

**COMMITTEE ON COMPENSATION**  
**September 2007**

**STIPEND EXTENSION FOR PATRICIA CALARCO AS ACTING DEAN - GRADUATE  
DIVISION, SAN FRANCISCO CAMPUS**

**RECOMMENDATION**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the stipend extension for Patricia Calarco as Acting Dean - Graduate Division, San Francisco campus:

- (1) As an exception to policy, an extension of her existing stipend of \$32,880 (20.9 percent) to increase her base salary of \$157,700 for an annual salary of \$190,580 (SLCG Grade 107: Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800). The total stipend percentage of 20.9 percent represents an exception to the policy which provides for a maximum stipend amount of 15.0 percent.
- (2) The stipend amount of \$32,880 is to remain constant with any and all salary adjustments, inclusive of merit increases.
- (3) The stipend will be effective July 1, 2007 through June 30, 2008. This period represents an exception to policy which provides for one-year acting appointments. Ms. Calarco has served in this acting capacity since November 1, 2005 (20 months). Ms. Calarco is to serve in this capacity up to an additional three months following the appointment of a permanent Dean or June, 30, 2008, whichever occurs first to facilitate a transition.
- (4) This is an 80 percent appointment.

Additional items of compensation include:

- 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

**BACKGROUND**

A stipend of the same amount as proposed in this item was approved for Patricia Calarco as the Acting Dean - Graduate Division, effective November 1, 2005 to June 30, 2007, or until the position was filled, whichever occurred first, at an 80 percent appointment. This proposal, however, requests up to a three-month overlap in service to facilitate a smooth transition of responsibilities to the new Dean, once appointed. This acting appointment which has been in place for 20 months and is proposed for an additional 12 months has been necessary because even though the search process is well underway, the campus is not yet able to predict, with certainty, the timeline for agreement with the finalist, approval by The Regents, and an actual

start date. Given the senior level of this position and its importance to the academic/educational mission, it is critical that the search process be thorough and thoughtful to ensure that the most suitable candidate is identified. Furthermore, once a final candidate is identified, some time must be anticipated for negotiations and lead time for the candidate to close out responsibilities associated with his or her current position. Retroactive approval is requested as the department was unable to close recruiting efforts and appoint a new Dean prior to the conclusion of the original approved stipend period for Ms. Calarco. Retention of Ms. Calarco is critical to the continued operation of the Graduate Division.

[Compensation form attached.]

**STIPEND EXTENSION FOR PATRICIA CALARCO AS ACTING DEAN-GRADUATE DIVISION,  
SAN FRANCISCO CAMPUS**

**SLCG GRADE 107 – Minimum \$167,600 Midpoint of \$212,700 Maximum \$257,800**

Page 1 of 2

| ITEM   | RECEIVING |    | AMOUNT    | EXCEPTION<br>TO POLICY | APPROVAL<br>REQUIRED |
|--|-----------|----|-----------|------------------------|----------------------|
|  | YES       | NO |           |                        |                      |
| <b>SALARY AND OTHER CASH PAYMENTS</b>  |           |    |           |                        |                      |
| · Annual Base Salary   | X         |    | \$157,700 | NO                     |                      |
| · Health Sciences Compensation Plan  |           | X  |           |                        |                      |
| · Additional Salary (Stipend, add-ons, etc.)   | X         |    | \$32,880  | YES                    | Regents              |
| · Clinical Enterprise Management Recognition Plan  |           | X  |           |                        |                      |
| · Any other bonuses/Incentives:  |           | X  |           |                        |                      |
| · Annual Incentive Plan (Treasurer's Office only)  |           | X  |           |                        |                      |
| · Senior Management Supplemental Benefit Program - eligible to receive 5 percent 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  |           |                        |                      |
| · Leased Automobile  |           | X  |           |                        |                      |
| · Senior Manager Life Insurance  |           | X  |           |                        |                      |
| · Executive Business Travel Insurance  |           | X  |           |                        |                      |
| · Exec. Salary Continuation for Disability   |           | X  |           |                        |                      |
| · 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  |           |                        |                      |
| <b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>  |           |    |           |                        |                      |
| · Payment in Lieu of Sabbatical Pay  |           | X  |           |                        |                      |
| · Relocation Allowance   |           | X  |           |                        |                      |
| · Temporary Housing Allowance – 30 consecutive days per policy   |           | X  |           |                        |                      |
| · Payment in lieu of Vacation Pay  |           | X  |           |                        |                      |
| · Moving Expenses/Movement Household   |           | X  |           |                        |                      |

**STIPEND EXTENSION FOR PATRICIA CALARCO AS ACTING DEAN-GRADUATE DIVISION,  
SAN FRANCISCO CAMPUS**

**SLCG GRADE 107 – Minimum \$167,600 Midpoint of \$212,700 Maximum \$257,800**

**Page 2 of 2**

| ITEM  | RECEIVING |           | AMOUNT | EXCEPTION<br>TO POLICY | APPROVAL<br>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         |        |                        |                      |
| · Special Health Benefits or Other Benefits   |           | X         |        |                        |                      |
| <b>OTHER</b>  |           |           |        |                        |                      |
| · Administrative Fund Allocation  |           | X         |        |                        |                      |
| · Corporate Board Service   |           | X         |        |                        |                      |
| · Other (Specify)   |           | X         |        |                        |                      |
| <b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b><br>(Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) |           |           |        |                        |                      |
|   |           | \$190,580 |        |                        |                      |

[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.