

The Regents of the University of California

COMMITTEE ON COMPENSATION

March 14, 2013

The Committee on Compensation met on the above date at UCSF–Mission Bay Conference Center, San Francisco.

Members present: Regents Island, Kieffer, Mendelson, Ruiz, and Stein; Ex officio members Lansing and Yudof; Advisory members Feingold and Powell

In attendance: Regents Blum, De La Peña, Gould, Pattiz, Reiss, Rubenstein, and Zettel, Regents-designate Flores and Schultz, Faculty Representative Jacob, Secretary and Chief of Staff Kelman, Associate Secretary Shaw, General Counsel Robinson, Chief Investment Officer Berggren, Chief Compliance and Audit Officer Vacca, Provost Dorr, Executive Vice President Brostrom, Chief Financial Officer Taylor, Senior Vice Presidents Dooley and Stobo, Vice Presidents Duckett, Mara, and Sakaki, Chancellors Block, Desmond-Hellmann, Drake, and Yang, Acting Chancellor Conoley, and Recording Secretary Johns

The meeting convened at 9:00 a.m. with Committee Chair Ruiz presiding.

1. APPROVAL OF MINUTES OF PREVIOUS MEETING

Upon motion duly made and seconded, the minutes of the meetings of November 15 and November 27, 2012 were approved.

2. CHANGE TO APPOINTMENT TERMS FOR EMPLOYEES SUBJECT TO MANDATORY RETIREMENT AGE REQUIREMENTS

The President recommended that appointments of current employees that have been extended on a year-to-year basis pursuant to Standing Order 103.6, due solely to the fact that the employee has attained his or her mandatory retirement age, be converted to open-ended appointments. This action is contingent upon the Board of Regents approving the repeal of Standing Order 103.6 at its March 2013 meeting.

[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.]

Vice President Duckett explained that this action would effectively eliminate the mandatory retirement age of 67 for Senior Management Group (SMG) employees and the administrative process of year-to-year appointment extensions for this group. He recalled that all SMG employees are “at will” employees and can be terminated at any time without cause.

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

The meeting adjourned at 9:05 a.m.

Attest:

Secretary and Chief of Staff