



OFFICE OF THE PRESIDENT

1111 Franklin Street
Oakland, CA 94607-5200
Phone: (510) 987-9074
Fax: (510) 987-9086
<http://www.ucop.edu>

November 10, 2008

APPROVED

**ACTION UNDER INTERIM AUTHORITY – TEMPORARY APPOINTMENT SALARY
FOR DANIEL G. ALDRICH, III AS ACTING VICE CHANCELLOR – UNIVERSITY
ADVANCEMENT, RIVERSIDE CAMPUS**

Action under interim authority is requested for the approval of the temporary appointment salary for Daniel G. Aldrich, III as Acting Vice Chancellor – University Advancement, Riverside campus. This request is in response to an immediate need to appoint Mr. Aldrich to the position on a temporary basis while the campus conducts a recruitment for the permanent Vice Chancellor. Former Acting Vice Chancellor accepted a new position outside of the University and stepped down from the position on October 15, 2008.

RECOMMENDATION

It is recommended that the following items be approved in connection with the temporary appointment salary of Daniel Aldrich, III as Acting Vice Chancellor – University Advancement:

- (1) As an exception to policy, a temporary annualized salary increase of \$80,252 (47.3 percent) to increase Mr. Aldrich's current base salary of \$169,748 to an annualized rate of \$250,000 (Salary Grade 108: Minimum \$192,300 Midpoint \$244,900, Maximum \$297,400). The \$250,000 will be prorated to reflect his 80 percent appointment as Acting Vice Chancellor – University Advancement. This prorated amount of \$200,000, in addition to the 20 percent prorated amount of \$33,950 for his continuing role as Senior Development Associate – Institutional Advancement at the Office of the President, combine to provide an annualized salary of \$233,950.
- (2) This appointment is 80 percent time and effective October 27, 2008 through October 26, 2009, pending approval of The Regents, or until the appointment of the permanent Vice Chancellor – University Advancement, whichever occurs first. Mr. Aldrich's Senior Development Associate position in Institutional Advancement at the Office of the President will be temporarily reduced to 20 percent while he serves in the Acting Vice Chancellor role.
- (3) As an exception to policy, an automobile allowance in the amount of \$8,916. This amount will not be prorated. Per policy, a permanently appointed incumbent of this position would be granted an auto allowance. Current policy review is contemplating providing this benefit

for those appointed to acting roles. Mr. Aldrich is performing the full scope and breadth of the duties that require significant travel for the purpose of meeting with prospective donors which supports the need for this exception. He is expected to make the same progress toward the financial goals as would the permanent appointee during this same time frame.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits.

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. The final action will be released to the public upon approval by The Regents.

BACKGROUND

Upon the departure of former Vice Chancellor William Boldt effective September 9, 2007, Susan Harlow was immediately appointed to the position of Acting Vice Chancellor – University Advancement. She served in the position until she stepped down on October 15, 2008. During the month of September, the campus conducted a UC internal search for a new Acting Vice Chancellor. Mr. Aldrich was selected as the final candidate for the acting position. The campus is in the process of conducting a national search for a permanent Vice Chancellor – University Advancement.

**TEMPORARY APPOINTMENT SALARY FOR DANIEL ALDRICH, III AS
ACTING VICE CHANCELLOR – UNIVERSITY ADVANCEMENT
RIVERSIDE CAMPUS**

Position Slotted in Grade 108 – Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400

Effective October 27, 2008

Page 1 of 2

ITEM	RECEIVING YES NO	AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
SALARY AND OTHER CASH PAYMENTS				
· Annual Base Salary – Position Two (\$250,000 x 80 percent)	X	\$200,000	YES	REGENTS
· Annual Base Salary – Position One (\$169,748 x 20 percent)		\$33,950		
· Health Sciences Compensation Plan				
· Additional Salary (Stipend, add-ons, etc.)				
· Clinical Enterprise Management Recognition Plan- up to 20%				
*example payout calculated at 20%				
· Any other bonuses/Incentives				
· Annual Incentive Plan (Treasurer's Office only)				
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary				
BENEFITS AND PERQUISITES				
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X		NO	
· Automobile Allowance	X	\$8,916	YES	REGENTS
· Leased Automobile				
· Senior Manager Life Insurance				
· Executive Business Travel Insurance				
· Exec. Salary Continuation for Disability				
· Mortgage Origination Program (MOP) Loan				
· Supplemental Home Loan Program (SHLP)				
· University-provided Housing President/Chancellors)				
· Educational Expenses				
· Other Perqs – please list below				
ONE-TIME PAYMENTS/REIMBURSEMENTS				
· Payment in Lieu of Sabbatical Pay				
· Relocation Allowance				
· Temporary Housing Allowance - 1 month per policy				
· Payment in lieu of Vacation Pay				
· Moving Expenses/Movement of Household Goods – 100% of covered expenses				

**TEMPORARY APPOINTMENT SALARY FOR DANIEL ALDRICH, III AS
ACTING VICE CHANCELLOR – UNIVERSITY ADVANCEMENT
RIVERSIDE CAMPUS**

**Position Slotted in Grade 108 – Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400
Effective October 27, 2008**

Page 2 of 2

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			
· 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)			\$242,866		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.