

**COMMITTEE ON COMPENSATION**  
**July 2008**

**STIPEND EXTENSION FOR JOHN D. B. FEATHERSTONE AS ACTING DEAN - SCHOOL OF DENTISTRY, SAN FRANCISCO CAMPUS**

**RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following stipend extension for John D.B. Featherstone, Acting Dean - School of Dentistry, San Francisco campus:

- (1) As an exception to policy, effective July 1, 2008, through December 31, 2008, or until the effective date of the appointment of a permanent Dean, whichever occurs first, including up to a three month overlap, in service, with the current Interim Dean of Dentistry. This appointment is at 100 percent. 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 32.0 percent (\$72,000) to increase his current base salary of \$142,500 and his Health Sciences Compensation Plan (HSCP) salary of \$82,500 to an annual salary of \$297,000 (Salary Grade 111: Minimum 267,700 Midpoint \$344,000 Maximum 420,100). This represents an exception to policy which allows for up to a 15.0 percent administrative stipend.
- (3) The stipend amount of (\$72,000) is to remain constant with any and all salary adjustments, inclusive of merit increases

Additional items of compensation include:

- Standard Pension and Health and Welfare benefits;
- Per Policy, continued accrual of sabbatical credits as a member of faculty; and,
- Per policy, continued authorization by The Regents to participate in the Mortgage Origination Program (MOP) with a loan up to \$980,000. The loan will comply with all other normal Mortgage Origination Program parameters.

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**

Dean Charles Bertolami, UCSF School of Dentistry, retired at the end of August 2007. UCSF has been conducting an aggressive national search for his successor. In order to maintain strong leadership of

the School of Dentistry during the recruitment period, approval was requested to appoint John D. B. Featherstone, Ph.D., as the Acting Dean of the School of Dentistry (SLCG grade 111) effective July 1, 2007, through June 30, 2008. The Regents approved of this request on August 9, 2007, with an associated stipend of 32.0 percent effective July 1, 2007, through June 30, 2008. The recruitment for the permanent Dean continues and it is not expected to be completed prior to the scheduled appointment and stipend end dates. UCSF requests approval to extend the appointment and associated stipend for an additional six months, through December 31, 2008, while the search is concluded and a new Dean is appointed.

[Compensation form attached.]

**COMPENSATION FOR JOHN D. B. FEATHERSTONE AS ACTING DEAN - SCHOOL OF DENTISTRY,  
SAN FRANCISCO CAMPUS**

**SLCG Grade 111 – Minimum \$267,700 Midpoint \$344,000 Maximum \$420,100**

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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		\$142,500	NO	<b>REGENTS</b>
· Health Sciences Compensation Plan	X		\$ 82,500	NO	<b>REGENTS</b>
· Additional Salary (Stipend)	X		\$ 72,000	YES	<b>REGENTS</b>
· Any other bonuses/Incentives:		X			
· Annual Incentive Plan (Treasurer's Office only)		X			
· Senior Management Supplemental Benefit Program - eligible to receive 5 percent 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	<b>REGENTS</b>
· 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			NO	<b>REGENTS</b>
· 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 Household		X			

**COMPENSATION FOR JOHN D. B. FEATHERSTONE AS INTERIM DEAN - SCHOOL OF DENTISTRY,  
SAN FRANCISCO CAMPUS**

**SLCG Grade 111 – Minimum \$267,700 Midpoint \$344,000 Maximum \$420,100**

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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				
· 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)					
			<b>\$ 297,000</b>		

[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.