

**COMMITTEE ON COMPENSATION:  
July 2008**

**APPOINTMENT SALARY FOR PIERRE WILTZIUS AS THE SUSAN AND BRUCE WORSTER DEAN OF SCIENCE, DIVISION OF MATHEMATICAL, LIFE AND PHYSICAL SCIENCES, COLLEGE OF LETTERS AND SCIENCE, SANTA BARBARA 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 Pierre Wiltzius as the Susan and Bruce Worster Dean of Science, Division of Mathematical, Life and Physical Sciences, College of Letters and Sciences, Santa Barbara Campus:

- (1) Appointment salary of \$255,000 (SLCG grade 107: Minimum \$172,300 Midpoint \$218,700 Maximum \$265,000)
- (2) This appointment is 100 percent time and will become effective October 1, 2008.

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 tenured faculty position.
- Per policy, lump-sum relocation allowance in the amount of \$63,750 (25 percent), subject to a repayment requirement in the event that Dr. Wiltzius resigns within the first four years of employment.
- Per policy, reimbursement of 100 percent of the actual moving expenses up to \$10,000.
- Per policy, authorization by the Regents to participate in the UC Mortgage Origination Program with a loan amount up to the maximum allowable amount (currently \$1.33 million).
- Per policy, one house-hunting trip not to exceed four days, for Dr. Wiltzius and his spouse. Coach air fare, meals and lodging will be reimbursed up to \$2,500.

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 Santa Barbara campus is requesting approval of an appointment salary for Dr. Pierre Wiltzius as Worster Dean of Science, Division of Mathematical, Life and Physical Sciences, College of Letters and Science. Dr. Wiltzius is a highly regarded researcher and pioneer in the areas of soft-condensed matter, colloidal self-assembly, photonic crystals, and microphotronics. He is a Fellow of the American Physical Society and the American Association for the Advancement of Science,

and a Senior Member of the IEEE. In 2001 he received an R&D100 Innovation Award from R&D Magazine for printed plastic display circuits.

[Compensation form attached.]

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DIVISION OF MATHEMATICAL, LIFE AND PHYSICAL SCIENCES, COLLEGE OF LETTERS AND SCIENCE,  
SANTA BARBARA CAMPUS**

**SLCG 107 – Minimum \$167,600 Midpoint \$212,700 Maximum \$257,800**

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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		\$ 255,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· School of Medicine Management Incentive Program		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				
· 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			NO	REGENTS
· 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 (up to 25% of base)	X		\$63,750	NO	REGENTS
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement Household	X		up to \$10,000		REGENTS
· House-hunting trips	X		up to \$2,500		REGENTS
· Sign On Bonus		X			

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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			
· 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)					
			<b>\$ 330,000</b>		

[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 items.