Annual Base Salary:** \$210,000

**Target Cash Compensation:\*** \$210,000

**Market Reference Zone:** 25th percentile - \$199,000; 50th percentile - \$231,000; 60th percentile - \$236,000; 75th percentile - \$244,000; 90th percentile - \$270,000

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

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

**COMPETITIVE ANALYSIS**

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					Percentiles	MARKET COMPOSITE FOR TARGET CASH COMPENSATION (Data not available for this position.)				
	25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>		25 <sup>th</sup>	50 <sup>th</sup>	60 <sup>th</sup>	75 <sup>th</sup>	90 <sup>th</sup>
Market Data	\$199K	\$231K	\$236K	\$244K	\$270K	Market Data	N/A	N/A	N/A	N/A	N/A
% Difference from Market	22.1%	5.2%	3%	-4%	-10%	% Difference from Market	N/A	N/A	N/A	N/A	N/A

**Survey Source:** College and University Professional Association (CUPA) Administrative Compensation Survey. CUPA reports base salary only.

The compensation described above shall constitute the University’s total commitment until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, 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 Davis Chancellor Katehi**  
**Reviewed by: President Yudof**  
**Committee on Compensation Chair Kieffer**  
**Office of the President, Human Resources**

- (9) *Approval of Participation in the Mortgage Origination Program for Nathan Brostrom, Executive Vice President – Business Operations, Office of the President*

Background to Recommendation

The Mortgage Origination Program (MOP) supports the recruitment and retention of faculty and Senior Managers by providing them first deed of trust financing in the purchase of a principal residence. Applicants must meet the qualifying criteria before the loan is funded.

The eligible population for the Mortgage Origination Program (MOP) includes full-time University appointees who are members of the Senior Management Group (SMG), as stated in Regents Policy 5305: Policy on University of California Mortgage Origination Program. Thus, Executive Vice President (EVP) – Business Operations Brostrom is eligible for the Mortgage Origination Program as a member of the SMG. However, as a Level One SMG, EVP Brostrom's participation in the MOP must be approved by the Regents.

Because he owned his residence and relocation was not necessary at the time, approval for MOP participation was not sought in connection with EVP Brostrom's original career appointment as Vice Chancellor for Administration, UC Berkeley, February 2006 or his subsequent appointments (August 2009 appointment as Interim Executive Vice President – Business Operations, Office of the President followed by his career appointment as Executive Vice President – Business Operations, Office of the President in January 2010). EVP Brostrom has not previously participated in the UC MOP program.

Appointment items for SMGs may include eligibility for MOP loans, even for those who do not anticipate taking advantage of the program. Designation for MOP participation will continue to be subject to approval by the appropriate local authority, based on the location's recruitment and retention needs. Neither eligibility to participate nor designation for participation constitutes loan approval. Loan approval is contingent upon satisfaction of all program requirements.

Interim action was requested in order to enable EVP Brostrom to proceed with purchase of a principal residence.

The source of funds for the MOP is the University's Short-Term Investment Pool (STIP).

Recommendation

Amendment of the compensation terms for Nathan Brostrom as Executive Vice President – Business Operations, Office of the President to include eligibility to participate in the Mortgage Origination Program, subject to the applicable terms and conditions of that Program.

The compensation described above shall constitute the University's total commitment for the element of compensation addressed above until modified by the Regents, or President as applicable under Regents policy, 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:** President Yudof  
**Reviewed by:** Committee on Compensation Chair Kieffer  
Office of the President, Human Resources

- D. The Chair of the Committee on Grounds and Buildings and the President of the University approved the following recommendation:

***Amendment of the Budget, Approval of Minor Scope Change, and Action Pursuant to California Environmental Quality Act, Phases 1 and 2 of the University House Rehabilitation, San Diego Campus***

Based on review and consideration of the previously certified University House Rehabilitation Project Environmental Impact Report (July 2011):

1. Amendment of the 2013-14 Budget for Capital Improvements and the Capital Improvement Program as follows:  
  
From: San Diego: Phases 1 and 2 of the University House – preliminary plans, working drawings, and construction – \$10,504,000 to be funded from gift funds earmarked for the University House Rehabilitation project (\$9,054,000) and Searles Funds (\$1,450,000).  
  
To: San Diego: Phases 1 and 2 of the University House – preliminary plans, working drawings, construction, and equipment – \$11,304,000 to be funded from gift funds earmarked for the University House Rehabilitation project (\$9,504,000), Searles Funds (\$1,450,000), and unrestricted gift funds (\$350,000).
2. Upon review and consideration of the environmental consequences associated with the minor changes to the University House project, determine under the California Environmental Quality Act (CEQA) that the environmental impacts of such action

have been adequately analyzed in the Final Environmental Impact Report for the University House Rehabilitation project certified by the University on July 14, 2011 and an addendum thereto, that none of the conditions requiring the preparation of additional CEQA documentation exist, and adopt the attached Findings in support thereof.

3. Approve a minor change in scope to restore the existing decades-old pool, including replacement of pumps, providing gas and electrical service, and refinishing of the existing pool lining.

