

The Regents of the University of California

**COMMITTEE ON COMPENSATION**

July 17, 2008

The Committee on Compensation met on the above date at University Center, Santa Barbara Campus.

Members present: Regents Blum, Cole, Hopkinson, Kozberg, Pattiz, Varner, and Yudof; Advisory Members Brown and Stovitz

In attendance: Regents De La Peña, Garamendi, Island, Reiss, Ruiz, Schilling, Scorza, Shewmake, and Wachter, Regents-designate Bernal and Nunn Gorman; Faculty Representative Croughan, Secretary and Chief of Staff Griffiths, Associate Secretary Shaw, General Counsel Robinson, Chief Investment Officer Berggren, Chief Compliance and Audit Officer Vacca, Provost Hume, Executive Vice Presidents Darling and Lapp, Vice Presidents Beckwith, Dooley, Foley, Lenz, and Sakaki, Chancellors Block, Blumenthal, Drake, Kang, and Yang, and Recording Secretary Johns

The meeting convened at 12:05 p.m. with Committee Chair Varner presiding.

1. **PUBLIC COMMENT PERIOD**

There were no speakers wishing to address the Committee.

2. **READING OF NOTICE OF MEETING**

For the record, it was confirmed that notice was given in compliance with the Bylaws and Standing Orders for a Special Meeting of the Committee on Compensation, concurrent with the meeting scheduled for this date and time, to accommodate a date and time change, and for the purpose of addressing two items on the Committee's agenda.

3. **APPROVAL OF MINUTES OF PREVIOUS MEETING**

Upon motion duly made and seconded, the minutes of the meetings of March 27, May 14 and May 15, 2008 were approved, with Regent Hopkinson abstaining.

4. **APPROVAL OF INDIVIDUAL SALARY ITEMS AS DISCUSSED IN CLOSED SESSION**

The President recommended:

- A. *Appointment Salary for Sam Davis as Acting Dean-College of Environmental Design, Berkeley Campus*

Approval of the following items in connection with the appointment salary for Sam Davis as Acting Dean–College of Environmental Design, Berkeley campus:

- (1) Per policy, an appointment salary of \$208,600 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) As an exception to policy due to the retiree status of Mr. Davis, this appointment is 100 percent time and is effective July 1, 2008 through June 30, 2009.

Additional items of compensation include:

- As an exception allowed under the guidelines for rehired retirees, retirement pension benefits will continue upon Mr. Davis' selecting to continue his monthly UCRP retirement income by signing the UCRP Rehired Retiree Election Form. Under University policy, this will result in there being no accrual of additional pension service credit during his appointment as Acting Dean–College of Environmental Design. This is consistent with policy because:
  - Mr. Davis retired over 2 years ago.
  - He is being recalled into a different position than the one he held at retirement.
  - He is waiving further accrual of pension benefits.
  - He is waiving further participation in employee medical, dental, and vision plans.
  - The assignment is for a limited term while the recruitment process to fill this position permanently is completed.
- Per policy, Mr. Davis will sign an "Opt-Out" form that will ensure that he will not have employee medical, dental, and vision coverage but rather will continue his medical and dental coverage under his retiree status.
- Per policy, a mandatory employee contribution of 7.5 percent of base salary to the University's Defined Contribution Plan as a Safe Harbor Plan participant.
- Per policy, eligible to voluntarily contribute to the 403(b) and 457(b) plans.
- Per policy, standard sick leave and vacation accrual.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

**B. *Appointment Salary for J. Keith Gilless as Dean–College of Natural Resources, Berkeley Campus***

Approval of the following items in connection with the appointment salary for J. Keith Gilless as Dean–College of Natural Resources, Berkeley campus:

- (1) As an exception to policy, an appointment salary of \$172,300. This represents a 48.8 percent increase in Mr. Gilles' July 1, 2008, fiscal year faculty salary of \$115,800 (Salary Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) This appointment is 100 percent time and effective July 1, 2008 through January 30, 2011 or until a new dean is appointed, whichever occurs first.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, accrual of sabbatical credits as a member of the faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment as a member of the faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

C. ***Appointment Salary for Richard K. Lyons as Dean-Haas School of Business, Berkeley Campus***

Approval of the following items in connection with the appointment salary for Richard K. Lyons as Dean-Haas School of Business, Berkeley campus:

- (1) As an exception to policy an appointment salary of \$373,200. This represents a 39.9 percent increase in Mr. Lyons' July 1, 2008, adjusted faculty salary of \$266,672 (SLCG Grade 111: Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100). Per policy, ineligible for merit consideration until October 2009.
- (2) This appointment is 100 percent time and effective July 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, accrual of sabbatical credits as a member of the faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment as a member of the faculty.

Supplemental Benefit Program due to dual appointment as a member of the faculty.

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D. ***Appointment Salary for Richard A. Mathies as Dean–College of Chemistry, Berkeley Campus***

Approval of the following items in connection with the appointment salary for Richard A. Mathies as Dean–College of Chemistry, Berkeley campus:

- (1) Per policy, an appointment salary of \$233,000 (SLCG Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700). This represents a 19.7 percent increase (\$38,394) over Mr. Mathies' July 1, 2008, adjusted faculty salary of \$194,606. Per policy, ineligible for merit consideration until October 2009.
- (2) This appointment is 100 percent time and effective July 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, accrual of sabbatical credits as a member of the faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment as a member of the faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

E. ***Appointment Salary for Mark S. Schlissel as Dean–Biological Sciences, College of Letters and Science, Berkeley Campus***

Approval of the following items in connection with the appointment salary for Mark S. Schlissel as Dean–Biological Sciences, College of Letters and Science, Berkeley campus:

- (1) Per policy, an appointment salary of \$259,100 (SLCG Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700) as Dean–Biological Sciences, College of Letters and Science, Berkeley campus.

This represents a 15 percent increase (\$33,828) over Mr. Schlissel's July 1, 2008, adjusted faculty salary of \$225,272. Per policy, ineligible for merit consideration until October 2009.

- (2) This appointment is 100 percent time and effective July 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, accrual of sabbatical credits as a member of the faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment as a member of the faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

F. ***Appointment Salary for Diana Wu as Dean–University Extension, Berkeley Campus***

Approval of the following items in connection with the appointment of Diana Wu as Dean–University Extension, Berkeley campus:

- (1) Per policy, appointment salary of \$164,500 (SLCG Grade 105: Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400). This represents a 25 percent increase (\$32,900) in Ms. Wu's base salary. Per policy, ineligible for merit consideration until October 2009.
- (2) This appointment is 100 percent time and effective July 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program, as Ms. Wu does not hold a dual faculty appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

G. ***Appointment Salary for Franklin D. Gilliam as Dean–School of Public Affairs, Los Angeles Campus***

Approval of the following items in connection with the appointment of Franklin D. Gilliam as Dean–School of Public Affairs, Los Angeles campus:

- (1) Per policy, an appointment salary of \$250,000 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). This represents a 16.4 percent increase (\$35,200).
- (2) This appointment is 100 percent time and will become effective September 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, eligibility for participation in the University of California Home Loan Program. Participation will comply with all University/campus normal program parameters.
- Per policy, ineligible for senior management supplemental benefit due to faculty appointment.
- Per policy, accrual of sabbatical credits as a member of the faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

H. ***Appointment Salary for Samuel J. Traina as Vice Chancellor for Research and Dean of Graduate Studies, Merced Campus***

Approval of the following items in connection with the appointment of Samuel J. Traina as Vice Chancellor for Research and Dean of Graduate Studies, Merced campus:

- (1) As an exception to policy, an appointment salary of \$202,000 (SLCG Grade 106: Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100), at 100 percent time. This reflects a 15.5 percent (\$27,100) increase in base salary, which constitutes an exception to policy that allows for up to a 15.0 percent promotional increase.

- (2) This is a term appointment beginning July 1, 2008 and extending up to three years.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, ineligible to participate in senior management supplemental benefit program due to pending tenured faculty position.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

I. ***Appointment Salary for Pierre Wiltzius as the Susan and Bruce Worster Dean of Science, Division of Mathematical, Life and Physical Sciences, College of Letters and Science, Santa Barbara Campus***

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

- (1) Appointment salary of \$255,000 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) This appointment is 100 percent time and will become effective October 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, ineligible to participate in senior management supplemental benefit program due to tenured faculty position.
- Per policy, lump-sum relocation allowance in the amount of \$63,750 (25 percent), subject to a repayment requirement in the event that Dr. Wiltzius resigns within the first four years of employment.
- Per policy, reimbursement of 100 percent of the actual moving expenses up to \$10,000.
- Per policy, authorization by the Regents to participate in the UC Mortgage

Origination Program with a loan amount up to the maximum allowable amount (currently \$1.33 million).

- Per policy, one house-hunting trip not to exceed four days, for Dr. Wiltzius and his spouse. Coach air fare, meals and lodging will be reimbursed up to \$2,500.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

J. ***Appointment Salary for Carole R. Rossi as Chief Campus Counsel and Associate General Counsel, Santa Cruz Campus***

Approval of the following items in connection with the appointment of Carole R. Rossi as Chief Campus Counsel and Associate General Counsel, Santa Cruz campus:

- (1) Per policy, a 0 percent increase for a salary of \$167,280 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (2) This appointment will be at 100 percent time and effective July 1, 2008.
- (3) Designation of the position as Senior Management Group consistent with the other Chief Campus Counsel and Associate General Counsel positions throughout the system.
- (4) Eligible to participate in the 2008 merit increase process.

Additional items of compensation include:

- Per policy, 5 percent monthly contribution to the senior management supplemental benefit program.
- Per policy, eligibility for participation in the University of California home loan program. Participation will comply with all University/campus normal program parameters.
- Per policy, reimbursement for reasonable relocation expenses up to a maximum of \$10,000.
- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.



K. ***Appointment Salary for Jeffrey Elman as Dean–Division of Social Sciences, San Diego Campus***

Approval of the following items in connection with the appointment of Jeffrey Elman as Dean–Division of Social Sciences, San Diego campus:

- (1) An appointment salary of \$277,400, (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (2) This appointment is 100 percent time and will become effective September 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, ineligible for senior management supplemental benefit due to faculty appointment.
- Per policy, accrual of sabbatical credits as a member of the faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

L. ***Appointment Extension for Keith E. Alley as Executive Vice Chancellor and Provost, Merced Campus***

Approval of the following items in connection with the appointment for an additional one-year period of Keith E. Alley as Executive Vice Chancellor and Provost, Merced campus:

- (1) Continued appointment salary of \$240,500 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (2) This appointment is 100 percent time and effective July 1, 2008 through June 30, 2009, or until the effective date of the appointment of a permanent Executive Vice Chancellor and Provost, whichever occurs first, including up to a three month overlap in service.

Additional items of compensation include:

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

disability).

- Per policy, ineligible to participate in senior management supplemental benefit program due to pending tenured faculty position.
- Per policy, an automobile allowance in the form of a monthly cash allowance of \$743 (\$8,916 per annum).

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

M. ***Appointment Salary for John T. Chapman as Executive Director–Clinical Services, Medical Center, San Francisco Campus***

Approval of the following compensation for John T. Chapman as Executive Director–Clinical Services, Medical Center, San Francisco campus

- (1) As an exception to policy, appointment salary of \$220,000 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). This represents a 36.4 percent (\$58,702) increase to his current base salary of \$161,298, which constitutes an exception to policy allowing up to a 25 percent increase in one year. This is a 100 percent appointment.
- (2) Per policy, eligibility to participate in the Clinical Enterprise Management Recognition Plan with a maximum potential payout of up to 25 percent of base salary (\$55,000).
- (3) Effective July 1, 2008, upon approval of the Regents.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

N. ***Appointment Salary for James T. Krupnick as Chief Operating Officer and Associate Laboratory Director, Lawrence Berkeley National Laboratory***

Approval of the following items in connection with the appointment of James T. Krupnick as Chief Operating Officer and Associate Laboratory Director, Lawrence Berkeley National Laboratory (LBNL):

- (1) Per policy, appointment salary of \$286,433 (LBNL Job Code 198.3, Salary Grade N17: Minimum \$260,400, Midpoint \$334,548, Maximum

\$408,696). This represents a 15 percent increase in Mr. Krupnick's current base salary of \$249,072.

- (2) This appointment is 100 percent time and is effective July 1, 2008, upon approval of the Regents.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.

The source of funds for payment of this compensation is Department of Energy (DOE) funds as provided under the University's contract with the DOE. The DOE has approved this appointment salary at the level recommended.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments

O. ***Appointment Salary for Alyssa C. Rieder as Investment Officer, Public Equity Investment, Office of the Treasurer***

Approval of the following items in connection with the appointment of Alyssa C. Rieder, as Investment Officer, Public Equity Investment, Office of the Treasurer:

- (1) Appointment salary of \$180,438, as Investment Officer, Public Equity Investment (SLCG Grade 106: Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
- (2) This appointment is 100 percent time and is effective August 4, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, eligibility to participate in the University of California Office of the Treasurer Annual Incentive Plan with a maximum incentive payout of 70 percent of base salary. Target payout level is 35 percent of base salary, and awards are paid out over a three (3) year period, with one-third paid out in the first year and the remainder deferred over the next two (2) years.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

P. ***Stipend Extension for Fernando Torres-Gil as Acting Dean–School of Public Affairs, Los Angeles Campus***

Approval of the following items in connection with a stipend extension for Fernando Torres-Gil as Acting Dean–School of Public Affairs, Los Angeles campus:

- (1) As an exception to policy, extension of the existing 3.8 percent administrative stipend (\$8,208) beyond the one-year duration provided in policy. The stipend plus the adjusted base salary of \$216,000 results in total compensation of \$224,208 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) This appointment is 100 percent time and is effective July 1, 2008 through August 31, 2008, or until permanent appointment is made, whichever occurs first.
- (3) If an adjustment to the annualized base salary is made prior to the termination of this acting role, the 3.8 percent stipend will be recalculated on the new annualized base salary.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of faculty, 0 percent appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

Q. ***Stipend Extension for Alison Galloway as Vice Provost–Academic Affairs, Santa Cruz Campus***

Approval of the following items in connection with the stipend extension for additional duties for Alison Galloway as Vice Provost–Academic Affairs, Santa Cruz campus:

- (1) As an exception to policy, extension of the existing \$16,000 administrative stipend (9.3 percent) beyond the one-year duration provided in policy. The stipend plus the base salary of \$171,600 result in total compensation

of \$187,600 (SLCG Grade 106: Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).

- (2) This appointment is at 100 percent time and is effective July 1, 2008 through June 30, 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, eligible for sabbatical credits due to dual academic appointment.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

R. ***Stipend Extension for Michael S. Isaacson as Acting Dean–Baskin School of Engineering, Santa Cruz Campus***

Approval of the following items in connection with the stipend extension for Michael S. Isaacson as Acting Dean–Baskin School of Engineering, Santa Cruz campus:

- (1) As an exception to policy, extension of the existing stipend of 20 percent (\$41,247) beyond the one-year duration provided in policy. The stipend plus the adjusted faculty salary of \$206,233 results in total compensation of \$247,480 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) If an adjustment to the base faculty salary is made prior to the termination of this acting role, the 20 percent stipend will be recalculated against the new adjusted faculty base salary.
- (3) This appointment is 100 percent time and is effective July 1, 2008 through June 30, 2009.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, eligible for sabbatical credits due to dual appointment as tenured faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments

S. ***Stipend Extension for Eric Van Young as Acting Dean–Division of Arts and Humanities, San Diego Campus***

Approval of the following items in connection with a stipend extension for Eric Van Young as Acting Dean–Division of Arts and Humanities, San Diego campus:

- (1) As an exception to policy, extension of the existing 8.5 percent administrative stipend (\$15,919) beyond the one-year duration provided in policy. The stipend plus the adjusted base salary of \$188,344 result in total compensation of \$204,263 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) If an adjustment to the academic-year professorial base salary is made prior to the termination of this acting appointment, the 8.5 percent stipend and the remaining summer ninth(s) will be recalculated against the new base salary.
- (3) This appointment is 100 percent time and is effective July 1, 2008 through December 31, 2008.

Additional compensation and related items include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, accrual of sabbatical credits as a member of the faculty.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

T. ***Stipend Extension for John D.B. Featherstone as Acting Dean–School of Dentistry, San Francisco Campus***

Approval of the following stipend extension for John D.B. Featherstone, Acting Dean–School of Dentistry, San Francisco campus:

- (1) As an exception to policy, an extension of the existing stipend effective July 1, 2008, through December 31, 2008, or until the effective date of the appointment of a permanent Dean, whichever occurs first, including up to a three month overlap in service with the current Interim Dean of Dentistry. This appointment is 100 percent time. This represents an exception to policy which allows for an administrative stipend to be paid for up to 12 months.

- (2) As an exception to policy, continuation of the existing administrative stipend of 32 percent (\$72,000) to increase his current base salary of \$142,500 and his Health Sciences Compensation Plan (HSCP) salary of \$82,500, for an annual salary of \$297,000 (Salary Grade 111: Minimum 267,700, Midpoint \$344,000, Maximum 420,100). This represents an exception to policy which allows for up to a 15 percent administrative stipend.
- (3) The stipend amount of (\$72,000) is to remain constant with any and all salary adjustments, inclusive of merit increases.

Additional compensation and related items include:

- Per policy, standard pension and health and welfare benefits.
- Per policy, continued accrual of sabbatical credits as a member of faculty.
- Per policy, continued authorization by the Regents to participate in the Mortgage Origination Program, with a loan up to \$980,000. The loan will comply with all other normal Mortgage Origination Program parameters.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

U. ***Administrative Stipends for Certain Individuals at the San Francisco Campus***

Approval of administrative stipends for the following individuals at the San Francisco campus:

- (1) Per policy, an administrative stipend of \$41,625 (15 percent) for Randy Lopez as Acting Vice Chancellor–Finance and Administration, effective July 1, 2008, through June 30, 2009, including a transition period of up to three months following the permanent assignment of each position, whichever occurs first, to facilitate the smooth transition of responsibilities.
- (2) Per policy, an administrative stipend of \$19,980 (10 percent) for Jane Wong as Director–IT Applications and Acting Chief Operating Officer, Office of Academic and Administrative Information Systems, effective July 1, 2008, through June 30, 2009, including a transition period of up to three months following the permanent assignment of each position, whichever occurs first, to facilitate the smooth transition of responsibilities.
- (3) Per policy, an administrative stipend of \$20,813 (7.5 percent) for Eric Vermillion as Associate Vice Chancellor, effective June 1, 2008, through

May 31, 2009, including a transition period of up to three months following the permanent assignment of each position, whichever occurs first, to facilitate the smooth transition of responsibilities.

The compensation described above shall constitute the University's total stipend commitment until modified by the Regents and shall supersede all previous oral or written commitments.

V. ***Renegotiated Contract Compensation for Diane Ninemire as Head Women's Softball Coach, Berkeley Campus***

Approval of the following revised compensation terms for Head Women's Softball Coach, Diane Ninemire, Berkeley campus, 100 percent time. Pending approval by the Regents of these compensation terms, Ms. Ninemire's revised contract will be effective July 1, 2007, and terminate June 30, 2011, unless terminated earlier pursuant to the terms of the Employment Contract or unless the parties agree in writing to the terms of a successor contract or a contract extension prior to that date.

The following terms and conditions are reflected in the proposed contract:

- (1) Base Salary: This contract increases Coach's annual base salary from \$116,000 to:

<u>Effective Dates</u>	<u>Amount</u>	<u>Percent Increase</u>
07/01/2007 – 06/30/2008	\$133,900	(15.4 percent)
07/01/2008 – 06/30/2009	\$136,875	(2.2 percent)
07/01/2009 – 06/30/2010	\$139,925	(2.2 percent)
07/01/2010 – 06/30/2011	\$143,050	(2.2 percent)

- (2) Talent Fee: This contract provides an annual talent fee for the period below:

<u>Effective Dates</u>	<u>Amount</u>	<u>Percent Increase</u>
07/01/2007 – 06/30/2011	\$11,700	(100.0 percent)

- (3) This contract provides opportunity to earn annual supplemental compensation up to \$215,750. In addition to the annual guaranteed income, Coach will receive the following performance bonuses for each Contract Year in which such performance is achieved.



- a. Performance Bonuses: In the event that Coach or the softball team, during the term of the employment contract, accomplishes the following, Coach shall receive supplemental compensation during the contract year in which the accomplishment occurs as follows:

<u>Achievement</u>	<u>Bonus Amount</u>
PAC-10 Coach of the Year	\$ 5,000
NFCA Coach of the Year	\$10,000
Place in Top 3 in the PAC-10	\$ 2,500
Participate in the NCAA Regionals	\$ 7,500
Participate in the NCAA Super Regional Tournament	\$ 8,750
Participate in the NCAA College World Series	\$10,000
Participate in the NCAA College World Series Championship	\$10,000
Wins the NCAA College World Series	\$15,000

Coach is not precluded from receiving more than one bonus.

- b. Athletic Equipment/Apparel Contract Payments: Subject to the receipt of sufficient funds from University contracts with athletic equipment suppliers for the following purposes, Coach will receive payments and performance bonuses during each calendar year of the Contract, as follows:

Annual Payment	\$30,000
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<u>Achievement</u>	<u>Bonus Amount</u>
Participate in the NCAA Super Regional Tournament	\$ 5,000
Participate in the NCAA College World Series	\$ 5,000
Wins the NCAA College World Series	\$ 5,000

- c. Camp: At the discretion of the Director of Athletics, for each Contract Year in which Coach participates in a University softball camp or clinic, Coach shall be paid an amount not to exceed the profit from the camp or clinic after all direct and indirect costs are covered, or \$100,000, whichever is lower.
- d. At the discretion of the Director of Athletics, Coach may receive an allocation of \$2,000 per contract year from funds provided by an equipment apparel supplier to be used for apparel from said equipment apparel program.

If the University terminates the contract early without cause, the campus shall continue to pay an amount equal to Coach's base salary during what would have

been the remaining term of the employment contract had it not been terminated. Campus shall also pay Coach a pro-rated portion of her talent fee based upon talent fee services rendered during the contract year in which the termination occurred. The Director of Athletics will have the sole discretion to determine the amount of the pro-rated talent fee to be paid.

The compensation provided under this contract is funded exclusively from athletic department revenues (including athletic equipment supplier agreements) and private fundraising. No State or general campus funds are used in this arrangement.

Additional items of compensation include:

- Per contract and consistent with policy, 16 hours of vacation leave accrued each month.
- Per contract and policy, 8 hours of sick leave accrued each month.
- Per policy, eligible for standard health and welfare benefits.
- Consistent with practice, one courtesy car. In the event a car is unavailable, Coach will receive a monthly stipend of \$450 (\$5,400 annually). It is understood that this perquisite may be withdrawn by the Director of Athletics at any time in her sole, exclusive discretion.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

W. ***Retention Increase for Peter A. Schneider as Campus Counsel–Health Affairs, Irvine Campus***

Approval of the following items in connection with the retention increase for Peter A. Schneider as Campus Counsel – Health Affairs, Irvine campus:

- (1) Per policy, retention increase of \$25,500 (13.1 percent) to increase his annual base salary from \$194,500 to \$220,000. (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000; slotting effective August 1, 2008).
- (2) Effective June 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

The compensation described above shall constitute the University's total commitment until modified by The Regents and shall supersede all previous oral or written commitments.

X. ***Approval of Action Taken Exceeding Recruiting and Negotiation Parameters and Report of Action Taken Within Parameters in the Appointment of Richard Neuheisel as Head Football Coach, Los Angeles Campus***

Approval of the following items in connection with the appointment of Richard Neuheisel as Head Football Coach, Los Angeles campus. Also included is a report of the compensation elements of this appointment that were within approved negotiation thresholds.

- (1) Approval by the Regents is requested for the following additional items proposed during contract negotiations which exceeded the parameters:
  - a. As an exception to policy, 100 percent reimbursement for reasonable relocation costs.
  - b. Access for coach's immediate family to a suite at the Rose Bowl for all regular season games, to be used for donor relations by the coach and the Athletics Department. Appropriate taxation treatment of this issue will be executed by the campus.
  - c. An annual maximum of up to \$100,000 which could be earned for services performed in conjunction with summer camps under a revenue-sharing arrangement determined at the sole discretion of the Director, Intercollegiate Athletics.

The following terms and conditions are within the recruiting and negotiation parameters approved by the Regents in December 2007:

(1) Contract Duration:

Five (5) years effective January 1, 2008 through December 31, 2012.

(2) Base Salary and Talent Fee:

- a. The annual base salary is \$250,000.
- b. The annual talent fee is \$1,000,000.

Activities associated with talent fees will include professional services in connection with various appearances and speaking engagements on television, and radio broadcasts of UCLA football games and sports shows dedicated to UCLA sports, or for promotional or fundraising activities and for assignment of all rights of any kind to enter into professional, endorsement, or consultation contracts with athletic shoe, athletic apparel, athletic equipment, and other sports manufacturers.

(3) Other Incentive Pay:

An annual maximum of up to \$500,000 could be earned for such accomplishments as academic achievement, PAC-10 performance, and participation in Bowl Championship Series.

(4) Other Elements of Compensation:

- a. Per policy, eligible for standard health and welfare benefits.
- b. Two courtesy vehicles to be provided by sponsors.
- c. In accordance with University policies and regulations governing travel and subject to approval by the Director, Intercollegiate Athletics, the University will pay spouse travel for required events outside the Los Angeles area. Appropriate taxation treatment of this issue will be executed by the campus.
- d. Eligible for participation in the Supplemental Housing Loan Program, with a loan of up to \$1.5 million fixed at 3 percent for the term of the Head Coach agreement.

(5) Termination Clause:

Consistent with the recruiting and negotiation parameters, this contract contains a penalty clause for early termination by the coach. If the coach terminates the agreement, he will owe UCLA \$1.5 million dollars in liquidated damages payable within 90 days of his acceptance of employment at a NCAA Division IA athletic program or any professional football team.

The University retains the right to terminate the contract for cause, at which point all compensation and other obligations will cease, and there will be no obligation by the University to "buy out" the remainder of the contract.

The University will retain the unilateral right to terminate the employment contract, without cause, at any time. In the event the University terminates the contract without cause, it shall be obligated to pay the head coach, as a liquidated damage, a portion of the remaining contract amount restricted to base salary payments only. The University shall not be liable for any University benefits which are not vested, nor for any collateral business opportunities or other benefits associated with the candidate's position as coach.

The compensation provided under these agreements will be paid from existing non-State fund sources, including already received ticket revenue.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

Y. ***Approval of Two Actions Reported in the Annual Report on Executive Compensation and Other Related Corrective Actions***

Approval of the following corrective actions as shown in Attachment 1 and effective as noted. These actions are being brought forward pursuant to the July 1, 2006 Regents' Item (*Procedures for Setting Compensation in 2006-07 For Those Classified in the Senior Leadership Compensation Group and Other Specified Non-Faculty Employees*) to be effective July 1, 2007 through June 30, 2008, which requires salary actions resulting in specified compensation exceeding the Indexed Compensation Level (ICL) of \$205,000, increasing base salary in excess of 7.5 percent, and/or resulting in exceptions to policy to be individually approved by the Regents.

- (1) Two corrective actions from the 2007 Annual Report on Executive Compensation presented at the March 2008 Regents Meeting, as shown in Attachment 1.
  - a. The payment of compensation exceeding the ICL to an Assistant Dean and Adjunct Professor at the Los Angeles campus.
  - b. Accrual of exceptional vacation leave for one attorney in the Office of the General Counsel who has compensation exceeding the ICL. The suggested corrective action is consistent with the guidelines for resolution approved by the Regents in May 2007.
- (2) Twenty-five additional corrective actions involving the accrual of exceptional vacation leave for the remaining twenty-five attorneys shown on Attachment 1. Three of these individuals have compensation exceeding the ICL. The remaining twenty-two do not have compensation exceeding the ICL; however, in the interests of full disclosure they are being brought forward. These corrective actions were not identified in the 2007 Annual Report on Executive Compensation. The suggested corrective action is consistent with the guidelines for resolution approved by the Regents in May 2007.
- (3) One corrective action at the San Francisco campus concerning the approval and payment of an administrative stipend as shown in Attachment 1.

This item reflects only compensation related to corrective actions recommended for approval. Approved actions in this item will be released to the public upon approval of the Regents.

**Z. *Salary Adjustment for Sally J. Marshall as Vice Provost, Academic Affairs, San Francisco Campus***

Approval of the following compensation reallocation for Sally J. Marshall as Vice Provost, Academic Affairs, San Francisco campus:

- (1) Decrease Health Sciences Compensation Plan compensation in the amount of \$18,700 (-33.4 percent), from \$35,000 to \$16,300.
- (2) Increase the current base salary of \$226,200 by \$18,700 (8.3 percent), to \$244,900, the midpoint of SLCG Grade 108 (Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (3) Effective July 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive business travel insurance).
- Per policy, ineligible to participate in executive salary continuation for disability benefit due to not yet attaining five years in the Senior Management Group program.
- Per policy, continued participation in the Staff Recognition Award Program, with a maximum potential payout of up to 10 percent of base salary.
- Per policy, ineligible to participate in the senior management supplemental benefit program due to tenured faculty position.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

**AA. *Salary Adjustment for A. Eugene Washington as Executive Vice Chancellor and Provost, San Francisco Campus***

Approval of the following compensation reallocation for A. Eugene Washington, Executive Vice Chancellor and Provost, San Francisco campus:

- (1) Decrease Health Sciences Compensation Plan compensation in the amount of \$94,700 (-64.4 percent), from \$147,000 to \$52,300.

- (2) As an exception to policy, increase in base salary of \$290,600 by \$94,700 (32.6 percent) to \$385,300, the midpoint of SLCG Grade 112 (Minimum \$298,900, Midpoint \$385,300, Maximum \$471,500).
- (3) Effective July 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive business travel insurance).
- Per policy, ineligible to participate in executive salary continuation for disability benefit due to not yet attaining five years in the Senior Management Group program.
- Per policy, ineligible to participate in the senior management supplemental benefit program due to tenured faculty position.
- Per policy, an automobile allowance in the form of a monthly cash allowance of \$743 (\$8,916 per annum).

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

**BB. *Appointment Compensation Amendment for Sorena Nadaf as Chief Informatics Officer, Cancer Center, San Francisco Campus***

Approval of the following amendment to the appointment compensation for Sorena Nadaf as Chief Informatics Officer, San Francisco campus:

- (1) Per policy, a relocation allowance of \$46,250 (25 percent) of base salary to be paid as a lump sum. The amount is to be repaid should the incumbent terminate employment with the University, either voluntarily or for cause, within two years of the initial payment of the allowance. The repayment amount is to be pro-rated over the two-year period.
- (2) Effective upon approval of the Regents.

Additional items of compensation already approved in January 2008 include:

- Per policy, standard pension and health and welfare benefits.
- Base salary of \$185,000 for appointment as Chief Informatics Officer, slotted at SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). This is a 100 percent time appointment.
- As an exception to policy, 100 percent reimbursement of all reasonable moving expenses. This is an exception, as policy allows for a 50 percent reimbursement to MSP staff.

- Per policy, continued eligibility to participate in the School of Medicine Management Incentive Plan with a maximum potential payout of up to 20 percent of base salary (\$37,000).
- Per policy, continued eligibility to participate in the University of California Home Loan Program. Participation is subject to funding availability and current program policies and guidelines.
- Per policy, one house-hunting trip, subject to the limitations under policy for the candidate and spouse/partner and an additional local limitation that the house-hunting trip will not exceed seven days.
- Per policy, reimbursement for temporary living expenses, including the cost of meals and lodging while occupying temporary quarters at the new general work location during any one period of 30 consecutive days after approval of employment.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

CC. ***Interim Slotting, Salary Increase, and Administrative Stipend for Maye Chrisman as Chief Financial Officer and Acting Chief Operations Officer, Department of Medicine, San Francisco Campus***

Approval of the following compensation changes for Maye Chrisman as Chief Financial Officer and Acting Chief Operations Officer, Department of Medicine, San Francisco campus:

- (1) Interim slotting of the position of Chief Financial Officer to SLCG Grade 106 (Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100), as recommended by Mercer Human Resource Consulting.
- (2) As an exception to policy, appointment salary of \$195,200. This represents a 28.2 percent (\$42,890) increase to her current base salary of \$152,310, which constitutes an exception to policy allowing up to a 25 percent increase in one year. This is a 100 percent time appointment.
- (3) Per policy, continued eligibility to participate in the School of Medicine Management Incentive Plan, with a maximum potential payout of up to 20 percent of base salary (\$39,040).
- (4) Per policy, an administrative stipend of 15 percent (\$29,280) of appointment salary in recognition of ongoing management duties as Acting Chief Operating Officer. The stipend percentage of 15 percent is to remain constant with any and all salary adjustments, inclusive of merit increases.



- (5) Interim slotting and salary adjustment to be effective July 1, 2008. Administrative stipend effective July 1, 2008, through June 30, 2009, or until the effective date of the appointment of a permanent Chief Operating Officer, whichever occurs first, and including up to a three-month overlap in service.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments

DD. ***Salary Increase for L. Michael Tyburski as Director–Human Resources, San Francisco Campus***

Approval of the following compensation for L. Michael Tyburski as Director–Human Resources, San Francisco campus:

- (1) Per policy, a base salary increase of 15 percent (\$29,800), to increase his current base salary of \$198,600 to \$228,400 in recognition of the additional scope of work associated with formalizing the affiliation between UCSF Human Resources and UC Office of the President Human Resources.
- (2) Per policy, continued eligibility to participate in the Finance and Administrative Services Incentive Plan, with a maximum potential payout of up to 10 percent of base salary (\$22,840).
- (3) Effective July 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

EE. ***Re-slotting, Salary Increase, and Administrative Stipend for Stella Hsu as Associate Vice Chancellor–Campus Life Services and Office of Strategy Management and Acting Associate Vice Chancellor–Facilities Management, San Francisco Campus***

Approval of the following compensation changes for Stella Hsu as Associate Vice Chancellor–Campus Life Services and Office of Strategy Management and Acting Associate Vice Chancellor–Facilities Management, San Francisco campus:

- (1) Re-slotting to SLCG Grade 107 (Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000), as recommended by Mercer Human Resource Consulting. This is a 100 percent time appointment.
- (2) Base salary increase of \$18,870 (10 percent), to increase her base salary from \$188,700 to \$207,570 in recognition of the permanent additional duties assigned to the position.
- (3) Per policy, continued eligibility for participation in the Finance and Administrative Services Incentive Plan, with a maximum potential payout of up to 10 percent of base salary (\$20,757).
- (4) Per policy, an administrative stipend of \$27,430 (13.2 percent) in recognition of ongoing management duties as Acting Associate Vice Chancellor–Facilities Management. The stipend percentage of 13.2 percent is to remain constant with any and all salary adjustments, inclusive of merit increases.
- (5) Re-slotting and salary adjustment to be effective retroactive to July 1, 2008. Administrative stipend effective retroactive to April 1, 2008, through March 31, 2009, or until the effective date of the appointment of a permanent Associate Vice Chancellor–Facilities Management, whichever occurs first and including up to a three-month overlap in service.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

FF. ***Additional Compensation of One Summer Month for Various Employees at Multiple Campuses***

Approval of the payment of additional compensation, approximately equivalent to one month of salary, to various employees at multiple campuses, as listed in Attachment 2. These payments are in accordance with Staff Policy II-30.J.2.

The compensation described above includes only the University's commitment for the one summer month salary outlined in this recommendation. All compensation in this recommendation will be released to the public immediately following approval by the Regents.

GG. ***Increase in Appointment and Salary Adjustment for Maria Herrera-Sobek as Associate Vice Chancellor–Diversity, Equity and Academic Programs, Santa Barbara Campus***

Approval of the following items in connection with the increase in appointment and salary of Maria Herrera-Sobek, as Associate Vice Chancellor–Diversity, Equity and Academic Programs, Santa Barbara campus:

- (1) Increase in appointment from 50 percent time to 100 percent time.
- (2) Annual base salary of \$225,000 (SLCG Grade 106: Minimum \$150,000, Midpoint \$189,900, Maximum \$229,700), which reflects a 9.7 percent (\$19,950) increase in salary.
- (3) Effective July 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, ineligible to participate in senior management supplemental benefit program due to tenured faculty position.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

[Background material was mailed to Regents in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

Committee Chair Varner reported that the Committee had considered the consent items on the previous day in Closed Session. He pointed out that there were 33 consent items

containing 83 separate actions. Of these, 19 represented exceptions to policy and 5 were associated with the extension of existing stipends beyond the one year under existing policy.

Upon motion duly made and seconded, the Committee approved the President's recommendations and voted to present them to the Board.

5. **APPROVAL OF VARIOUS COMPENSATION ACTIONS REGARDING ATTORNEYS IN THE OFFICE OF GENERAL COUNSEL AS DISCUSSED IN CLOSED SESSION**

The President recommended approval of the following actions for certain attorneys within the Office of General Counsel:

- A. As an exception to policy, extension of existing stipends for six attorneys currently serving in interim lead capacities over the six functional areas of the Office of the General Counsel in order to facilitate continuity of leadership until permanent appointments are made. The maximum stipend amounts will not exceed those currently extended and identified further below. The exact amount will be determined by the General Counsel and Vice President of Legal Affairs and will be reported at the following Regents meeting.
- (1) This extension is an exception to policy with regard to duration for all six attorneys and a potential exception to policy with regard to the 15 percent maximum for three attorneys.
  - (2) The extension is recommended to be effective July 1, 2008 through June 30, 2009 or until a permanent appointment is made, whichever is sooner.
  - (3) In the event there is an increase to the base salary of these attorneys, their stipend will be reduced to ensure that the maximum resultant salary described further below is not exceeded.

<b>Employee Name</b>	<b>Acting Title</b>	<b>Current Annual Base Salary</b>	<b>Proposed Annualized Stipend \$ MAXIMUM Amount Effective 7/1/08</b>	<b>Proposed Annualized Stipend % MAXIMUM Amount</b>	<b>Total Annual Salary Including Stipend (ASSUMING MAXIMUM AMOUNT) Effective 7/1/08</b>
Beam, Joanna	Interim Lead	\$200,200	\$24,800	12.4%	\$225,000

Birnbaum, David	Interim Lead	\$167,045	\$57,955	34.7%	\$225,000
Blair, Jeffrey	Interim Lead	\$164,220	\$63,980	39.0%	\$228,200
Garvin, Anthony	Interim Lead	\$ 150,237	\$49,763	33.1%	\$200,000
Norris, Janet	Interim Lead	\$182,117	\$17,883	9.8%	\$200,000
Thomas, Susan	Interim Lead	\$182,117	\$17,883	9.8%	\$200,000

- B. Designation of two existing, vacant Manager and Senior Professional (MSP) personnel program positions as Senior Management Group (SMG) positions to create Deputy General Counsel positions within the organizational structure of the Office of the General Counsel in Oakland, upon approval of the Regents.
- C. Per policy, increase of the existing Senior Management Supplemental Benefit from 3 percent to 5 percent for five Chief Campus Counsel incumbents as displayed further below, effective August 1, 2008.

Employee Name	Title	Current Annual Base Salary	Current Senior Management Supplemental Benefit	Proposed Senior Management Supplemental Benefit Effective 8/1/08	Annual Dollar Value of 5% SMSB Effective 8/1/08
Canning, Marcia	Chief Campus Counsel & Associate General Counsel, UCSF	\$217,200	3%	5%	\$10,860
Coyle, Michele	Chief Campus Counsel & Associate General Counsel, UCR	\$175,000	3%	5%	\$8,750
Drown, Steven	Chief Campus Counsel & Associate General Counsel, UCD	\$178,300	3%	5%	\$8,915
Geocaris, Diane	Chief Campus Counsel & Associate General Counsel, UCI	\$196,900	3%	5%	\$9,845
Smith, Michael	Chief Campus Counsel & Associate General Counsel, UCB	\$180,900	3%	5%	\$9,045

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

[Background material was mailed to Regents in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

Upon motion duly made and seconded, the Committee approved the President's recommendations and voted to present them to the Board.

6. **APPROVAL OF APPOINTMENT OF ASSOCIATE OF THE PRESIDENT AS DISCUSSED IN REGENTS ONLY SESSION**

Chairman Blum recommended that the following items in connection with the appointment of Judith Yudof as Associate of the President be approved:

- A. Appointment of Judith Yudof as Associate of the President effective June 16, 2008 and extending through the period of President Yudof's appointment as President.
- B. This appointment is subject to the Policy on the Associate of the President and the Associate of the Chancellor, as approved by the Regents July 2007.
- C. Budget for the Associate to the President in the amount of \$20,500 for 2008-09 to be included as a discrete item in the budget of the President's immediate office.

[Background material was mailed to Regents in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

Upon motion duly made and seconded, the Committee approved the Chairman's recommendation and voted to present it to the Board.

[At this point President Yudof joined the meeting.]

7. **REPORT ON PARTICIPATION IN THE OFFICE OF THE TREASURER ANNUAL INCENTIVE PLAN FOR FISCAL YEAR 2008-2009**

[Background material was mailed to Regents in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

Executive Director Larsen briefly discussed the item. The Office of the Treasurer Annual Incentive Plan offers variable financial incentives to those employees responsible for attaining or exceeding key objectives in the Treasurer's Office which are consistent with University investment objectives. It provides an annual non-base building cash incentive based on performance of the University's investment portfolio, asset class, sector/functional group and the individual employee.

8. **PROPOSED PERFORMANCE MANAGEMENT REVIEW PROCESS FOR SENIOR MANAGEMENT STAFF AT THE UNIVERSITY OF CALIFORNIA**

The President recommended approval of the following actions effective July 1, 2008:

- A. Revise the Senior Management Group policy on the Performance Management Review Process (Policy), as shown in Attachment 3, with the 2008/09 goals and objectives for affected individuals established under this Policy. This policy will apply to all employees whose position is designated to be in the Senior Management Group (SMG), inclusive of Officers of the University per Regents Standing Order 100.1.a, and also including Deans. The policy excludes the direct reports to the Regents (i.e., the General Counsel, the Chief Compliance and Audit Officer, the Chief Investment Officer and the Secretary and Chief of Staff to The Regents) since they already have a slightly different review and assessment process directed by key Regents.
- B. Authorize the Office of the President, Human Resources and Benefits to implement the proposed policy.

[Background material was mailed to Regents in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

Committee Chair Varner noted that this item was originally presented for discussion at the January 2008 meeting, and was now being presented for action.

Upon motion duly made and seconded, the Committee approved the President's recommendation and voted to present it to the Board.

9. **PROPOSED SALARY ADMINISTRATION POLICY FOR SENIOR MANAGEMENT STAFF**

[Background material was mailed to Regents in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

Regent Hopkinson asked if two corrections had been incorporated into the policy. The first concerned consistent performance appraisal language for the equity increase. The second concerned transfers between locations to articulate that, when one campus wishes to make an offer to an individual who has received an offer from another campus, the offer must be consistent with the grade allocated to that position for the responsibilities on that campus. Executive Director Larsen confirmed that these changes have been incorporated.

Mr. Larsen explained that this is a new policy for Senior Management Group (SMG) salary administration, presented today for discussion. It would be brought back for approval at a future meeting. It applies only to SMG and establishes a framework to guide pay decisions, including appointment salaries and merit, promotional, equity, and

transfer increases and stipends. These decisions are based on a number of essential criteria such as documented performance and contribution and compensation studies and analyses including competitive market data, position in the salary range, and peer and internal comparative data. The policy establishes a clear mechanism for approval. All actions will come to the Regents for approval. The SMG constitutes a group of approximately 340 individuals. There will be regular reports to the President and the Regents, including annual audit reports which will also be distributed to the Legislature. These annual audits of total compensation will be conducted by the Senior Vice President and Chief Compliance and Audit Officer. There will be ongoing public disclosure of compensation actions. A framework and policy will be presented in September for discussion, to address approval authority for non-SMG staff above the indexed compensation level, currently at \$205,000.

Committee Chair Varner welcomed the proposed policy and described it as a step in the right direction.

Faculty Representative Croughan concurred, and emphasized that stipends should be based on annual performance evaluations, with documentation.

Faculty Representative Brown asked why transfers and other compensation categories, such as temporary assignments, did not refer to performance reviews. He opined that any compensation item should have some aspect of performance review. He also asked if the approval of this policy would give rise to a round of SMG compensation actions. In response to the second question, Associate Vice President Boyette confirmed that this would not occur. In response to the first question, Mr. Larsen stated that performance will be factor in all these decisions, and that performance documentation will be included with the recommendations.

Regent Hopkinson praised the policy, but opined that there are missing elements, such as a grade-setting policy for Regents, which would obviate the need for the Regents to examine each individual salary. She asked if this might be part of the presentation at the September meeting. Mr. Larsen responded in the affirmative, and observed that grade-setting pertains to more than the SMG staff. He stated that in September the policy would be presented with changes to accommodate reference to the grade-setting for SMG, as well as a further policy that will capture any other employees in the senior leadership compensation group.

President Yudof noted the size of SMG, 340 employees, the anticipated 10 percent and above raises, and asked how many compensation actions he would have to approve personally in one year. Mr. Larsen responded that this would be approximately 500 actions.

Committee Chair Varner suggested that salary actions might be presented in a consent agenda to allow the President to devote his time to other matters, and noted that there will be further discussion at the next meeting.



10. **PROPOSED POLICY ON REEMPLOYMENT OF UNIVERSITY OF CALIFORNIA RETIRED EMPLOYEES INTO SENIOR MANAGEMENT GROUP AND STAFF POSITIONS**

[Background material was mailed to Regents in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

Executive Vice President Lapp explained that the proposed policy would require that reemployment of retirees occur only under exigent circumstances, such as when the retiree possesses skills critical to the mission and there are no suitable replacements. Exigent circumstances must be documented. Reemployment would be restricted to 43 percent time or less and could not exceed a total of 12 months. Any reemployment action exceeding 43 percent or 12 months must be approved by the Regents if it involves an SMG employee or if cash compensation exceeds the indexed compensation level. All other actions would require approval by a chancellor, laboratory director, or the President. Semiannual reports would be provided to the Regents on rehired retirees.

Committee Chair Varner praised the work on this proposal and expressed the hope that, with modernized compensation policies in place, there would be fewer exceptions to policy, and that those exceptions would be thoroughly explained. In response to his question, Ms. Lapp stated that the item would be brought back for action in September.

11. **APPROVAL OF TOTAL COMPENSATION FOR ALAN L. HOFFMAN AS SENIOR VICE PRESIDENT FOR EXTERNAL RELATIONS, OFFICE OF THE PRESIDENT, AS DISCUSSED IN REGENTS ONLY SESSION**

- A. The President recommended approval of an annual salary of \$370,000 (SLCG Grade 111: Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100). Additional compensation items:
- B. Per policy, eligibility to participate in the University Home Loan Program.
- C. As an exception to policy, reimbursement of reasonable costs associated with temporary accommodations not to exceed \$25,000 over a period of six months commencing with employment.
- D. Per policy, an annual automobile allowance of \$8,916.
- E. Per policy, 100 percent reimbursement of reasonable relocation expenses.
- F. Per policy, an Administrative Fund for official entertainment and other purposes that comply with University policy.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior

management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).

- Per policy, a 5 percent monthly contribution to the Senior Management Supplemental Benefit Program.

The compensation described above shall constitute the University's total commitment until modified by the Regents and shall supersede all previous oral or written commitments.

[Background material was mailed to Regents in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

Committee Chair Varner noted that the Committee approved the appointment of Alan Hoffman as Senior Vice President for External Relations on the previous day. This item is a request for approval of the total compensation package.

Executive Director Larsen explained that this entails an annual salary of \$370,000, in SLCG Grade 111. Additional compensation items are eligibility for the University Home Loan Program, an annual automobile allowance of \$8,916, 100 percent reimbursement for reasonable relocation expenses, an Administrative Fund for official entertainment, and a 5 percent monthly contribution to the Senior Management Supplemental Benefit Program. As an exception to policy, the package includes reimbursement of reasonable costs associated with temporary accommodations not to exceed \$25,000 over a period of six months commencing with employment. This is consistent with temporary housing costs and packages that have been presented to other executives.

Upon motion duly made and seconded, the Committee approved the President's recommendation and voted to present it to the Board.

## 12. **2008/09 BUDGET FOR PRESIDENT EMERITUS**

Consistent with prior practice, presidents emeriti are provided an annual budget to defray costs associated with their activities on behalf of the University of California. At its May meeting, the Regents conferred the title of president emeritus upon former UC President Robert C. Dynes. Since then, a proposed 2008/09 budget of \$48,000 was submitted by President Emeritus Dynes and was approved by President Mark G. Yudof. In order to ensure transparency, the approved budget is being reported to the Regents as information.

The \$48,000 budget is broken down as follows:

<b>Expense Type</b>	<b>2008-09</b>
Salaries/Benefits (staff - part time)	\$10,000
Books/Subscriptions/Memberships	\$500

Business Meetings	\$2,500
Conference Registration	\$750
Federal Express	\$500
Fund Raising Activities	\$2,500
Parking	\$250
Photocopy/Printing	\$500
Equipment, Supplies & Tech Support	\$5,000
Telephone	\$500
Travel, including meals/lodging	\$25,000
<b>TOTAL</b>	<b>\$48,000</b>

These funds are in addition to the expenses approved by the Regents for President Emeritus Dynes as Professor of Physics, Above Scale, San Diego campus, at the November 2007 meeting.

Policies and procedures are being implemented at the Office of the President to monitor and report on the expenditures of each president emeritus. The Senior Vice President–Chief Compliance and Audit Officer will approve reimbursement of expenses based on receipts submitted by each president emeritus. All international travel and any domestic travel exceeding \$3,500 require prior approval by the Senior Vice President, Chief Compliance and Audit Officer. An annual report will be provided each year to the Regents of the budget expenditures of each president emeritus for the preceding fiscal year.

[Background material was mailed to Regents in advance of the meeting, and copies are on file in the Office of the Secretary and Chief of Staff.]

Committee Chair Varner explained that it is the University's practice to provide an annual budget for presidents emeriti, for their activities on behalf of the University. President Emeritus Dynes submitted a budget of \$48,000, and it was approved by President Yudof. The budget is being reported to the Regents as information to ensure transparency. These funds are in addition to expenses approved by the Regents for President Emeritus Dynes as professor of physics at UC San Diego in November 2007. Policies and procedures are being implemented to monitor the expenditures of each president emeritus. The Senior Vice President–Chief Compliance and Audit Officer will approve reimbursement of expenses, international travel, and domestic travel over \$3,500. An annual report will be provided to the Regents of budget expenditures of each president emeritus for the prior fiscal year.

The meeting adjourned at 12:25 p.m.

Attest:

Secretary and Chief of Staff

## I. Detail of Requests for Retroactive Approvals:

Name	Title	Location	Issue	Recommended Corrective Action	Recommended Curative Action For Recipient
Yancey Jr., William R.	Assistant Dean and Adjunct Professor	UCLA	In 2007 received payments for work performed in excess of the ICL without Regental approval and payments were deferred to future years after the work was performed.	Payments for all work performed to-date that have not already been paid will be paid in 2008; revised W2's will be issued for 2005, 2006, and 2007; revised tax returns will be filed; the University will pay for the cost of refilling these returns; and the campus will monitor the additional hours worked to ensure that approval from the Regents is received before payments due exceed the ICL.	Approve retroactively total payments of \$104,500.
Agate, James Birnbaum, David* Blair Jeffrey* Lee, Lloyd MacDonald, Mary Patti, Christopher Resnick, Andrea Shanle, Maria Thomas, Susan Van Houten, Leslie	University Counsel	UCOP	Received vacation accrual rates impermissible under policy, at their hire date, without proper approval. Two of these attorneys, identified with an asterisk, are compensated above the ICL. Owing to the length of all of their University service, however, their vacation accrual rates are now in compliance with policy. .	This practice was discontinued in mid 2006. Office procedures for the review of hiring offers and drafting of offer letters have been implemented. No further action is required.	Approve retroactively.

Name	Title	Location	Issue	Recommended Corrective Action	Recommended Curative Action For Recipient
Ackley, Holly Bergquist, David Chu, Nancy Clark, Barbara Drumm, Kelly Garvin, Anthony Goldstein, Michael Hamill, Norman Norris, Janet Reynolds, Max* Robinson, David Rossi, Carole Vroom, Cynthia Wilson, Richard	University Counsel	UCOP	Received impermissible vacation accrual rates, at their hire date, without proper approval. One of these attorneys, identified with an asterisk, is compensated above the ICL. His impermissible vacation accrual rate was identified in the 2007 Annual Report presented to the Regents. All of these identified attorneys' vacation accrual rates continue to be beyond that permissible under policy.	This practice was discontinued in mid 2006. Office procedures for the review of hiring offers and drafting of offer letters have been implemented. No further action is required.	Approve retroactively and prospectively.
Beam, Joanna* Eklund, William	University Counsel	UCOP	Documentation of their vacation accrual rate, at their date of hire (1981), is not available. One of these attorneys is compensated above the ICL. Retroactive approval of their vacation accrual rate is requested to ensure this matter is brought to a close for all attorneys, currently employed in the Oakland office.	This practice was discontinued in mid 2006. Office procedures for the review of hiring offers and drafting of offer letters have been implemented. No further action is required.	Approve retroactively.

Name	Title	Location	Issue	Recommended Corrective Action	Recommended Curative Action For Recipient
Chapman, John	Director - Clinical Services and Acting Executive Director – Clinical Services, UCSF Medical Center	UCSF	Has been receiving an administrative stipend since October 2007 for work as Acting Director of Clinical Services. The department added the actual stipend paid in calculating total compensation in their test of the ICL instead of the annualized amount of the stipend. Using the annualized amount would have increased total compensation to above the ICL and required Regental approval.	Over the past year the campus has been broadly communicating to their departments the guidelines for review and approval of salary actions. This situation is being assessed at the campus to determine if further action is required.	

**2008 Summer Salary Approvals  
Presented at July 2008 Regents Meeting**

Location	Employee Name	Title	Current Salary	Summer Salary	Total Annual Salary	Time Period of Research	Vacation Forfeited	Funding Source	Comments
UCB	Dennis M. Levi	Dean - School of Optometry	\$ 223,000	\$ 18,583	\$ 241,583	July 5 - August 4, 2008	21 days	National Eye Institute and School discretionary funds	NIH Grant has upper monthly rate limit of \$15,942. The balance is paid by non 19-900 School discretionary funds.
UCB	S. Shankar Sastry	Dean - College of Engineering	\$ 275,000	\$ 18,929	\$ 293,929	July 2008	19 days	National Science Foundation Science Technology Center Trust	Continue ongoing research as PI on this multi-million dollar project.
UCD	Enrique J. Lavernia	Dean - College of Engineering	\$ 246,800	\$ 20,567	\$ 267,367	July 2008	22 days	Office of Naval Research and Army Research Office	
UCI	John C. Hemminger	Dean-School of Physical Sciences	\$227,700	\$18,975.00	\$246,675.00	July 7-21 NSF July 22-30 DOE August 4-7 DOE	22 days	National Science Foundation (NSF) and Department of Energy (DOE)	
UCLA	Vijay Dhir	Dean - Henry Samueli School of Engineering and Applied Science	\$ 270,300	\$ 22,525	\$ 292,825	July 2008	22 days	NASA	
UCLA	No-Hee Park	Dean - School of Dentistry	\$ 361,800	\$ 15,942	\$ 377,742	August 2008	21 days	National Institutes of Health	\$15,942 represents the maximum allowable award from the National Institute of Health (NIH). Base salary \$295,300, Health Science Compensation Plan (HSCP) \$66,500.
UCLA	Robert Rosen	Dean - School of Theater, Film and Television	\$ 203,800	\$ 16,983	\$ 220,783	July 2008	22 days	State Funds (19900)	
UCSD	Mark Thiemens	Dean - Division of Physical Sciences	\$ 265,400	\$ 22,117	\$ 287,517	Aug-08	24 days	NASA grant funds	
UCSB	David Marshall	Executive Dean; Dean, Division of Humanities and Fine Arts, College of Letters and Science	\$ 217,900	\$ 18,158	\$ 266,058	August 2008	21 days	Unrestricted Gift Funds	Total Annual Salary includes an Administrative Stipend of \$30,000.
UCSB	Melvin Oliver	SAGE Sara Miller McCune Dean of Social Sciences, College of Letters and Sciences	\$ 213,900	\$ 17,825	\$ 231,725	August 2008	24 days	Unrestricted Gift Funds	
UCSB	Matthew Tirrell	Richard A. Auhll Professor and Dean, College of Engineering	\$ 270,900	\$ 22,575	\$ 293,475	July 2008	21 days	Unrestricted Gift Funds	





## Performance Management Review Process

### Draft for Management Consultation Review

#### Policy 505: Performance Management Review Process

**Policy Category:** Professional Development

**Who Is Covered:** All employees whose position is designated to be in the Senior Management Group (SMG), inclusive of Officers of the University per Regents Standing Order 100.1.a, and also including Deans.

*Deans are excluded from the Five-Year Senior Leadership Development Assessment portion of this policy at this time since they are subject to the regular academic review process. Subject to review and approval by The Regents, Principal Officers of The Regents may be included in this policy at a future date with a similar review process being developed after consultation with The Regents.*

**Responsible Officer:** Associate Vice President–Human Resources and Benefits

**Responsible Office:** Senior Management Compensation, Policy & Executive Recruiting

**Effective Date:** July 1, 2008

**Next Review Date:** To be determined

#### I. Policy Summary and Objective

This policy provides the direction and authority for a performance review process that establishes goals and expectations, and reviews the accomplishments of the Senior Administrators of the University.

#### II. Policy Definitions

**Executive Officer:** The President, Chancellor, or Laboratory Director.

**Exceptions:** Actions that exceed what is allowable under current policy or that are not expressly provided for under policy. Any such actions must be treated as exceptions.

**Top Business Officer:** Executive Vice President - Business Operations, Vice Chancellor for Administration, or the position with overall responsibility for the location's Senior Management Group human resources function as designated by the Executive Officer.



## **Performance Management Review Process Draft for Discussion**

### **III. Policy Text**

#### **A. Five-Year Senior Leadership Development Assessment**

A Leadership Development Assessment will be conducted once every five years. The purpose of this assessment is to provide the Senior Manager with feedback from a broader perspective than is usual with an annual performance evaluation. This is a managerial coaching and development exercise, rather than an evaluation of achievement toward specific goals. Individuals who have direct and specific knowledge of a Senior Manager's performance and contribution will be consulted to collect their input and feedback relevant to the person's performance. Those consulted should include individuals, as appropriate, from among the following constituents: the Academic Senate, academic unit heads, staff (including subordinates), deans, other administrators within UC, and other pertinent external groups.

The process for conducting the leadership development assessment, the format and any related materials may be developed by each location. The official document of record will reside with each location; however, a copy of the document should be provided to the Office of the President. The Chancellor will determine the appropriate contributors to the assessment. The Leadership Development Assessment will be initiated by the direct supervisors at each location. As processes are developed proper consultation with the Academic Senate should occur, where appropriate. For those positions reporting to the President, the Office of the President will be responsible for establishing a process consistent with these guidelines.

#### **B. Annual Performance Evaluation**

Performance evaluations will be conducted annually by the direct supervisor for each administrator. For campus positions, the Chancellor shall determine the key components in the performance evaluation process, which may include self-appraisals; internal and external sources of information, including client feedback; and input from key stakeholders. The official document of record will reside with each location; however, a copy of the document should be provided to the Office of the President and the overall rating should be recorded in the Senior Leadership Information System (SLIS).

Goals and objectives will be established for each employee holding a position which has been designated as a participant at the commencement of or during the performance period. Goals and objectives should clarify and delineate accountability, create opportunity for the individual to add value to the work of the unit and/or campuses, be aligned with higher level objectives and strategies established by University leadership, and encourage growth and development of the individual. Performance will be measured relative to the attainment of the stated goals and objectives, and significant accomplishments related to the strategic goals and objectives of the University.



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### C. Annual Performance Review Standards and Competencies

These standards and competencies will be incorporated into the annual performance management and review process.

- **Accountability and Governance:** Demonstrates execution of goals and objectives which provide opportunities for growth of the individual and supports the overall success of the strategic objectives of the organization, both locally and Systemwide. These goals and objectives will include compliance with applicable regulatory and university requirements. Adheres to University principles of transparency and openness in working with all constituents.
- **Collaboration and Communication:** Demonstrates a proactive approach to establishing effective relationships with key internal (local and Systemwide) and external constituencies; understands the diverse needs and agendas of various stakeholder groups; creates and fosters an environment that ensures collegiality and information sharing, while recognizing the need for timely decision making. Effectively communicates with leadership, faculty and staff.
- **People Leadership:** Provides an environment of individual growth and career development, recognizing and utilizing skills of others through clear, specific and timely performance feedback; recruits, develops and retains talented managers and employees; provides effective coaching, delegates effectively and rewards superior performance.
- **Inspiring Innovation and Leading Change:** Inspire and develop opportunities for new and innovative approaches in the disciplines covered, better ways of teaching students, and greater contributions to research and dissemination of the knowledge developed at the University. Drives change initiatives by defining measurable outcomes, energizing others at all levels and ensuring continuing commitment when faced with new initiatives; confronts and works through resistance with various stakeholders
- **Resource Management and Financial Budget:** Develops strategic goals and objectives to achieve accountability and efficient stewardship of University resources (operational, financial, and human), in a manner consistent with Systemwide objectives and initiatives. Adheres to established budget and resource allocations, ensuring optimal and efficient use of all resources.
- **Diversity:** Demonstrates an active and engaged commitment to diversity. Works to establish a climate that welcomes, celebrates and promotes respect for diversity of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability,



## Performance Management Review Process Draft for Discussion

medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran in the University. Ensures equal opportunity in search and recruitment process by ensuring diverse representation on search committees, supplemental outreach efforts, etc. Promotes equity in advancements by describing review process for new staff and administrators, encouraging participation in career advising or mentoring programs, etc.

- **Client Service:** Understands that UC is a large, complex organization with many internal and external clients. Carries out UC's organizational philosophy to provide the best possible services in support of its mission: teaching, research and public service.
- **Health and Safety:** Understands that safety and environmental issues are essential elements of ensuring the continued success of UC and its employees. Maintains a safe, healthy and environmentally sound workplace.
- **Principles of Community:** Fosters a positive working and learning environment, by maintaining a climate of collaboration, fairness, cooperation, and professionalism. Practices and integrates these basic principles in all interactions.

### **D. Standardized Overall Performance Rating**

To provide a standard University-wide format and rating system for Senior Administrators, the following scale will be incorporated into the review:

Overall Performance Rating:

- **Exceptional Performance** is significant overachievement of expectations.
- **Above Expectations Performance** is often beyond expectations.
- **Satisfactory Performance** consistently fulfills expectations.
- **Improvement Needed Performance** is inconsistent performance, with expectations only partially achieved. Deficiencies should be addressed in the performance appraisal.
- **Unsatisfactory Performance** is the failure to achieve the majority of expectations. Deficiencies should be addressed in the performance appraisal.

## IV. Approval Authority

### *A. Implementation of the Policy*



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The Associate Vice President – HR & Benefits is the Responsible Officer for this policy and has the authority to implement the policy.

### *B. Approval of Actions – Within Policy*

**Note: Before this policy becomes effective, The Regents will delineate the respective authority of The Regents, the President, and the chancellors in approving individual actions within policy limits. The Regents will also specify the extent to which approval authority may be delegated.**

### *C. Approval of Actions – Exceptions to Policy*

A proposed action that exceeds what is allowed under current policy or that is not expressly provided for under any policy is an exception to policy.

**Note: Before this policy becomes effective, The Regents will delineate the respective authority of The Regents, the President, and the chancellors in approving exceptions to policy. The Regents will also specify the extent to which approval authority may be delegated.**

### *D. Revisions to the Policy*

The Regents is the Policy Approver for this policy and has the authority to approve any policy revisions upon recommendation by the President.

The Responsible Officer has the authority to initiate revisions to the policy, consistent with approval authorities and applicable *Bylaws* and *Standing Orders* of The Regents.

The Executive Vice President of Business Operations has the authority to ensure that policies are regularly reviewed and updated, and are consistent with the *Senior Management Group Compensation Policy Principles* and other governance policies.

## V. Compliance

### *A. Compliance with the Policy*

The Responsible Officer is accountable for monitoring compliance with the policy.

The following roles are designated at each location to implement compliance monitoring responsibility for this policy:



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Local Resources are designated at each location by the Top Business Officer and/or the Executive Officer to be responsible for the ongoing reporting of policy compliance, including collecting and entering all relevant details into the Senior Leadership Information System (or relevant HRIS), and creating any specified regular compliance reports for review by the location's Top Business Officer.

The Top Business Officer establishes procedures to collect and report information, review any specified regular compliance reports for accuracy, review policy exceptions and/or anomalies to ensure appropriate approval has been obtained, and submit a copy of the compliance report to the Executive Officer for signature.

The Executive Officer is accountable for monitoring and enforcing compliance mechanisms, ensuring monitoring procedures are in place, approving the specified regular compliance reports, and sending notice of final approval for the reports to the Senior Management Compensation Office, Top Business Officer, and Local Resources.

The Responsible Officer is accountable for reviewing the administration of this policy. The Senior Vice President and Chief Compliance and Audit Officer will periodically audit and monitor compliance to these policies, and results will be reported to senior management and The Regents.

### *B. Noncompliance with the Policy*

Noncompliance with the policy is handled in accordance with The Regents' *Guidelines for Corrective Actions Related to Compensation Practices* and *Guidelines for Resolution of Compensation and Personnel Issues Resulting from the Findings of Audits and Management Reviews*.

Noncompliance is reported in the monthly compliance report from each location as approved by the Executive Officer and reviewed by the Senior Vice President and Chief Compliance and Audit Officer and The Regents at each Regents' meeting.

### **Additional References**

***(Links to other on-line documents and references to be completed.)***

### **Revision History**

May include dates and material changes to content and links to an archive of former policy versions and other relevant material (e.g., applicable Presidential transmittal letters) from inception to all revisions.

### **Implementation Procedures**

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*(Links to procedures to be completed.)*

### **Required Documentation and Disclosure**

Includes documents or disclosure processes as required by the policy. Addresses who is responsible for submitting the documents, and to whom.

### **Forms**

Links to any applicable forms for use under the policy.

### **Links to Related Policies**

Federal and State laws, Regental policies, Presidential policies, B&F Bulletins, etc.

### **Frequently Asked Questions (FAQ)**

May be developed to address the most common questions that come up in reading, interpreting and implementing this policy.

## Performance Management Review Process Draft for Discussion



### University of California PERFORMANCE MANAGEMENT FOR SENIOR ADMINISTRATORS

This form is to be completed by the person with primary responsible for reviewing the performance of the incumbent.

Incumbent's Name:		Incumbent's Position:	
Performance Year:		Time in Position:	

1. **GOALS ACHIEVED:** Evaluate the incumbent's top value added accomplishments and contributions over this review period (e.g., goals accomplished, problems solved, value added program changes).

Goal:
Goal:
Goal:

2. **LEADERSHIP COMPETENCY ACHIEVEMENTS:** Evaluate the incumbent's accomplishments and contributions as they related to the following competencies.

1. <b>Accountability and Governance</b> -- Demonstrates personal ownership of goals and accepts responsibility for results; establishes and executes action plans to ensure success; displays a strong commitment to organizational success and complies with University policies.
2. <b>Collaboration and Communication</b> -- Works proactively to build effective relationships with key internal and external constituencies; understands the diverse needs and agendas of various stakeholder groups; creates and fosters an environment that ensures collegiality and information sharing, while recognizing the need for timely decision making; and effectively communicates with faculty and staff.
3. <b>People Leadership</b> -- Develops the performance of others by providing clear, specific and timely performance feedback; recruits, develops and retains talented managers and employees; provides effective coaching, facilitates career development, delegates effectively and rewards superior performance.





## Performance Management Review Process Draft for Discussion

- |  |
|--|
| <p>4. <b>Inspiring Innovation and Leading Change</b> -- Inspire and develop opportunities for new and innovative approaches in the disciplines covered, better ways of teaching students, and greater contributions to research and dissemination of the knowledge developed at the University. Drives change initiatives by defining outcomes, energizing others at all levels and ensuring continuing commitment when faced with new initiatives; confronts and works through resistance with various stakeholders.</p>  |
| <p>5. <b>Resource Management and Financial Budget</b> - Develops strategic goals and objectives to achieve accountability and efficient stewardship of University resources (operational, financial, and human), in a manner consistent with Systemwide objectives and initiatives. Adheres to established budget and resource allocations, ensuring optimal and efficient use of all resources.</p>   |
| <p>6. <b>Diversity:</b> Demonstrates an active and engaged commitment to diversity. Works to establish a climate that welcomes, celebrates and promotes respect for diversity of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran in the University. Ensures equal opportunity in search and recruitment process by ensuring diverse representation on search committees, supplemental outreach efforts, etc. Promotes equity in advancements by describing review process for new staff and administrators, encouraging participation in career advising or mentoring programs, etc.</p> |
| <p>7. <b>Client Service:</b> Understands that UC is a large, complex organization with many internal and external clients. Carries out UC's organizational philosophy to provide the best possible services in support of its mission of teaching, research and public service.</p>  |
| <p>8. <b>Health and Safety:</b> Understands that safety and environmental issues are essential elements of ensuring the continued success of UC and its employees. As with any progressive organization, UC's primary strength is its people, the many individuals that comprise the faculty, staff, and student populations. To ensure that these individuals have a chance to contribute to the University's mission, maintains a safe, healthy and environmentally sound workplace.</p>   |
| <p>9. <b>Principles of Community:</b> Fosters the best possible working and learning environment, by maintaining a climate of fairness, cooperation, and professionalism. Supports, integrates and practices these basic principles as an individual and in groups.</p>  |

## Performance Management Review Process Draft for Discussion



- 3. GOALS FOR NEXT PERFORMANCE YEAR:** Establish goals that are specific, measurable, relevant, time-based, and beyond normal work duties (i.e., “stretch” goals). Goals and objectives are intended to help encourage growth and development of the individual, and aligned with higher level objectives and strategies established by leadership.

1. Goal:
How goal achievement will be measured:
2. Goal:
How goal achievement will be measured:
3 Goal:
How goal achievement will be measured:
4 Goal:
How goal achievement will be measured:
5 Goal:
How goal achievement will be measured:

**Overall performance summary:**

### Overall Appraisal Rating:

- \_\_\_\_\_ **Exceptional Performance** - is significant overachievement of expectations.
- \_\_\_\_\_ **Above Expectations Performance** - is often beyond expectations.
- \_\_\_\_\_ **Satisfactory Performance**- consistently fulfills expectations.
- \_\_\_\_\_ **Improvement Needed Performance** - is inconsistent performance, with expectations only partially achieved. Deficiencies should be addressed in the performance appraisal.

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\_\_\_\_\_ **Unsatisfactory Performance** - is the failure to achieve the majority of expectations. Deficiencies should be specifically addressed in the performance appraisal.

### Reviewing Manager:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

### Incumbent:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date