

**COMMITTEE ON COMPENSATION  
AUGUST 2008**

**ACTION UNDER INTERIM AUTHORITY – STIPEND FOR ALAN L. TERRICCIANO  
AS ACTING DEAN – CLAIRE TREVOR SCHOOL OF THE ARTS, IRVINE CAMPUS**

Action under interim authority was requested for the approval of an administrative stipend for Alan L. Terricciano as Acting Dean – Claire Trevor School of the Arts, Irvine campus. This request was in response to the immediate operational need to fill the vacancy in the Dean – Claire Trevor School of the Arts position.

**Compensation:**

- (1) As an exception to policy, an administrative stipend of \$43,722 (37.6 percent). The stipend plus the adjusted faculty salary of \$116,278 result in total compensation of \$160,000 (Salary Grade 105: Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400). This need for this exceptional stipend is due to the low faculty salary.
- (2) If an adjustment to the base faculty salary is made prior to the termination of this acting appointment, the \$43,722 stipend will be reduced to maintain the total compensation at \$160,000.
- (3) This appointment is at 100 percent and is effective July 16, 2008 through June 30, 2009, or until the appointment of a permanent Dean – Claire Trevor School of the Arts, whichever occurs first.

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.

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 Irvine campus is in the beginning stages of a national search to fill the vacancy of the Dean – Claire Trevor School of the Arts position. The previous incumbent stepped down from the position on July 15, 2008. Alan L. Terricciano has been recognized as an excellent candidate to serve as Acting Dean. For the past 25 years, Mr. Terricciano has been professionally active as both a composer for choreography, and as a pianist with a particular focus on choreographic collaboration. In addition, he has been a dedicated faculty member at the Irvine campus since 1994, serving in leadership positions in the Claire Trevor School of the Arts since 1999. Mr. Terricciano holds numerous academic

and professional distinctions from performance and composition awards to recognition of service as a faculty member.

[Compensation form attached.]

**COMPENSATION FOR ALAN L. TERRICCIANO AS ACTING DEAN – CLAIRE TREVOR SCHOOL OF THE ARTS  
IRVINE CAMPUS**

**Position Slotted in Grade 105 – Minimum \$138,200, Midpoint \$174,300, Maximum \$210,400**

**Effective July 16, 2008**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Adjusted Academic Annual Base Salary	X		\$116,278	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$43,722	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· 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			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· Leased Automobile		X			
· Senior Manager Life Insurance		X			
· Executive Business Travel Insurance		X			
· Exec. Salary Continuation for Disability		X			
· Mortgage Origination Program (MOP) Loan		X			
· Supplemental Home Loan Program (SHLP)		X			
· University-provided Housing President/Chancellors)		X			
· Educational Expenses		X			
· Other Perqs – please list below		X			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· 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			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		X			
· Consultant/Independent Contractor Compensation Agreement		X			
· Severance/Separation Agreement		X			
· Sabbatical/Administrative Leave Accrual	X			NO	
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$160,000		

[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.