

**COMMITTEE ON COMPENSATION AND THE COMMITTEE ON EDUCATIONAL  
POLICY  
SEPTEMBER 2007**

**APPROVED**

**APPOINTMENT OF AND TOTAL COMPENSATION FOR GEORGE R.  
BLUMENTHAL AS CHANCELLOR, SANTA CRUZ CAMPUS**

**Compensation:**

- (1) Having completed consultation with the Committee to Advise the President on the Selection of the Chancellor of the Santa Cruz Campus, the President recommended that George R. Blumenthal be appointed Chancellor of the Santa Cruz campus, 100 percent, effective immediately upon Regental approval.. He will also hold an academic appointment, zero percent time, on the UCSC campus.
- (2) The President recommended that the Committee on Compensation recommend to The Regents that contingent upon his appointment by The Regents as Chancellor of the Santa Cruz campus, 100 percent, an annual salary of \$310,000 be approved, effective the date of his appointment, along with the additional compensation related items listed below.

Additional compensation and related items include:

- Per policy, an automobile allowance. The automobile allowance may be in the form of a leased vehicle or a monthly cash allowance of \$743 (\$8,916 per annum).
- Per policy, the Chancellor is required to reside in the University housing on campus while Chancellor.
- Per policy, packing and relocation of household effects up to a maximum of \$15,000 to be completed within one year from the date he assumes the Chancellorship in order for it to be nontaxable. The move may be accomplished in one or more stages.
- As an exception to policy, if personal furniture cannot be accommodated within the University-provided house, reimbursement of reasonable storage and insurance costs up to \$10,000 for up to six months, in addition to standard policy of one month storage.
- Per policy, packing and relocation of his library and laboratory equipment.
- Consistent with past practice, upon leaving the Chancellor position and returning to the University of California faculty, the University will arrange for the relocation of personal belongings to a location close to his faculty appointment campus.
- Per policy, an Administrative Fund will be established. Adjustments may occur annually as allowed by 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, accrual of Sabbatical Leave.

[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. Board action concerning compensation will be taken in Open Session.]

### **BACKGROUND**

Mr. Blumenthal has been Acting Chancellor at UC Santa Cruz since July 14, 2006. During his tenure as Acting Chancellor, Mr. Blumenthal has accomplished a great deal for the campus. He has been a faculty member in the Astronomy and Astrophysics Department at UC Santa Cruz since the spring of 1972. His work in theoretical astrophysics spans subjects ranging from gamma ray bursts, compact X-ray sources, and active galactic nuclei to cosmology and the origin of structure in the Universe. Mr. Blumenthal has served in a number of administrative roles on the Santa Cruz campus. He has chaired the Astronomy and Astrophysics department twice; once for two years and later for over 5 years. During those years, the department was one of the largest and most eminent departments on campus, consistently ranking in the top five in national rankings. Throughout his academic career, he has been an active participant in Academic Senate affairs; chairing the Rules, Jurisdiction & Elections Committee for several years; serving on Privilege and Tenure for three years, and then chairing the Privilege and Tenure Committee for three more years.

[Compensation form attached.]

COMPENSATION FOR GEORGE R. BLUMENTHAL AS CHANCELLOR  
SANTA CRUZ CAMPUS

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$310,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
Plan- up · Clinical Enterprise Management Recognition 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			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	X			NO	
· Automobile Allowance	X		\$8,916	NO	REGENTS
· 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			NO	
· Educational Expenses		X			
· Other Perqs – please list below		X			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance - 25%		X			
· Temporary Housing Allowance - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods including up to 30 consecutive days of storage and insurance up to a maximum of \$15,000.	X			NO	
· As exception to policy, reimbursement of reasonable storage and insurance costs for personal furniture up to \$10,000 for up to 6 months	X			YES	REGENTS

COMPENSATION FOR GEORGE R. BLUMENTHAL AS CHANCELLOR  
SANTA CRUZ CAMPUS

Page 2 of 2

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			NO	
· Special Health Benefits or Other Benefits		X			
<b>OTHER</b>					
· Administrative Fund Allocation	X			NO	
· 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)			\$318,916		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.