

COMMITTEE ON COMPENSATION
September 2007

**APPOINTMENT SALARY FOR ALBERT F. BENNETT AS DEAN – SCHOOL OF
BIOLOGICAL SCIENCES, IRVINE CAMPUS**

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment for Albert F. Bennett as Dean – School of Biological Sciences, Irvine campus:

- (1) Per policy, appointment salary of \$250,000. This represents a 23.6 percent increase over Mr. Bennett's Fiscal Year Academic salary of \$202,200 (Salary Grade 108: Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300). This increase takes into consideration that Mr. Bennett will not be eligible for merit/equity consideration in October 2007.
- (2) This appointment is 100 percent time and effective August 1, 2007 pending approval of 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, Executive Salary Continuation for Disability.
- Per policy, accrual of sabbatical credits as a member of faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefits Program due to dual appointment as a 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

From the national search, Irvine's own Professor Albert Bennett emerged as the best candidate for the position. Mr. Bennett is a well-respected researcher and Professor of Ecology and Evolutionary Biology in the School of Biological Sciences. He holds the rank of Professor Above Scale and has earned numerous academic distinctions. Mr. Bennett has considerable administrative experience. He has been serving as Acting Dean since August 2006. During this transitory period, he has demonstrated his superior administrative leadership abilities.

[Compensation form attached.]

**COMPENSATION FOR ALBERT F. BENNETT AS DEAN – SCHOOL OF BIOLOGICAL SCIENCES
IRVINE CAMPUS**

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

Effective August 1, 2007 pending approval by The Regents

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$250,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 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			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance		X			
· 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			
· 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		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses		X			

**COMPENSATION FOR ALBERT F. BENNETT AS DEAN – SCHOOL OF BIOLOGICAL SCIENCES
IRVINE CAMPUS**

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

Effective August 1, 2007 pending approval by The Regents

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			NO	
· 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)			\$250,000		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 the item.