

**COMMITTEE ON COMPENSATION:
July 2008**

**APPOINTMENT SALARY FOR SAMUEL J. TRAINA AS VICE CHANCELLOR FOR
RESEARCH AND DEAN OF GRADUATE STUDIES, MERCED CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to the Regents approval of the following items in connection with the appointment of Samuel J. Traina as Vice Chancellor for Research and Dean of Graduate Studies, Merced Campus:

- (1) As an exception to policy, an appointment salary of \$202,000 (SLCG grade 106: Minimum \$154,200 Midpoint \$195,200 Maximum \$236,100), at 100 percent time. This reflects a 15.5 percent (\$27,100) increase in base salary, which constitutes an exception to policy that allows for up to a 15.0 percent promotional increase.
- (2) This is a term appointment beginning July 1, 2008 and extending up to three years.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits including senior management life insurance, executive business travel insurance, and executive salary continuation for disability.
- Per policy, ineligible to participate in senior management supplemental benefit program due to pending tenured faculty position.

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

Dr. Traina joined UC Merced in 2002 as Director of the Sierra Nevada Research Institute and Professor, Natural Sciences. He was appointed Acting Vice Chancellor for Research and Dean of Graduate Studies in 2006 and has made many significant contributions to the continued development of the campus research administration infrastructure and to the campus graduate programs.

The campus is requesting approval of a term appointment effective July 1, 2008 and extending up to three years to June 30, 2011. This timeframe will provide the campus with academic leadership continuity while a search to fill the position of Executive Vice Chancellor and Provost, and a search to fill the post of Vice Chancellor for Research and Dean of Graduate Studies are underway

[Compensation form attached.]

**COMPENSATION FOR THE APPOINTMENT OF SAMUEL J. TRAINA
AS VICE CHANCELLOR FOR RESEARCH AND DEAN OF GRADUATE STUDIES
MERCED CAMPUS**

SLCG 106: Minimum \$154,200 Midpoint \$195,200 Maximum \$236,100

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$202,000	YES	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance or		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	
· Executive Business Travel Insurance	YES			NO	
· Exec. Salary Continuation for Disability	YES			NO	
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing (President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs - please list below		NO			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			
· Other Payments - please list below		NO			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave		NO			
· Special Health Benefits or Other Benefits		NO			
· Other Benefits - please list below		NO			
OTHER					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$202,000		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.