COMMITTEE ON COMPENSATION
MAY 2008

APPOINTMENT SALARY FOR ENRIQUE J. LAVERNIA AS PROVOST AND EXECUTIVE VICE CHANCELLOR, DAVIS CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment salary for Enrique J. Lavernia as Provost and Executive Vice Chancellor, Davis Campus:

(1) Per policy, appointment salary of $307,500 (SLCG Grade 111: Minimum $267,700, Midpoint $344,000, Maximum $420,100) as Provost and Executive Vice Chancellor, Davis campus. This represents a 24.6 percent increase in Mr. Lavernia's current base salary of $246,800.

(2) This appointment is 100 percent time and effective for a three-year term beginning on January 1, 2009 through December 31, 2011, 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, and Executive Salary Continuation for Disability.

- Per policy, an automobile allowance of $8,916 per year.

- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual faculty appointment.

- Per policy, accrual of sabbatical credits due to dual faculty 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.

BACKGROUND

In fall 2007, the Davis campus undertook a national search to fill the position of Provost and Executive Vice Chancellor following Virginia Hinshaw's departure. However, the state's worsening budgetary circumstances have led the campus to suspend the search. The Chancellor believes that the campus will be best served by having an experienced UC Davis administrator serve as Provost and Executive Vice Chancellor for a three-year term so that the current challenges can be addressed by leadership knowledgeable about the campus and its consultative and budgetary processes.

Enrique J. Lavernia, currently Dean of the College of Engineering, has agreed to serve in this role beginning January 1, 2009 through December 31, 2011. Mr. Lavernia has served with distinction as Dean since September 1, 2002, overseeing one of the nation's fastest growing engineering schools with 12 majors, more than 200 faculty and 4,200 graduate and undergraduate students.

Previously he was a faculty member in the Department of Chemical and Biochemical Engineering and Materials Science at UC Irvine, where he served as Chair from 1998 through 2002. He has published over 400 journal articles and 200 conference publications.

Barbara A. Horwitz has been serving as Acting Provost and Executive Vice Chancellor for the period July 1, 2007 through June 30, 2008. In a separate action, the Davis campus will also be seeking approval to extend her appointment for an additional six months ending on December 31, 2008.

[Compensation form attached.]

COMPENSATION FOR ENRIQUE J. LAVERNIA AS PROVOST AND EXECUTIVE VICE CHANCELLOR
DAVIS CAMPUS

Position slotted in Grade 111 - Minimum $267,700, Midpoint $344,000, Maximum $420,100

Effective January 1, 2009 – December 31, 2011, Pending Approval by The Regents

ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		$307,500	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) - per plan design awards are paid out in equal increments over a three year period.		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		$8,916	NO	
· 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			
· 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			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			

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ITEM	RECEIVING YES	RECEIVING NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
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)	$ 316,416				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.