

**COMMITTEE ON COMPENSATION  
JANUARY 2008**

**STIPEND EXTENSION FOR DONALD A. COOKSEY AS ACTING DEAN – COLLEGE  
OF NATURAL AND AGRICULTURAL SCIENCES, RIVERSIDE CAMPUS**

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the stipend extension for Donald A. Cooksey as Acting Dean – College of Natural and Agricultural Sciences, Riverside campus:

- (1) As an exception to policy, an administrative stipend of 41.0 percent (\$45,800) to increase his annual (12 month) professorial base salary of \$111,800, for a total annual salary of \$157,600 (SLCG Grade 108: Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400). Policy provides for an administrative stipend up to 15 percent for 12 months.
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the 41.0 percent stipend will be recalculated against the new annualized academic base salary.
- (3) As an exception to policy, this appointment will be effective March 12, 2008 and will continue through March 11, 2009, or until the appointment of a permanent Dean – College of Natural and Agricultural Sciences, whichever occurs first, pending approval by The Regents. This change extends the acting appointment beyond the one year allowed by policy for a total duration of up to two years. This extension allows Mr. Cooksey to serve until the search is concluded.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits
- Per policy, eligible for sabbatical credits

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 Riverside campus requested an exception to policy to allow for a one-year extension of the appointment and the administrative stipend for Donald A. Cooksey as Acting Dean – College of Natural and Agricultural Sciences from March 12, 2008 through March 11, 2009, or until a permanent Dean is appointed, whichever occurs first.

[Compensation form attached.]

**COMPENSATION FOR DONALD A. COOKSEY AS ACTING DEAN – COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES  
RIVERSIDE CAMPUS**

**Position Slotted in Grade 108 – Minimum \$192,300, Midpoint \$244,900, Maximum \$297,400**

**Effective March 12, 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	YES		\$111,800	NO	
· Health Sciences Compensation Plan		NO			
· Additional Salary (Stipend, add-ons, etc.) Exception to policy limiting stipends to 15.0 percent as previously approved by The Regents and exception to policy due to the duration of the acting appointment being beyond one year.	YES		\$ 45,800	YES	REGENTS
· Clinical Enterprise Management Recognition Plan- up to 20% *example payout calculated at 20%		NO			
· Any other bonuses/Incentives		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program - eligible to receive 5% as contribution to retirement plan for total annual amount at current base salary		NO			
<b>BENEFITS AND PERQUISITES</b>					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance		NO			
· Executive Business Travel Insurance		NO			
· Exec. Salary Continuation for Disability		NO			
· Mortgage Origination Program (MOP) Loan		NO			
· Supplemental Home Loan Program (SHLP)		NO			
· University-provided Housing President/Chancellors)		NO			
· Educational Expenses		NO			
· Other Perqs – please list below		NO			
<b>ONE-TIME PAYMENTS/REIMBURSEMENTS</b>					
· Payment in Lieu of Sabbatical Pay		NO			
· Relocation Allowance		NO			
· Temporary Housing Allowance - 1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses		NO			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
<b>FUTURE BENEFITS</b>					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES			NO	
· Special Health Benefits or Other Benefits		NO			
<b>OTHER</b>					
· Administrative Fund Allocation		NO			
· Corporate Board Service		NO			
· Other (Specify)		NO			
<b>TOTAL ANNUAL EMPLOYEE COMPENSATION</b> (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$157,600		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.