

COMMITTEE ON COMPENSATION

SEPTEMBER 2007

STIPEND FOR SUSAN HARLOW AS ACTING VICE CHANCELLOR – UNIVERSITY ADVANCEMENT, RIVERSIDE CAMPUS

RECOMMENDATION

The President recommended that the Committee on Compensation recommend to The Regents approval of the following items in connection with the appointment salary for Susan Harlow as Acting Vice Chancellor – University Advancement, Riverside campus:

- (1) As an exception to policy, an administrative stipend of 20.0 percent (\$37,000) to increase Ms. Harlow's base salary of \$185,000 for an annual salary of \$222,000 (Salary Grade 108: Minimum \$187,100, Midpoint \$238,200, Maximum \$289,300).
- (2) If an adjustment to the base salary is made prior to the termination of this acting role, the 20.0 percent stipend will be recalculated against the new base salary.
- (3) This appointment is 100 percent time and effective September 10, 2007 through September 9, 2008 or until the appointment of a permanent Vice Chancellor – University Advancement, whichever occurs first, pending approval of The Regents.

Additional items of compensation include:

- Per policy, standard Pension and Health and Welfare benefits.

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

Susan Harlow has been selected to serve as the Acting Vice Chancellor - University Advancement during the interim period following William Boldt's decision to resign from the position on September 9, 2007. The Acting appointment is effective September 10, 2007 and is intended to continue through September 9, 2008, or until the appointment of the new Vice Chancellor - University Advancement, whichever occurs first.

[Compensation form attached.]

**ADMINISTRATIVE STIPEND FOR SUSAN HARLOW AS
ACTING VICE CHANCELLOR – UNIVERSITY ADVANCEMENT
RIVERSIDE CAMPUS**

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

Effective September 10, 2007 pending approval by 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		\$185,000	NO	
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.) 20% Stipend	X		\$37,000	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			
· 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 - 1 month per policy		X			
· Payment in lieu of Vacation Pay		X			
· Moving Expenses/Movement of Household Goods – 100% of covered expenses		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		X			
· Special Health Benefits or Other Benefits		X			
OTHER					
· Administrative Fund Allocation		X			
· Corporate Board Service		X			
· Other (Specify)		X			
TOTAL ANNUAL EMPLOYEE COMPENSATION (Including, if applicable, Salary, Perquisites, One-time Payments, Future Benefits, and Other)			\$222,000		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.