

## **COMMITTEE ON COMPENSATION**

**September 2007**

### **APPOINTMENT SALARY FOR ERWIN CHEMERINSKY AS DEAN - DONALD BREN SCHOOL OF LAW, 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 Erwin Chemerinsky as Dean – Donald Bren School of Law, Irvine campus:

- (1) Appointment salary of \$350,000 (Salary Grade 110: Minimum \$233,200, Midpoint \$298,800, Maximum \$364,300) as he will not be eligible for annual merit/equity consideration until October 2009.
- (2) This appointment is 100 percent time and effective July 1, 2008 pending approval by The Regents.
- (3) Per policy, a relocation allowance of 25 percent of base salary or \$87,500, subject to a repayment requirement in the event that Mr. Chemerinsky resigns within the first five years of employment.
- (4) Per policy, full moving expenses, as allowed within University policy.
- (5) Per policy, participation in the Mortgage Origination Program (MOP), up to \$1 million.

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 leave as a member of faculty.
- Per policy, ineligible for participation in the Senior Management Supplemental Benefit 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**

Following a national search, Mr. Chemerinsky has been selected as the top choice candidate for a founding Dean of the Donald Bren School of Law. Mr. Chemerinsky is a nationally renowned professor in law. He has been honored with numerous awards during his career, including the President's Award, Criminal Courts Bar Association (2003); the Freedom of Information Award, Society for Professional Journalists (2003); and the Award for Contribution to Judicial

Education, National College of Bankruptcy Judges (2002). Although, it is also the case that this salary offer is higher than the current Deans of Law at Berkeley, Davis, and Los Angeles campuses (23.3 percent above the average), should these incumbents receive merit increases of 4 percent over the next two cycles the differential will have been reduced to 14.0 percent. In addition, these are established schools whereas the entire infrastructure of the Law School at Irvine must be built from the ground up. This position is of tremendous impact to UC Irvine and to the University of California as a whole. As founding Dean, Mr. Chemerinsky will be making decisions that will affect the School for years to come. He will be responsible for hiring the founding faculty and developing a strategic vision for the School.

[Compensation form attached.]

**COMPENSATION FOR ERWIN CHEMERINSKY AS DEAN – DONALD BREN SCHOOL OF LAW  
IRVINE CAMPUS**

**Position Slotted in Grade 110 – Minimum \$233,200, Midpoint \$298,800, Maximum \$364,300**

**Effective July 1, 2008 pending approval by The Regents**

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>SALARY AND OTHER CASH PAYMENTS</b>					
· Annual Base Salary	X		\$350,000	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			
<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			NO	
· Executive Business Travel Insurance	X			NO	
· Exec. Salary Continuation for Disability	X			NO	
· Mortgage Origination Program (MOP) Loan	X			NO	REGENTS
· 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		\$87,500	NO	REGENTS
· 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			NO	REGENTS

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IRVINE CAMPUS  
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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			
· 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)			\$437,500		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.