

COMMITTEE ON COMPENSATION

July 2008

STIPEND EXTENSION FOR MICHAEL S. ISAACSON AS ACTING DEAN – BASKIN SCHOOL OF ENGINEERING, 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 Michael S. Isaacson as Acting Dean – Baskin School of Engineering, Santa Cruz campus:

- (1) As an exception to policy, a stipend of 20.0 percent (\$41,247) beyond the one-year duration provided in policy. The stipend plus the adjusted faculty salary of \$206,233 results in total compensation of \$247,480 (SLCG Grade 107: Minimum \$172,300, Midpoint \$218,700, Maximum \$265,000).
- (2) If an adjustment to the base faculty salary is made prior to the termination of this acting role, the 20.0 percent stipend will be recalculated against the new adjusted faculty base salary.
- (3) 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.
- Per policy, eligible for sabbatical credits due to dual appointment as tenured 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

Michael Isaacson has been serving as Acting Dean – Baskin School of Engineering for the UC Santa Cruz campus since March 1, 2007. The initial appointment was approved as an exception to policy to allow for a 16 month appointment pending the outcome of a national search. A national search for a new Dean was launched in spring 2007. The three top candidates were brought to campus for interviews in winter 2008; however, no hire resulted. The search was extended and the resultant pool is currently being evaluated for serious candidates. Interviews are anticipated to commence in summer or fall 2008.

This appointment is at the same compensation level previously approved, incorporating the October 1, 2007 faculty salary range adjustment. The change in the percentage associated with the stipend is the result of an error in the calculation of the adjusted faculty salary when the item was brought forward last year. The base faculty salary was adjusted by 3.0 summer ninths rather than the standard of 2.5 summer ninths. The stipend has been adjusted to result in the same total compensation.

**COMPENSATION FOR MICHAEL S. ISAACSON AS ACTING DEAN – BASKIN SCHOOL OF ENGINEERING
SANTA CRUZ 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		\$206,233	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.) Exception to policy limiting amount to 15% and policy limiting duration to 1 year.	X		\$ 41,247	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)		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			
· 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			
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			\$247,480		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.