

**COMMITTEE ON COMPENSATION
JULY 2008**

**ACTION UNDER INTERIM AUTHORITY – STIPEND FOR GEORGE R. MANGUN AS
ACTING DEAN – SOCIAL SCIENCES, DAVIS CAMPUS**

Action under interim authority was requested for the approval of an administrative stipend for George R. Mangun as Acting Dean – Social Sciences, Davis campus. It would be detrimental to the division to go without a dean until September.

Compensation:

- (1) Per policy, an administrative stipend of 5.1 percent of his adjusted campus faculty salary. At 85 percent this stipend equals \$11,914 annually for a total actual annualized salary of \$246,599 for his acting Dean appointment (SLCG Grade 107: Minimum \$172,300; Midpoint \$218,700; Maximum \$265,000).
- (2) In addition to his Dean salary of \$246,599, he will also be receiving \$28,401 for his 15 percent appointment at the School of Medicine, resulting in total annualized compensation of \$275,000.
- (3) If an adjustment to the base faculty salary is made prior to the termination of this acting appointment the 5.1 percent stipend will be recalculated using the new faculty base salary.
- (4) This appointment is 85 percent time and effective August 1, 2008 through July 31, 2009.

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.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefits Program due to dual appointment as a faculty member.

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 Davis campus concluded its national search to fill the position of Dean – Division of Social Sciences which resulted in a failed search. The campus then conducted an internal process to select an acting dean, and George R. Mangun was selected. Mr. Mangun is a distinguished scholar who is widely recognized for his research on the cognitive neuroscience of attention. He consults on numerous university, U.S. government, and international scientific panels and advisory boards, including for the National Institutes of Health, the National Academy of Sciences, and the Finnish Academy of Science. Mr. Mangun also has strong administrative and leadership experience having established the Center for Mind and Brain in 2002 from the ground up including the hiring of all staff, management of the budget, and overseeing all administrative aspects of the Center. Mr. Mangun will bring to this position an excellent reputation, a proactive and consultative management style and a vision regarding the opportunities, challenges and priorities for the Division of Social Sciences.

[Compensation form attached.]

**COMPENSATION FOR GEORGE R. MANGUN AS ACTING DEAN – SOCIAL SCIENCES
DAVIS CAMPUS**

Position Slotted in Grade 107 – Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000

Effective August 1, 2008

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Total Annual Compensation: 85% Appointment	YES		\$234,685	YES	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.) at 85%	YES		\$11,914	NO	
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance		NO			
· Executive Business Travel Insurance		NO			
· Exec. Salary Continuation for Disability		NO			
· Mortgage Origination Program (MOP) Loan (Up to a maximum of \$800,000)		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs – please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses		NO			

**COMPENSATION FOR GEORGE R. MANGUN AS ACTING DEAN – SOCIAL SCIENCES
DAVIS CAMPUS
Position Slotted in Grade 107 – Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000
Effective August 1, 2008**

Page 2 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave Accrual	YES			NO	
· Special Health Benefits or Other Benefits		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify) 15 Percent Appointment as Professional Researcher School of Medicine	YES		\$28,401	NO	
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					
			\$275,000		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.