

The Regents of the University of California

**COMMITTEE ON COMPENSATION**

June 19, 2012

A special meeting of the Committee on Compensation was held on the above date by teleconference at the following locations: 1111 Franklin Street, Lobby 1, Oakland; Morgan Center, Los Angeles campus; 4127 Hinderaker Hall, Riverside campus; UC Center, 550 East Shaw Avenue, Suite 100, Fresno; 33 West Delaware Place, Chicago, Illinois.

Members present: Regents Kieffer, Pattiz, Pelliccioni, Ruiz, and Varner; Ex officio member Yudof; Advisory members Anderson and Mendelson

In attendance: Regents De La Peña, Hallett, Island, Mireles, Reiss, Schilling, and Wachter, Regent-designate Rubenstein, Secretary and Chief of Staff Kelman, Associate Secretary Shaw, General Counsel Robinson, Provost Pitts, Executive Vice President Brostrom, Vice Presidents Duckett and Sakaki, and Recording Secretary Johns

The meeting convened at 12:40 p.m. with Committee Chair Ruiz presiding.

**1. READING OF NOTICE OF MEETING**

For the record, it was confirmed that notice had been given in compliance with the Bylaws and Standing Orders for a special meeting of the Committee on Compensation, for this date and time, for the purpose of considering the appointment of and compensation for Aimée Dorr as Provost and Executive Vice President – Academic Affairs, University of California, Office of the President.

**2. PUBLIC COMMENT**

There were no speakers wishing to address the Committee.

**3. APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR AIMÉE DORR AS PROVOST AND EXECUTIVE VICE PRESIDENT – ACADEMIC AFFAIRS, UNIVERSITY OF CALIFORNIA, OFFICE OF THE PRESIDENT AS DISCUSSED IN REGENTS ONLY SESSION**

Background to Recommendation

During an exhaustive national search, Aimée Dorr, veteran Dean of UCLA's Graduate School of Education and Information Studies (GSE&IS) and Professor of Education, distinguished herself through her inclusive and innovative leadership style, her strategic vision, excellent academic credentials, and deep knowledge about and long involvement with the University of California.

Dean Dorr has been a professor of Education at UCLA since 1981. In 1999, she assumed the top leadership role at the Graduate School and the UCLA Lab School, as well as becoming Co-Chair of Academic Preparation and Educational Partnership Programs, formerly known as Outreach Programs. One of her early accomplishments as GSE&IS Dean was to help develop a new mission statement that has charted the course of the School ever since.

During her tenure, Dean Dorr's unflagging efforts have contributed to GSE&IS's preeminence in the areas of equity, access, and multiculturalism in K-12 and higher education, and in library, archival and information services. She led the School in significantly enhancing the diversity of its faculty, students, and staff, increasing graduate enrollment in State-supported programs by one-third and increasing tenure-track faculty by approximately 20 percent. She increased financial support for students in Ph.D. and professional programs and brought to fruition the largest GSE&IS gift from a living donor. GSE&IS has also taken the lead at UCLA in creating and supporting the UCLA Community School, a Los Angeles Unified School District K-12 pilot school that serves a primarily low-income, immigrant community in the Pico-Union/Koreatown area and simultaneously addresses UC's commitments to teaching, research, and service.

She was co-founder of the L.A. Basin Education Deans group and a member of Mayor Antonio Villaraigosa's Education Advisory Group. Among the leadership positions she has held within the University system are Chair and Vice Chair of the Academic Senate during 1998-1999 and 1997-1998, respectively. While Chair and Vice Chair of the Academic Senate, she also served as the Faculty Representative to the Board of Regents.

Before joining the faculty at UCLA, Dean Dorr was a faculty member at Stanford University, Harvard University, and the University of Southern California, where she served as Associate Dean of the Annenberg School of Communications. She is a fellow of the American Educational Research Association, the American Psychological Association and the Association for Psychological Science. Her research has been in the area of electronic media and the processes by which young people make sense of, utilize, and are affected by electronic media. Her areas of expertise also include policy analysis and the role of research in policy decision-making. She has served on several panels looking at a national policy for children's television and for advertising to children, including for the Federal Communications Commission and the Federal Trade Commission. Dean Dorr received her B.S. in Mathematics from Stanford University, where she also earned her M.A. and Ph.D. in Psychology. Funding will come from State and other sources.

### Recommendation

The President recommended approval of the following items in connection with the appointment of and compensation for Aimée Dorr as Provost and Executive Vice President – Academic Affairs, University of California, Office of the President:

- A. Appointment of Aimée Dorr as Provost and Executive Vice President – Academic Affairs, University of California, Office of the President, effective July 1, 2012. Ms. Dorr will also hold an academic appointment, at zero percent time, on the Los Angeles campus.
- B. Per policy, an annual salary of \$350,000, funded by State and other sources. This represents a zero percent increase over the previous incumbent’s salary.
- C. Per policy, the University will pay 100 percent of the reasonable and actual expenses related to moving Ms. Dorr’s household goods and personal effects to her new residence in the Bay Area, subject to the limits under policy. The University will also pay reasonable and actual costs associated with moving her personal library and other related equipment and materials, subject to the limitations under policy.
- D. Per policy, eligibility to participate in the University’s Home Loan Program in order to purchase a primary residence in accordance with all applicable policies.
- E. Per policy, an administrative fund will be established for official entertainment and other purposes permitted by University policy. Adjustments may occur annually as allowed by policy.
- F. If Ms. Dorr maintains an active research program during her appointment as provost, an annual allocation of funding will be established for this research during her term as provost.
- G. Per policy, two house-hunting trips each for Ms. Dorr and her husband, subject to the limitations under policy.
- H. Per policy, Ms. Dorr will retain a tenured academic appointment to the faculty at zero percent time and will continue to accrue sabbatical credits as a member of the faculty under the University’s sabbatical policy. After stepping down as provost and upon returning to UCLA, her step and academic salary will be determined by the academic process at the campus.
- I. Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance and executive salary continuation for disability).
- J. Pursuant to Regents’ Standing Order 103.6 regarding the employment of UC executives who have attained their applicable retirement age, the appointment of Ms. Dorr will be subject to annual approval by the President.

**COMPARATIVE ANALYSIS**

**Recommended Compensation**

**Effective Date:** July 1, 2012

**Base Salary:** \$350,000

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

**Grade Level:** SLCG Grade 113

(Minimum \$333,900, Midpoint \$431,500, Maximum \$529,100)

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

**Budget &/or Prior Incumbent Data**

**Base Salary:** \$350,000

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

**Grade Level:** SLCG Grade 113

(Minimum \$333,900, Midpoint \$431,500, Maximum \$529,100)

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

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

**COMPETITIVE ANALYSIS**

<b>TARGET BASE SALARY MARKET PERCENTILES</b>				
<b>Percentiles</b>	<b>25<sup>th</sup></b>	<b>50<sup>th</sup></b>	<b>75<sup>th</sup></b>	<b>90<sup>th</sup></b>
<b>Market Data</b>	\$342.8	\$439.9	\$583.6	\$649.8
<b>% Difference from Market</b>	2.1%	-20.4%	-40.0%	-46.1%

The compensation described above shall constitute the University’s total commitment until modified by the Regents and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

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

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

Committee Chair Ruiz briefly introduced the item. Executive Director Larsen outlined the elements of compensation being proposed, noting that market data show the average pay for this position to be approximately \$440,000 at UC’s competitor institutions.

President Yudof recalled that Aimée Dorr had served the University for 31 years, most recently as Dean of the Graduate School of Education and Information Studies at UCLA. She had also served as Vice Chair and Chair of the Academic Senate and as Faculty Representative to the Regents. Throughout her tenure at the University, Ms. Dorr had distinguished herself through her superior management skills, her impressive strategic vision, and her longstanding commitment to expanding educational opportunities for Californians. President Yudof emphasized that this was a key appointment at a critical moment. The University now faced important decisions, especially regarding its academic mission. It needed strong, battle-tested leaders like Ms. Dorr, whose work would be essential to preserving UC's internationally known academic excellence. He expressed his full confidence in Ms. Dorr.

Upon motion duly made and seconded, the Committee approved the President's recommendation and voted to present it to the Board, Regents Kieffer, Pattiz, Pelliccioni, Ruiz, Varner, and Yudof (6) voting "aye."<sup>1</sup>

Committee Chair Ruiz welcomed Ms. Dorr as the University's next Provost and Executive Vice President – Academic Affairs. He stressed the importance of this position for the University.

The meeting adjourned at 12:45 p.m.

Attest:

Secretary and Chief of Staff

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<sup>1</sup> Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code §11123(b)(1)(D)] for all meetings held by teleconference.