

COMMITTEE ON COMPENSATION

May 15, 2007

G. STIPEND FOR DONALD A. COOKSEY AS ACTING DEAN-COLLEGE OF NATURAL AND AGRICULTURAL SCIENCES, RIVERSIDE CAMPUS

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment of 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 (\$42,230) to increase his annual (12 month) professorial base salary of \$103,000 to \$145,230. This stipend represents an increase of 22 percent over Mr. Cooksey's previous total annual compensation.
- (2) If an adjustment to the annual academic 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) This appointment is at 100 percent time and is retroactive to March 12, 2007 and effective through March 11, 2008, or until the appointment of a permanent Dean-College of Natural and Agricultural Sciences, whichever occurs first.
- (4) Mr. Cooksey currently receives a stipend of 15.5% as Executive Associate Dean. This will be discontinued, effective March 11, 2007, upon approval of the proposed stipend.

Additional items of compensation include:

- Per policy, Standard Pension and Health & 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

Mr. Angle, the previous Dean of the College of Natural and Agricultural Science, stepped down on March 9, 2007. Mr. Cooksey is the top candidate to fill the position as Acting Dean for the College of Natural and Agricultural Sciences. In his prior role as the Executive Associate Dean for the Agricultural Experiment Station & Cooperative Extension, Mr. Cooksey was instrumental in providing oversight and strategic planning for programs and resource allocations related to the mission of the Agricultural Experiment Station (AES) and Cooperative Extension (CE) at UCR. The campus believes the proposed exceptional stipend is appropriate because (1) the total proposed compensation remains 22 percent below the minimum of the salary range (SLCG 108), and (2) the complexity and size of the college and the demands that will be placed on the Acting Dean warrants this level of compensation.

[Compensation form attached]

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

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

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary (12 Month Professorial Salary)	X		103,000	No	Regents
· Health Sciences Compensation Plan		X			
Additional Salary (Stipend.), Effective 3/12/07	X		42,230	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% 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 per year		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			
ONE-TIME PAYMENTS/REIMBURSEMENTS					
· Payment in Lieu of Sabbatical Pay		X			
· Relocation Allowance		X			
· Temporary Housing Allowance		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods		X			
· Other Payments - please list below		X			

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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 (accrues sabbatical credit)	X			No	
· Special Health Benefits or Other Benefits		X			
· Other Benefits - please list below					
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify):					
TOTAL ANNUAL EMPLOYEE COMPENSATION					
(Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$145,230		

[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.