

COMMITTEE ON COMPENSATION

July 2008

APPOINTMENT SALARY FOR J. KEITH GILLESS AS DEAN – COLLEGE OF NATURAL RESOURCES, BERKELEY 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 J. Keith Gilless as Dean – College of Natural Resources, Berkeley campus:

- (1) Appointment salary of \$172,300. This represents a 48.8 percent increase in Mr. Gilless' July 1, 2008, fiscal year faculty salary of \$115,800. (Salary Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) This appointment is 100 percent time and effective July 1, 2008 through January 30, 2011 or until a new dean is appointed, whichever occurs first.

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, accrual of sabbatical credits as a member of the faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit Program due to dual appointment 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

Paul Ludden stepped down as Dean – College of Natural Resources, effective August 31, 2007. The campus conducted a national search during the 2007-08 academic-year, but the search was unsuccessful. They have decided to delay a new search until the 2009-10 academic-year, with the expectation that the selected candidate will be appointed effective July 1, 2010, but no later than January 1, 2011.

The campus does not believe that it is in its best interest or that of the College of Natural Resources to have an Acting Dean for this long. Mr. Gilless served as Acting Dean during the 2007-08 academic-year. The proposed salary of \$172,300 is the minimum of Grade 107 and represents an increase of 48.8 percent over his fiscal year faculty salary of \$115,800. He is also a Professor and Agronomist in the Departments of Environmental Science, Policy, and Management and Agricultural Resource Economics.

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BERKELEY CAMPUS**

Position Slotted in Grade 107 – Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$172,300	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· 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			
BENEFITS AND PERQUISITES					
· 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			
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 – 100% of covered expenses		X			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
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)			\$172,300	NO	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.