

**COMMITTEE ON COMPENSATION  
AUGUST 2008**

**ACTION UNDER INTERIM AUTHORITY – STIPEND EXTENSION FOR STEVEN GAINES AS ACTING DEAN-DIVISION OF MATHEMATICAL, LIFE AND PHYSICAL SCIENCES, COLLEGE OF LETTERS AND SCIENCE, SANTA BARBARA CAMPUS**

**Compensation:**

- (1) As an exception to policy, effective July 1, 2008 through September 30, 2008. This appointment is at 100 percent time. This represents an exception to policy which allows for an administrative stipend to be paid for up to 12 months.
- (2) As an exception to policy, continuation of the existing administrative stipend of 23.5 percent (\$39,260) to increase his current adjusted faculty salary of \$167,388 to an annual salary of \$206,648 (SLCG grade 107: Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800). This represents an exception to policy which allows for up to a 15.0 percent administrative stipend.

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, accrual of sabbatical credits as a member of faculty; and,
- Per Policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to academic appointment.

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 of Review of Executive Compensation) in this recommendation will be released to the public immediately following execution.

**BACKGROUND**

Dr. Gaines was appointed Acting Dean of the Division of Mathematical, Life, and Physical Sciences in July 2007 after Dr. Martin Moskovits's departure on May 1, 2007. The appointment was for one year or until the appointment of a new Dean, whichever occurred first. Dr. Pierre Wiltzius has accepted the position as Dean, Division of Mathematical, Life and Physical Sciences, effective October 1, 2008. This appointment was approved at the July 2008 Regents meeting. The campus proposes an extension of Dr. Gaines's appointment to bridge the period of time from the original expiration of the acting appointment, to the effective date of the appointment of Dr. Wiltzius.

Dr. Gaines is well-qualified to continue in this position, having ably guided the Division over the past year. Dr. Gaines served previously in administrative posts including as the Acting Vice Chancellor for Research and as the Director of the Marine Science Institute.

[Compensation form attached.]

**COMPENSATION FOR STEVEN GAINES AS ACTING DEAN, MATHEMATICAL, LIFE AND PHYSICAL SCIENCES  
COLLEGE OF LETTERS AND SCIENCE, SANTA BARBARA CAMPUS  
SLCG 107 - Minimum \$167,600 Midpoint \$212,700, Maximum \$257,8000**

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	YES		\$ 167,388	NO	
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)	YES		\$39,260	YES	REGENTS
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives	NO				
· Annual Incentive Plan (Treasurer's Office only )		NO			
· Senior Management Supplemental Benefit Program		NO			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance - 25%		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES			NO	
· Special Health Benefits or Other Benefits		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$206,648		

[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.