

September 29, 2008

**CHAIR OF THE COMMITTEE ON COMPENSATION
PRESIDENT OF THE UNIVERSITY**

**ACTION UNDER INTERIM AUTHORITY – APPOINTMENT SALARY FOR JOHN D.
B. FEATHERSTONE AS DEAN - SCHOOL OF DENTISTRY, SAN FRANCISCO
CAMPUS**

Action under interim authority is requested due to the critical nature of permanently appointing this senior level position.

RECOMMENDATION

It is recommended that the following items be approved in connection with the appointment of John D.B. Featherstone as Dean – School of Dentistry, San Francisco campus:

- (1) As an exception to policy, an increase in base pay of 110.5 percent to \$300,000 from \$142,500 (Salary Grade 111: Minimum \$267,700 Midpoint \$344,000 Maximum \$420,100). The current base pay of \$142,500 represents an 11-month faculty appointment. Total cash compensation will increase 17.8 percent from \$297,000 to \$350,000.
- (2) Continued participation in HSCP at the reduced rate of \$50,000 from \$82,500.
- (3) UCSF and Dr. Featherstone have a mutual expectation that he will serve in the position for at least the next two years to ensure stability and continuity for the School. However, this position is at will which means that his appointment can be terminated at any time, with or without cause, including within the two year period.
- (4) Effective September 1, 2008.

Additional items of compensation include:

- Per policy, standard pension and health and welfare benefits and standard senior management benefits (including senior management life insurance, executive business travel insurance, and executive salary continuation for disability).
- Per policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to position as tenured faculty.
- Per policy, continued participation in the UC Mortgage Origination Program (MOP).
- Per Policy, continued accrual of sabbatical credits 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 and written commitments. The final action will be released to the public upon approval by the Regents.

BACKGROUND

Former Dean Charles Bertolami retired as Dean of the School of Dentistry on August 31, 2007. Since that date, the campus has been conducting an intensive national search for his successor. During the past year, Dr. John Featherstone has assumed the role of Acting Dean and, after due consideration of all available candidates, the campus has concluded that Dr. Featherstone is best suited to continue to serve as the School's next Dean. Dr. Featherstone has been on the UCSF faculty for thirteen years and the campus indicates that his exemplary service demonstrates how well suited he is to serve as the Dean on an ongoing basis. In addition to his excellent record as Acting Dean, his service and record have been outstanding and include the Leland and Gladys Barber Distinguished Professorship, Chair of the Department of Preventive and Restorative Dental Sciences from 1996-2005 and he has been the principal investigator on major research grants funded by the National Institute of Dental and Craniofacial Research. Dr. Featherstone was the 2003 recipient of the Yngve Ericsson Prize for research in preventive dentistry, the 2006 recipient of the International Association for Dental Research's Distinguished Scientist Award for research in dental caries, the 2002 recipient for the T.H. Maiman award for excellence in dental laser research from the Academy of Laser Dentistry, and the 2003 recipient of the World Congress of Microdentistry's Lifetime Achievement Award. The campus states that Dr. Featherstone was highly successful and a well regarded departmental chair, respected for his skills in management and his academic leadership, a view that has been continued and enhanced during his term as Acting Dean.

APPOINTMENT SALARY FOR JOHN D. B. FEATHERSTONE AS DEAN - SCHOOL OF DENTISTRY,
SAN FRANCISCO CAMPUS

SLCG Grade 111 – Minimum \$267,700, Midpoint \$344,000, Maximum \$420,100

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	YES		\$300,000	YES	Regents
· Health Sciences Compensation Plan	YES		\$ 50,000	NO	Regents
· Additional Salary (Stipend)		NO			
· Any other bonuses/Incentives:		NO			
· Annual Incentive Plan (Treasurer's Office only)		NO			
· Senior Management Supplemental Benefit Program		NO			
BENEFITS AND PERQUISITES					
· Standard Benefits Package (Health, UCRP, Vision, Dental, etc.)	YES			NO	
· Automobile Allowance		NO			
· Leased Automobile		NO			
· Senior Manager Life Insurance	YES			NO	Regents
· Executive Business Travel Insurance	YES			NO	Regents
· Exec. Salary Continuation for Disability	YES			NO	Regents
· Mortgage Origination Program (MOP) Loan	YES			NO	Regents
· 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		NO			
· Temporary Housing Allowance-1 month per policy		NO			
· Payment in lieu of Vacation Pay		NO			
· Moving Expenses/Movement Household		NO			

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ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
FUTURE BENEFITS					
· Post-retirement Employment Agreements		NO			
· Consultant/Independent Contractor Compensation Agreement		NO			
· Severance/Separation Agreement		NO			
· Sabbatical/Administrative Leave	YES				
· Special Health Benefits or Other Benefits		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)					
		\$350,000			

[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.