

**COMMITTEE ON COMPENSATION
JULY 18, 2007**

**STIPEND FOR STEVEN GAINES AS ACTING DEAN – DIVISION OF
MATHEMATICAL, LIFE AND PHYSICAL SCIENCES, COLLEGE OF LETTERS AND
SCIENCE, SANTA BARBARA CAMPUS**

RECOMMENDATION

The Committee on Compensation recommends to The Regents approval of the following items in connection with the appointment of Steven Gaines as Acting Dean-Division of Mathematical, Life and Physical Sciences, College of Letters and Science, Santa Barbara Campus:

- (1) As an exception to policy, an administrative stipend of 25.0 percent (\$39,260, calculated against adjusted faculty salary of \$157,039 increases his base salary to a total annual salary of \$196,299) is requested to compensate for the significant increase in Mr. Gaines scope of responsibilities.
- (2) The stipend amount will be increased as the base salary is increased, so the stipend will equal 25.0 percent of the base salary.
- (3) This appointment is at 100 percent time and, pending approval of The Regents, is effective July 1, 2007 through June 30, 2008 or until the appointment of a permanent Dean – Division of Mathematical, Life and Physical Sciences, College of Letters and Science, whichever occurs first.

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 credits as a member of faculty.
- Per Policy, ineligible to participate in the Senior Management Supplemental Benefit Program due to academic appointment.

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

Martin Moskovits, the previous Dean of the Division of Mathematical, Life, and Physical Sciences, stepped down from the position on May 1, 2007. Mr. Gaines is well-qualified for this position, having served previously in administrative posts including as the Acting Vice Chancellor for Research and as the Director of the Marine Science Institute. Mr. Gaines' leadership of the Marine Science Institute and the Office of Research has been exemplary and his

contributions to the research and teaching missions of the Santa Barbara campus have also been outstanding. Mr. Gaines will bring vision and these key leadership skills the management of this large and complex Division. Our appointment of Mr. Gaines is critical to the continued advancement of the campus and the teaching and research mission of mathematics and the life and physical sciences.

[Compensation form attached.]

**COMPENSATION FOR STEVEN GAINES AS ACTING DEAN – MATHEMATICAL, LIFE, AND PHYSICAL SCIENCES
COLLEGE OF LETTERS AND SCIENCE, SANTA BARBARA CAMPUS
Position Slotted in Grade 107 – Minimum \$167,600, Midpoint \$212,700, Maximum \$257,800
Effective upon approval of The Regents**

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| ITEM | RECEIVING | | AMOUNT | EXCEPTION TO POLICY | APPROVAL REQUIRED |
|---|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| SALARY AND OTHER CASH PAYMENTS | | | | | |
| · Annual Base Salary | X | | \$157,039 | NO | REGENTS |
| · Health Sciences Compensation Plan | | X | | | |
| · Additional Salary (Stipend, add-ons, etc.) | X | | \$39,260 | YES | REGENTS |
| · 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 | | | |
| BENEFITS AND PERQUISITES | | | | | |
| · 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 | | | |
| · 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 - 1 month per policy | | X | | | |
| · Payment in lieu of Vacation Pay | | X | | | |
| · Moving Expenses/Movement of Household Goods | | X | | | |

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|---|-----------|----|-----------|------------------------|----------------------|
| | YES | NO | | | |
| FUTURE BENEFITS | | | | | |
| · 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 | | | |
| OTHER | | | | | |
| · Administrative Fund Allocation | | X | | | |
| · Corporate Board Service | | X | | | |
| · Other (Specify) | | X | | | |
| TOTAL ANNUAL EMPLOYEY COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other) | | | \$196,299 | | |

[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.