

April 21, 2008

CHAIRMAN OF THE COMMITTEE ON COMPENSATION

ACTION UNDER INTERIM AUTHORITY – INTERIM RE-SLOTTING AND APPOINTMENT SALARY FOR RAFAEL L. BRAS AS DEAN – HENRY SAMUELI SCHOOL OF ENGINEERING, IRVINE CAMPUS

Action under interim authority is requested for the appointment salary for Rafael L. Bras as Dean - Henry Samueli School of Engineering, Irvine Campus. This request is in response to an immediate need to secure the employment of Mr. Bras.

COMPENSATION

- (1) Interim re-slotting of Dean - Henry Samueli School of Engineering position in SLCG Grade 110 (Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500). This slotting is consistent with the recommendation of Mercer Human Resources Consulting Group.
- (2) Appointment salary of \$330,000 (Salary Grade 110 Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500) as he will not be eligible for annual merit/equity consideration until October 2009.
- (3) This appointment is 100 percent time and effective September 1, 2008.

Additional items of compensation include:

- Per policy, a relocation allowance of 25 percent of base salary (\$82,500), subject to a repayment requirement in the event that Mr. Bras resigns within the first five years of employment.
- Per policy, full moving expenses.
- Per policy, house hunting trips.
- Per policy, participation in the Mortgage Origination Program (MOP), up to \$1.33 million.
- 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 leave as a member of faculty.
- Per policy, ineligible to participate in Senior Management Supplemental Benefit Program due to tenured faculty position.

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

The Irvine campus requests interim re-slotting from SLCG grade 108 to SLCG grade 110 for its Dean - Henry Samueli School of Engineering position in support of the strategic priority that this represents for UC Irvine. Engineering is a strategic priority for UC Irvine and is a field of increasing importance for all of UC and to the local and state economy as well. Furthermore, the UC Irvine Henry Samueli School of Engineering focuses on energy, environment, and biomedical engineering, which are growing areas of UC and global interest. It is one of the nation's fastest growing engineering schools. Mr. Bras is a nationally renowned professor in engineering and is currently the Edward A. Abdun-Nur Professor of Civil and Environmental Engineering at Massachusetts Institute of Technology (MIT). Mr. Bras is also considered an energy expert in global sustainability, environmental regulation, environmental impacts of energy, oil/gas exploration and production, oil/gas reserve assessment, climate change, and energy in developing countries.

[compensation form attached]

**COMPENSATION FOR RAFAEL L. BRAS AS DEAN – HENRY SAMUELI SCHOOL OF ENGINEERING
IRVINE CAMPUS**

Position Slotted in Grade 110 – Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500

Effective September 1, 2008 pending approval by The Regents

Page 1 of 2

ITEM	RECEIVING		AMOUNT	EXCEPTION TO POLICY	APPROVAL REQUIRED
	YES	NO			
SALARY AND OTHER CASH PAYMENTS					
· Annual Base Salary	X		\$330,000	NO	REGENTS
· Health Sciences Compensation Plan		X			
· Additional Salary (Stipend, add-ons, etc.)		X			
· Clinical Enterprise Management Recognition Plan- up to 20%		X			
*example payout calculated at 20%					
· 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			NO	REGENTS
· 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		\$82,500	NO	REGENTS
· 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			NO	REGENTS
· House hunting trips	X			NO	REGENTS

**COMPENSATION FOR RAFAEL L. BRAS AS DEAN – HENRY SAMUELI SCHOOL OF ENGINEERING
IRVINE CAMPUS**

Position Slotted in Grade 110 – Minimum \$239,700, Midpoint \$307,200, Maximum \$374,500

Effective September 1, 2008 pending approval by The Regents

Page 2 of 2

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			NO	
· 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)			\$412,500		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.