

**COMMITTEE ON COMPENSATION  
MAY 2008**

**STIPEND EXTENSION FOR BRUCE R. WHITE AS ACTING VICE PROVOST –  
ACADEMIC PERSONNEL, DAVIS CAMPUS**

**RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the administrative stipend extension for Bruce R. White as Acting Vice Provost – Academic Personnel, Davis campus:

- (1) As an exception to policy, extension of stipend of 20.1 percent (\$35,566) to increase his adjusted academic base salary of \$176,946, to a total annual salary of \$212,512 (Salary Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000). This previously approved percentage is above the 15.0 percent allowed by policy.
- (2) If an adjustment to the base salary is made prior to the termination of this acting appointment, the 20.1 percent stipend will be recalculated against the new adjusted academic base salary.
- (3) As an exception to policy, this acting appointment will be effective July 1, 2008 through December 31, 2008. This change extends the acting appointment, with stipend, beyond the one year allowed by policy, for a total duration of one and a half years.

Additional items of compensation include:

- Per policy, Standard Pension and Health & Welfare Benefits.
- Per policy, accrual of sabbatical credits as a member of the 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.

**BACKGROUND**

Mr. Bruce R. White has been serving as Acting Vice Provost – Academic Personnel for the period July 1, 2007 – June 30, 2008 while Barbara Horwitz has been serving as Acting Provost and Executive Vice Chancellor. In a separate action, the Davis campus is requesting approval of the appointment of Enrique J. Lavernia as Provost and Executive Vice Chancellor for a three-year period effective January 1, 2009 through December 31, 2011. An extension of Mr. White's appointment is requested through December 31, 2008 to provide continuity of leadership.

[Compensation form attached.]

**STIPEND EXTENSION FOR BRUCE R. WHITE AS ACTING VICE PROVOST – ACADEMIC PERSONNEL  
DAVIS CAMPUS**

**Position slotted in Grade 107 - Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000**

Effective July 1, 2008 – December 31, 2008, Pending Approval by The Regents

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$ 176,946	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)	X		\$ 35,566	YES	REGENTS
· 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			
<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		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	X			NO	
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other		X			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)					REGENTS
			\$ 212,512		

[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.