

**COMMITTEE ON COMPENSATION
July 2008**

**APPOINTMENT SALARY FOR RICHARD A. MATHIES AS DEAN – COLLEGE OF
CHEMISTRY, 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 for Richard A. Mathies as Dean – College of Chemistry, Berkeley campus:

- (1) Per policy, an appointment salary of \$233,000 (Salary Grade 109: Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700) as Dean – College of Chemistry, Berkeley campus. This represents a 19.7 percent increase (\$38,394) over Mr. Mathies' July 1, 2008, adjusted faculty salary of \$194,606. Per policy, ineligible for merit consideration until October 2009.
- (2) This appointment is 100 percent time and effective July 1, 2008.

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

The prior Dean, Charles Harris, stepped down December 31, 2007. The campus conducted an internal search for the position and has selected Richard A. Mathies for the position. Mr. Mathies is a Professor of Chemistry and is currently serving as Director of the Center for Analytical Biotechnology. He has been a faculty member at the Berkeley campus since 1976, and is a prolific researcher, an excellent teacher, and has received numerous honors and awards.

**COMPENSATION FOR RICHARD MATHIES AS DEAN – COLLEGE OF CHEMISTRY
BERKELEY CAMPUS**

Position Slotted in Grade 109 – Minimum \$214,700, Midpoint \$274,300, Maximum \$333,700

Effective July 1, 2008 pending approval by The Regents

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$233,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· 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)			\$233,000	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.