

COMMITTEE ON COMPENSATION

APPOINTMENT OF AND TOTAL COMPENSATION FOR STEVEN V. W. BECKWITH AS VICE PRESIDENT – RESEARCH AND GRADUATE STUDIES

- (1) The President intends to request at the November 13, 2007, meeting of The Regents that Steven V.W. Beckwith be appointed Vice President – Research and Graduate Studies, 100 percent, effective January 1, 2008.
- (2) The President recommends that the Committee on Compensation recommend to The Regents that an annual salary of \$320,000 be approved, along with the additional compensation related items listed below.
- (3) Per policy, participation in the Senior Management Supplemental Benefit Program. The Senior Management Supplemental Benefit Program provides for contributions to be made to the University's Retirement Savings Program Plans. The University will contribute 5 percent of Mr. Beckwith's monthly salary to this program.
- (4) As an exception to policy, reimbursement of actual reasonable costs associated with temporary accommodations not to exceed \$25,000 over a period of six months to assist with the transition of Mr. Beckwith from his Maryland residence to the Oakland area.
- (5) Within policy, a relocation allowance of \$80,000 (25 percent). The policy allows for a relocation allowance of up to 25 percent of base salary. This allowance will be paid in annual installments over three years from date of hire, with installments of 50 percent, 30 percent, and 20 percent, to offset the costs of relocating Mr. Beckwith's home to the Bay Area. If he terminates employment during that period, any remaining payments under this program will be forfeited.
- (6) Per policy, he will serve at the pleasure of The Regents and the President and can be terminated at any time with or without cause. Per policy, if he does not hold an academic title which qualifies for accrual of sabbatical leave credit and he is terminated for reasons other than cause within the first 18 months of his employment, he will be granted administrative leave with full pay for a period not to exceed three months. If he takes up a faculty appointment that qualifies for accrual of sabbatical leave during the first 18 months of his appointment and in the unlikely event of termination of his appointment for reasons other than for cause during that time period, he will be granted 60 days leave with full pay, the maximum allowable by policy in that circumstance.

Additional compensation and related items include:

- Within policy, an automobile allowance of \$8,916 per year.
- Per policy, reasonable costs associated with the move from Maryland to the Bay Area.
- Per policy, participation in the Mortgage Origination Loan Program (MOP), available to be exercised within a period not to exceed 24 months from date of employment.

- Per policy, Administrative Fund for official entertainment and other purposes permitted by University 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.

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 Vice President – Research and Graduate Studies will act as the senior UC system-wide research officer, providing leadership within the University, at the state level, and nationally on research issues. The incumbent will, through processes of consultation inside and outside the University, identify and develop strategic responses to major research initiatives and opportunities, as well as develop and promote University positions on research policy issues. The Vice President will provide leadership in and facilitation of collaboration across departments, disciplines, campuses, and outside entities in the development of major research initiatives; creation of research opportunities; and responses to extramural opportunities for large scale research programs. The incumbent will promote ties with industry, state, and federal government.

The Vice President will lead long term graduate education planning, outreach, and recruitment; will coordinate system-wide planning for new graduate programs, and will review and evaluate opportunities for strengthening programs through coordination or consolidation. The Vice President will promote and encourage the development of interdisciplinary graduate academic programs across campuses.

Mr. Beckwith brings extraordinary experience as faculty member, researcher, administrator, and head of large research organizations to the position of Vice President – Research and Graduate Studies. Mr. Beckwith's focus on collaborative endeavors in combination with his unique combination of experience as a researcher and administrator makes him an ideal candidate for the Vice President – Research and Graduate Studies position.

[Compensation form attached.]

**COMPENSATION FOR STEVEN V. W. BECKWITH AS VICE PRESIDENT – RESEARCH AND GRADUATE STUDIES,
OFFICE OF THE PRESIDENT**

Position slotted in Grade 110 - Minimum \$233,200, Midpoint \$298,800, Maximum \$364,300

Effective January 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		\$320,000	NO	REGENTS
• Health Sciences Compensation Plan		X			
• Additional Salary (Stipend, add-ons, etc.)		X			
• Clinical Enterprise Management Recognition Plan- up to 20%		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		\$16,000		
BENEFITS AND PERQUISITES					
• Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
• Automobile Allowance	X		\$8,916	NO	
• 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			NO	
• 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 - 25%	X		\$80,000	NO	
• Temporary Housing Allowance – 6 months as exception to policy	X		\$25,000	YES	
• Payment in lieu of Vacation Pay		X			
• Moving Expenses/Movement of Household Goods	X			NO	

**COMPENSATION FOR STEVEN V. W. BECKWITH AS VICE PRESIDENT – RESEARCH AND GRADUATE STUDIES,
UCOP**

Position slotted in Grade 110 - Minimum \$233,200, Midpoint \$298,800, Maximum \$364,300

Effective January 1, 2008, pending approval by The Regents

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			NO	
• Corporate Board Service		X			
• Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$315,000		

[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.