

**COMMITTEE ON COMPENSATION
JULY 2008**

**ACTION UNDER INTERIM AUTHORITY – APPOINTMENT SALARY FOR
THOMAS O. BALDWIN AS DEAN – COLLEGE OF NATURAL AND
AGRICULTURAL SCIENCES, RIVERSIDE CAMPUS**

Action under interim authority was requested for the appointment of Thomas O. Baldwin. This request was in response to an immediate need to fill this position and the need for Mr. Baldwin to provide adequate notice to his current employer.

Compensation:

- (1) Appointment salary of \$235,000. This represents a 41.1 percent increase in Mr. Baldwin's current salary of \$166,544 (Salary Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400).
- (2) This appointment is 100 percent time and effective July 1, 2008 pending approval by the Regents.

Additional items of compensation include:

- Per Policy, Standard Pension and Health and Welfare benefits and standard Senior Management benefits, including Senior Manager Life Insurance, Executive Business Travel Insurance, Executive Salary Continuation for Disability
- Per Policy, eligible to accrue sabbatical credits due to dual academic appointment.
- Per Policy, ineligible for Senior Management Supplemental Benefits Program due to dual academic appointment.
- Per policy, moving expenses up to 100 percent of allowable expenses.
- Per policy, participation in the Mortgage Origination Loan Program (MOP), available to be exercised within a period not to exceed 24 months from date of employment.
- Per policy, a relocation allowance of \$58,750 (25.0 percent). The policy allows for a relocation allowance of up to 25.0 percent of base salary. This allowance will be paid in annual installments over four years from the date of hire, with installments of 40 percent, 30 percent, 20 percent and 10 percent to offset the costs of relocating Mr. Baldwin's home to the Riverside area. If he terminates employment during that period, any remaining payments under the program will be forfeited.

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. All compensation (as defined in the Regents' 1993 Principles for Review of Executive Compensation) in this recommendation will be released to the public immediately following approval by the Regents.

BACKGROUND

The campus conducted a nationwide search for the College of Natural and Agriculture Sciences dean position, and Mr. Thomas O. Baldwin was selected as the campus' top candidate. Mr. Baldwin has an outstanding track record for making outstanding faculty hires and a history of being able to recognize opportunities for the development of synergistic relationships between disciplines. With these qualities, the campus believes that he is well positioned to lead the College of Natural and Agricultural Sciences to excellence in the areas of science and research.

[Compensation form attached.]

**COMPENSATION FOR THOMAS O. BALDWIN AS DEAN – COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES
RIVERSIDE CAMPUS**

Position Slotted in Grade 108 – Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400

Effective July 1, 2008 pending approval by The Regents

Page 1 of 2

| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|---|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| SALARY AND OTHER CASH PAYMENTS | | | | | |
| · Annual Base Salary | X | | \$235,000 | NO | REGENTS |
| · Health Sciences Compensation Plan | | X | | | |
| · Additional Salary (Stipend, add-ons, etc.) | | X | | | |
| · Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20% | | X | | | |
| · Any other bonuses/Incentives | | X | | | |
| · Annual Incentive Plan (Treasurer's Office only) | | X | | | |
| · Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary | | X | | | |
| BENEFITS AND PERQUISITES | | | | | |
| · Standard Benefits Package (Health, UCRP, Vision, Dental, etc.) | X | | | NO | |
| · Automobile Allowance | | X | | | |
| · Leased Automobile | | X | | | |
| · Senior Manager Life Insurance | X | | | NO | |
| · Executive Business Travel Insurance | X | | | NO | |
| · Exec. Salary Continuation for Disability | X | | | NO | |
| · Mortgage Origination Program (MOP) Loan | X | | | NO | REGENTS |
| · Supplemental Home Loan Program (SHLP) | | X | | | |
| · University-provided Housing President/Chancellors) | | X | | | |
| · Educational Expenses | | X | | | |
| · Other Perqs – please list below | | X | | | |
| ONE-TIME PAYMENTS/REIMBURSEMENTS | | | | | |
| · Payment in Lieu of Sabbatical Pay | | X | | | |
| · Relocation Allowance | X | | \$58,750 | NO | REGENTS |
| · Temporary Housing Allowance - 1 month per policy | | X | | | |
| · Payment in lieu of Vacation Pay | | X | | | |
| · Moving Expenses/Movement of Household Goods – 100% of covered expenses | X | | | NO | |
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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|--|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| FUTURE BENEFITS | | | | | |
| · Post-retirement Employment Agreements | | X | | | |
| · Consultant/Independent Contractor Compensation Agreement | | X | | | |
| · Severance/Separation Agreement | | X | | | |
| · Sabbatical/Administrative Leave | X | | | NO | |
| · Special Health Benefits or Other Benefits | | X | | | |
| OTHER | | | | | |
| · Administrative Fund Allocation | | X | | | |
| · Corporate Board Service | | X | | | |
| · Other (Specify) | | X | | | |
| TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) | | | \$293,750 | | REGENTS |

[Please note that all payments, reimbursements, special benefits, etc. should be listed on this form in order to be authorized by the President and The Regents. This information will be released to the Public.]

The only compensation permitted is what is listed on the summary page that accompanied the item.