

COMMITTEE ON COMPENSATION

SEPTEMBER 2007

STIPEND FOR JEFFREY L. ELMAN AS ACTING DEAN - DIVISION OF SOCIAL SCIENCES, SAN DIEGO CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the compensation for Jeffrey L. Elman as Acting Dean - Division of Social Sciences, San Diego campus:

- (1) Per policy, an annual administrative stipend of 12.8 percent (\$30,000) plus his adjusted academic salary of \$235,367 for total annual compensation of \$265,367.
- (2) If an adjustment to the adjusted academic base salary is made prior to the termination of this acting role, the 12.8 percent stipend will be recalculated against the new annualized academic base salary.
- (3) This appointment is at 100 percent time and is effective October 1, 2007 through September 30, 2008, or until a new dean is hired, whichever occurs first.

Additional compensation and related items include:

- Per Policy, Standard Pension and Health & Welfare Benefits
- Per policy, accrual of sabbatical credits as a member of the 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

Paul W. Drake, Dean - Division of Social Sciences, has been proposed to serve as the new Senior Vice Chancellor - Academic Affairs, effective October 1, 2007. Jeffrey C. Elman, Professor, Above Scale, has agreed to serve as Acting Dean - Division of Social Sciences, effective October 1, 2007 through September 30, 2008, or until a new dean is hired, whichever occurs first. A national search will soon be initiated for the next dean of the Division of Social Sciences. Mr. Elman served as Acting Dean - Division of Social Sciences from July 1, 2006 – June 30, 2007 during the sabbatical leave of Mr. Drake. He has also served as Associate Dean since 2002. Mr. Elman has been on the faculty of UCSD since 1977 and currently holds the title of Distinguished Professor, Above Scale, in the Department of Cognitive Science. He is a stellar scholar who has earned national and international recognition as a cognitive scientist and is often referred to as one of the world's top researchers in his field. Mr. Elman's current compensation, before adding the stipend, is already above that of other Deans – Social Sciences. The proposed stipend amount is based upon the amount thought necessary to compensate Mr. Elman for his willingness to serve as Dean, once again, after a brief respite.

[Compensation form attached.]

**COMPENSATION FOR JEFFREY ELMAN AS ACTING DEAN OF THE DIVISION OF SOCIAL SCIENCES,
SAN DIEGO CAMPUS**

Position is slotted at SLCG grade 108 - Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY
	YES	NO		
SALARY AND OTHER CASH PAYMENTS				
· Current Annual Base Salary (Academic year salary of \$184,200 plus 2 ½ summer ninths.)	YES		\$235,367	NO
· Health Sciences Compensation Plan		NO		
· Additional Salary (Stipend, add-ons, etc.)	YES		\$30,000	NO
· Clinical Enterprise Management Recognition Plan- up to 20% *average payout is 15%		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		
BENEFITS AND PERQUISITES				
· 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		
ONE-TIME PAYMENTS/REIMBURSEMENTS				
· Payment in Lieu of Sabbatical Pay		NO		
· Relocation Allowance - 25%		NO		
· Temporary Housing Allowance - 1 month per policy		NO		
· Payment in lieu of Vacation Pay		NO		
· Moving Expenses/Movement of Household Goods		NO		

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY
	YES	NO		
FUTURE BENEFITS				
· Post-retirement Employment Agreements		NO		
· Consultant/Independent Contractor Compensation Agreement		NO		
· Severance/Separation Agreement		NO		
· Sabbatical/Administrative Leave (accrual)	YES			NO
· Special Health Benefits or Other Benefits		NO		
		NO		
OTHER				
· Administrative Fund Allocation		NO		
· Corporate Board Service		NO		
· Other (Specify)		NO		
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$265,367	

[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.