

**COMMITTEE ON COMPENSATION
JULY 2007**

**APPOINTMENT SALARY FOR GIBOR BASRI AS VICE CHANCELLOR – EQUITY AND
INCLUSION, BERKELEY CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment salary for Gibor Basri as Vice Chancellor – Equity and Inclusion, Berkeley campus:

- (1) An appointment salary of \$200,000. Given Mr. Basri's low faculty salary, as an exception to policy, a 43.6 percent increase is required in Mr. Basri's adjusted academic salary of \$139,278 to bring him to an appropriate placement in the salary range (Salary Grade 108: Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300). This increase takes into consideration that Mr. Basri will not be eligible for merit/equity consideration in October 2007.
- (2) This appointment is 100 percent time and effective August 14, 2007 pending approval by The Regents.

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 faculty.
- Per policy, ineligible for the Senior Management Supplemental Benefit Program due to dual appointment as member of 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

This is a newly created position. The campus conducted a national search which included the top individuals in the area of diversity and inclusion. Mr. Basri has been a member of the Berkeley faculty since his appointment as an Assistant Professor in 1982 in the Department of Astronomy. He is a dedicated teacher and servant of the campus and the University. He is currently serving as Acting Chair of his department. He is also very active in the Academic Senate both at the campus and system wide level.

[Compensation form attached.]

**COMPENSATION FOR GIBOR BASRI AS VICE CHANCELLOR – EQUITY AND INCLUSION
BERKELEY CAMPUS**

Position slotted in Grade 108 - Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300

Effective August 14, 2007 pending approval by The Regents

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$200,000	YES*	REGENTS
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.)		NO			
· Clinical Enterprise Management Recognition Plan- up to 20%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program – eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		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 - 25%		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods		NO			

* The percent of increase is an exception to policy

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	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES			NO	
· Special Health Benefits or Other Benefits		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)			\$200,000		

[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.