

## **COMMITTEE ON COMPENSATION**

**July 2008**

### **STIPEND EXTENSION FOR ALISON GALLOWAY AS VICE PROVOST – ACADEMIC AFFAIRS, SANTA CRUZ CAMPUS**

#### **RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the stipend extension for additional duties for Alison Galloway as Vice Provost – Academic Affairs, Santa Cruz campus:

- (1) As an exception to policy, extension of the existing \$16,000 administrative stipend (9.3 percent) beyond the one-year duration provided in policy. The stipend plus the base salary of \$171,600 results in total compensation of \$187,600 (SLCG Grade 106: Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100).
- (2) This appointment is at 100 percent and is effective July 1, 2008 through June 30, 2009.

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, eligible for sabbatical credits due to her dual 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.

#### **BACKGROUND**

Ms. Galloway assumed the administrative duties for Santa Cruz University Extension on September 1, 2007, after the resignation of the Dean – University Extension, thereby providing the necessary leadership to ensure the continued efficient operation of the unit. The campus is currently assessing the University Extension organization, and no decision has yet been made regarding a search for a new Dean. Extending this assignment and the associated stipend, with no change in amount, will allow Ms. Galloway to continue University Extension leadership while the campus concludes the assessment of the unit and determines the appropriate next steps. It is expected that this assessment will be completed during the 2008-2009 fiscal year.

**COMPENSATION FOR ALISON GALLOWAY AS VICE PROVOST – ACADEMIC AFFAIRS  
SANTA CRUZ CAMPUS**

**Position Slotted in Grade 106 – Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000**

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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		\$171,600	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.) Exception to policy limiting duration to 1 year.	X		\$ 16,000	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
· 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			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			
<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			

**COMPENSATION FOR ALISON GALLOWAY AS VICE PROVOST – ACADEMIC AFFAIRS  
SANTA CRUZ CAMPUS**

**Position Slotted in Grade 106 – Minimum \$154,200, Midpoint \$195,200, Maximum \$236,100**

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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			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)			\$187,600		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.